

NORFOLK CONSTABULARY

Human Resources Management Information

Diversity Report

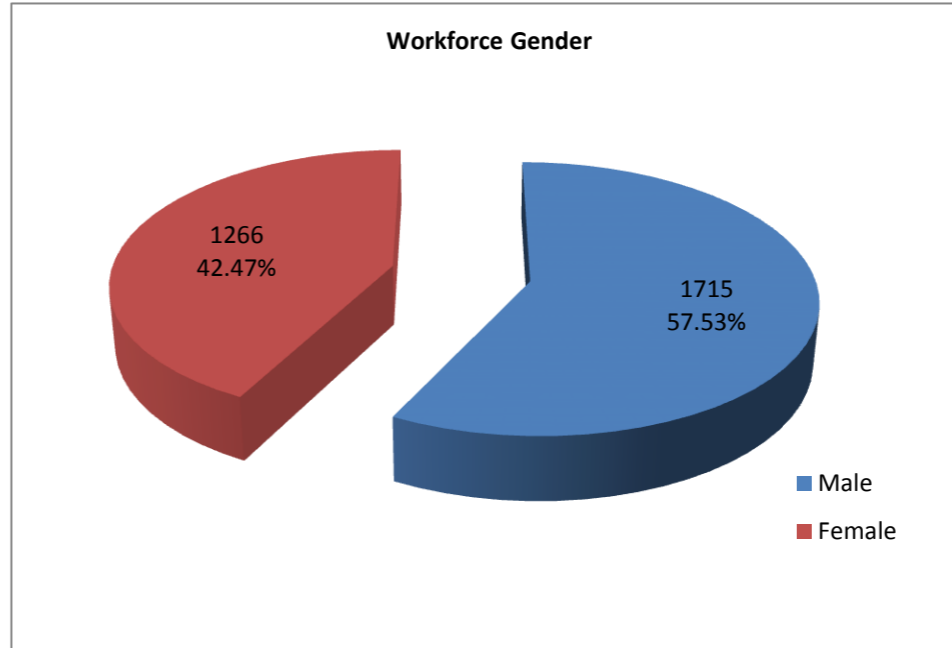
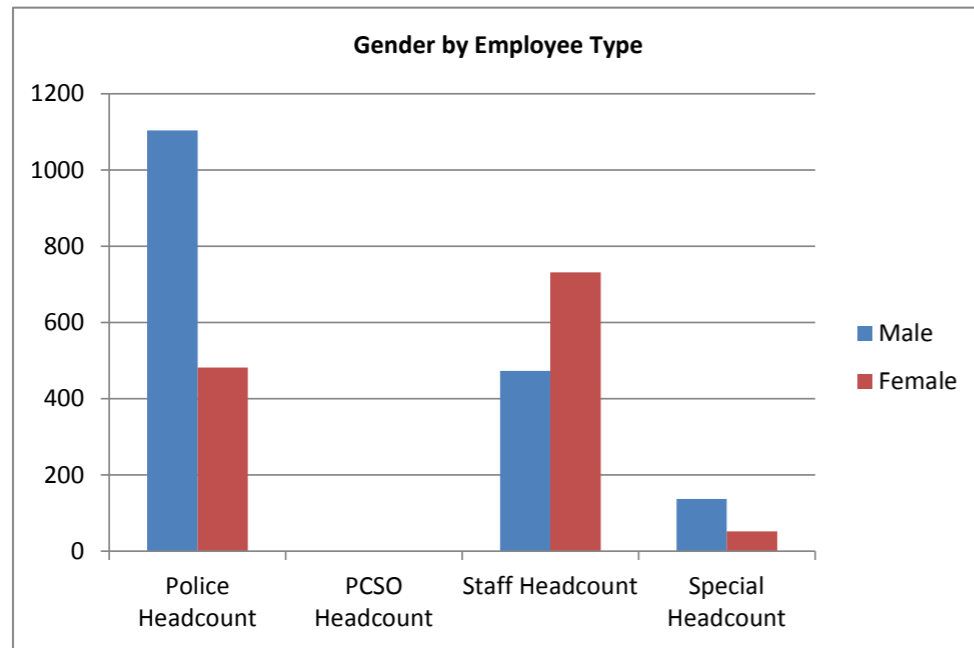
Q2 2018/19

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	29	21	58	25
PCSO's	0	0	0	0
Poice Staff	10	30	23	238
Specials	3	4	8	15
Volunteers	3	8	4	77
Total	45	63	93	355

GENDER

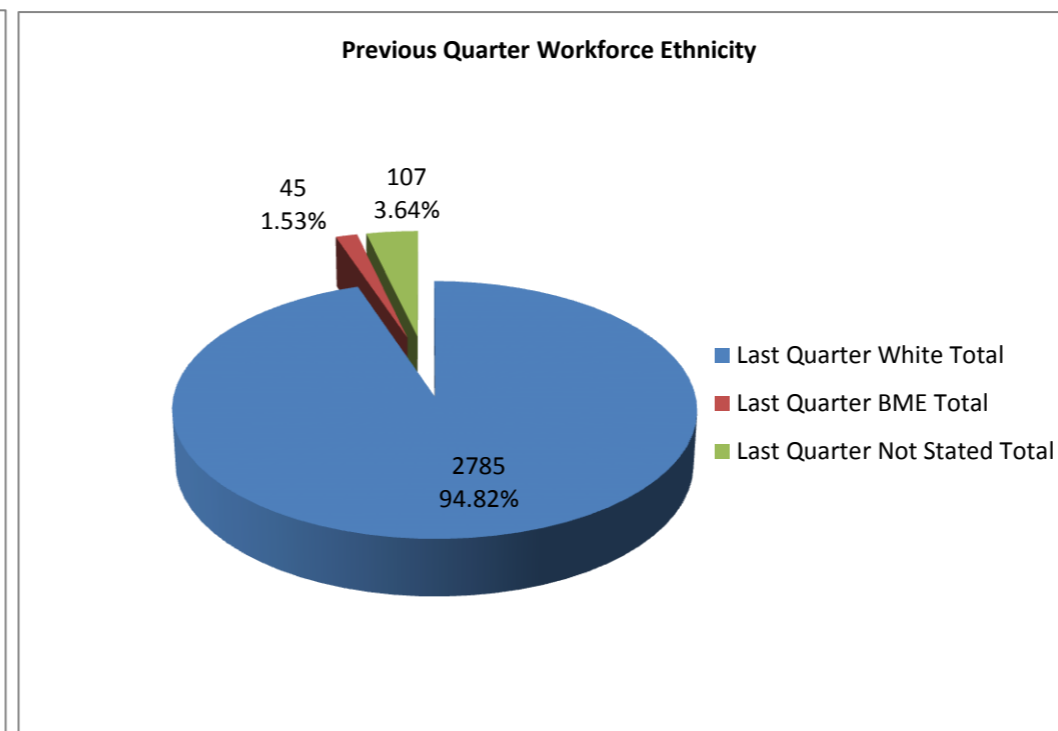
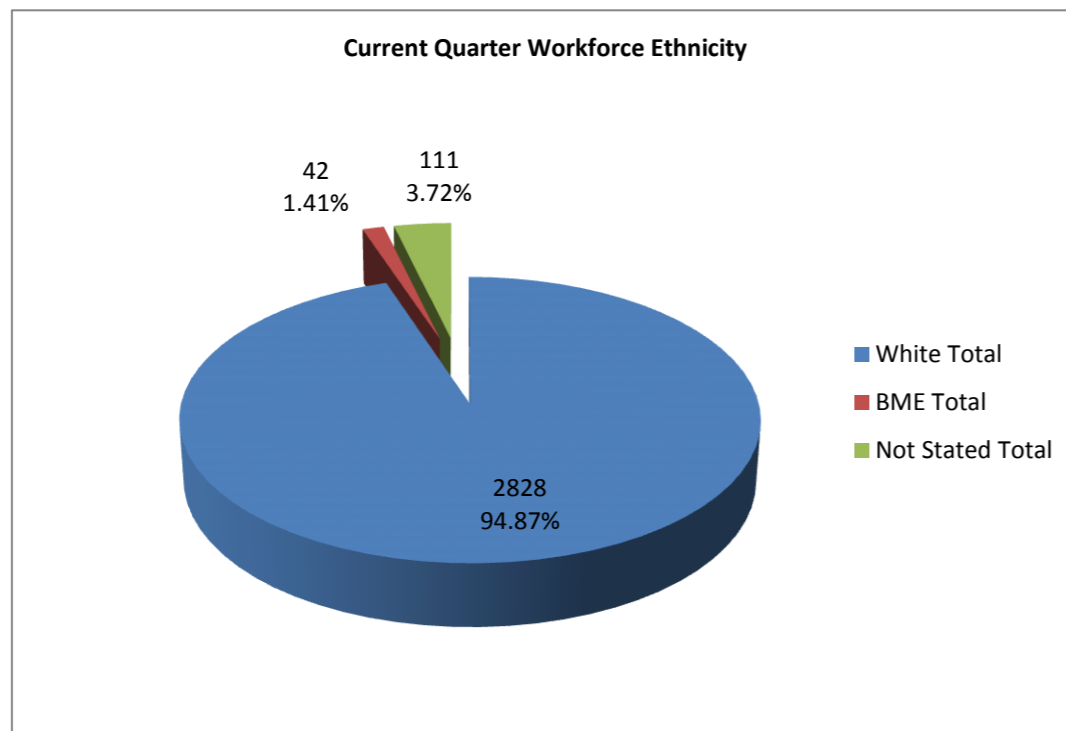
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1104	69.61%	0		473	39.25%	138	72.63%	1715	57.53%
Male (Last Quarter)	1086	69.75%	0		472	39.46%	131	71.20%	1689	57.51%
Female	482	30.39%	0		732	60.75%	52	27.37%	1266	42.47%
Female (Last Quarter)	471	30.25%	0		724	60.54%	53	28.80%	1248	42.49%
Grand Total	1586		0		1205		190		2981	
Last Quarter Total	1557		0		1196		184		2937	



Gender	Volunteers	
	Headcount	%
Male	70	52.63%
Female	63	47.37%
Grand Total	133	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1537	96.91%			1108	91.95%	183	96.32%	2828	94.87%
White Total	1537	96.91%	0	0.00%	1108	91.95%	183	96.32%	2828	94.87%
Last Quarter White Total	1511	97.05%	0	0.00%	1097	91.72%	177	96.20%	2785	94.82%
Mixed	13	0.82%			5	0.41%	1	0.53%	19	0.64%
Asian	6	0.38%			5	0.41%	1	0.53%	12	0.40%
Black	7	0.44%			0	0.00%	1	0.53%	8	0.27%
Other	3	0.19%			0	0.00%	0	0.00%	3	0.10%
BME Total	29	1.83%	0	0.00%	10	0.83%	3	1.58%	42	1.41%
Last Quarter BME Total	30	1.93%	0	0.00%	12	1.00%	3	1.63%	45	1.53%
Not Stated	20	1.26%			87	7.22%	4	2.11%	111	3.72%
Not Stated Total	20	1.26%	0	0.00%	87	7.22%	4	2.11%	111	3.72%
Last Quarter Not Stated Total	16	1.03%	0	0.00%	87	7.27%	4	2.17%	107	3.64%
Grand Total	1586		0		1205		190		2981	
Last Quarter Total	1544		0		1185		188		3005	



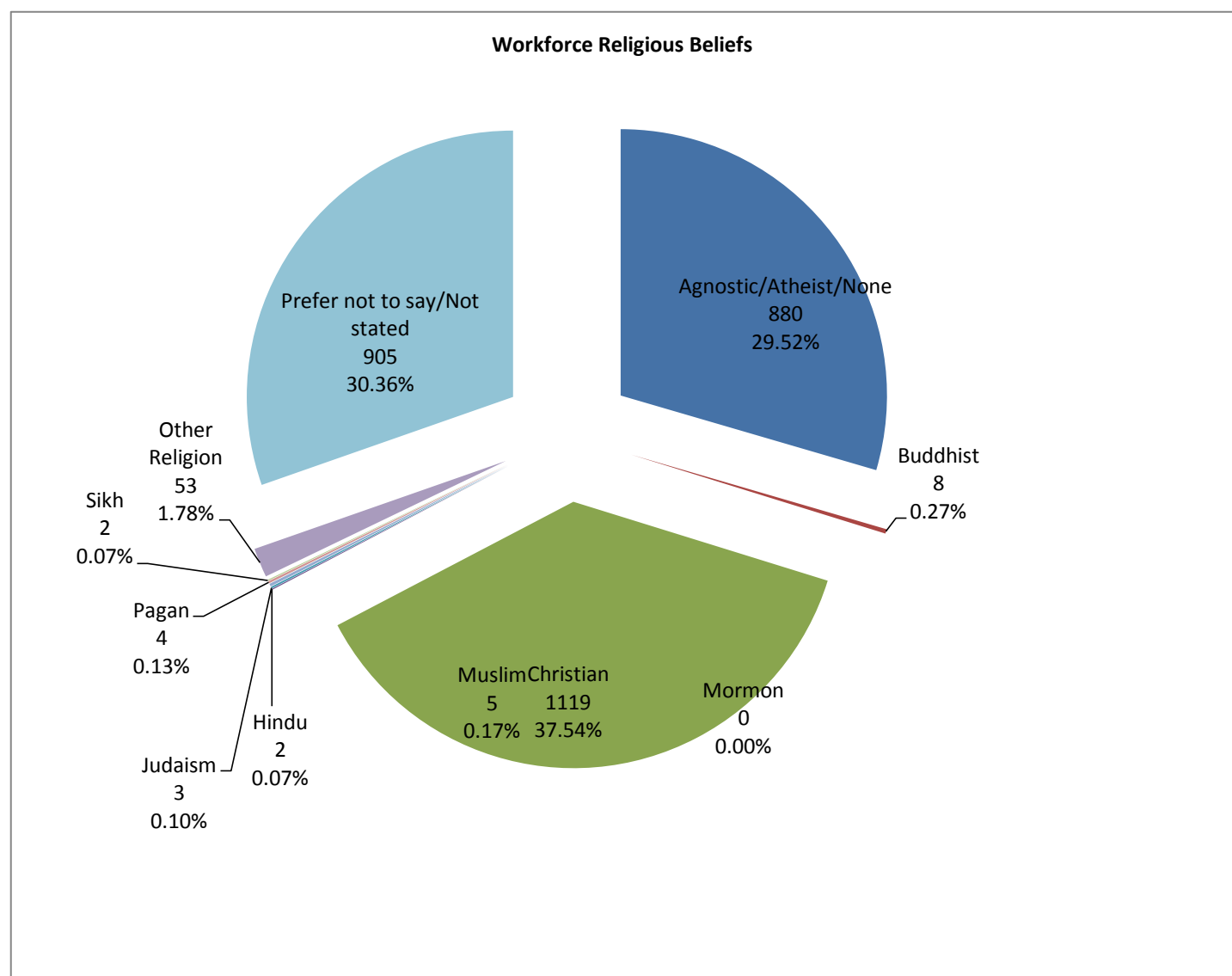
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	123	92.48%
White Total	123	92.48%
Mixed	1	0.75%
Asian	1	0.75%
Black	1	0.75%
Other		0.00%
BME Total	3	2.26%
Not Stated	7	5.26%
Not Stated Total	7	5.26%
Grand Total	133	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	510	32.16%			293	24.32%	77	40.53%	880	29.52%
Buddhist	6	0.38%			1	0.08%	1	0.53%	8	0.27%
Christian	574	36.19%			487	40.41%	58	30.53%	1119	37.54%
Hindu	1	0.06%			1	0.08%	0	0.00%	2	0.07%
Judaism	0	0.00%			3	0.25%	0	0.00%	3	0.10%
Mormon	0	0.00%			0	0.00%	0	0.00%	0	0.00%
Muslim	3	0.19%			1	0.08%	1	0.53%	5	0.17%
Pagan	3	0.19%			1	0.08%	0	0.00%	4	0.13%
Sikh	2	0.13%			0	0.00%	0	0.00%	2	0.07%
Other Religion	25	1.58%			24	1.99%	4	2.11%	53	1.78%
Prefer not to say/Not stated	462	29.13%			394	32.70%	49	25.79%	905	30.36%
Grand Total	1586		0		1205		190		2981	

Last Quarter	
Headcount	%
827	28.16%
8	0.27%
1110	37.79%
2	0.07%
3	0.10%
0	0.00%
5	0.17%
4	0.14%
2	0.07%
57	1.94%
919	31.29%
2937	

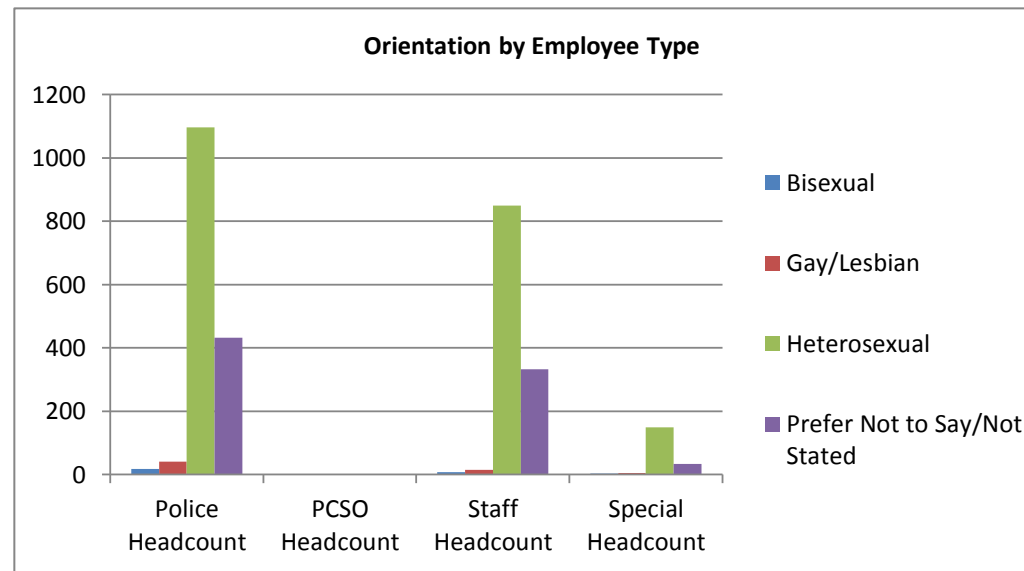
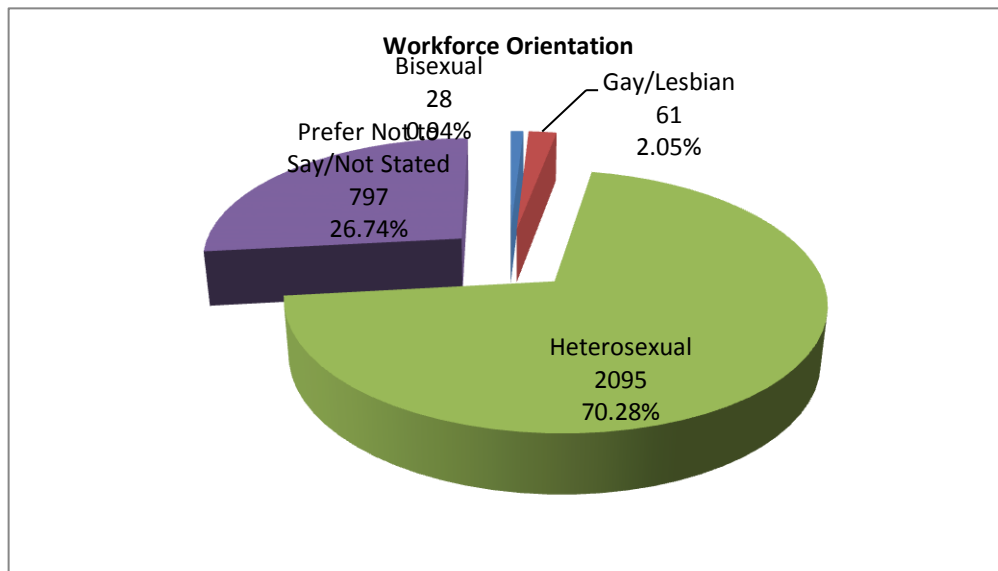


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	34	25.56%
Buddhist	2	1.50%
Christian	70	52.63%
Hindu	0	0.00%
Judaism	0	0.00%
Muslim	0	0.00%
Other	2	1.50%
Prefer not to say/Not stated	25	18.80%
Grand Total	133	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	17	1.07%			8	0.66%	3	1.58%	28	0.94%
Gay/Lesbian	41	2.59%			15	1.24%	5	2.63%	61	2.05%
Heterosexual	1096	69.10%			850	70.54%	149	78.42%	2095	70.28%
Prefer Not to Say/Not Stated	432	27.24%			332	27.55%	33	17.37%	797	26.74%
Grand Total	1586		0		1205		190		2981	

Last Quarter	
Headcount	%
26	0.89%
56	1.91%
2045	69.63%
810	27.58%
2937	

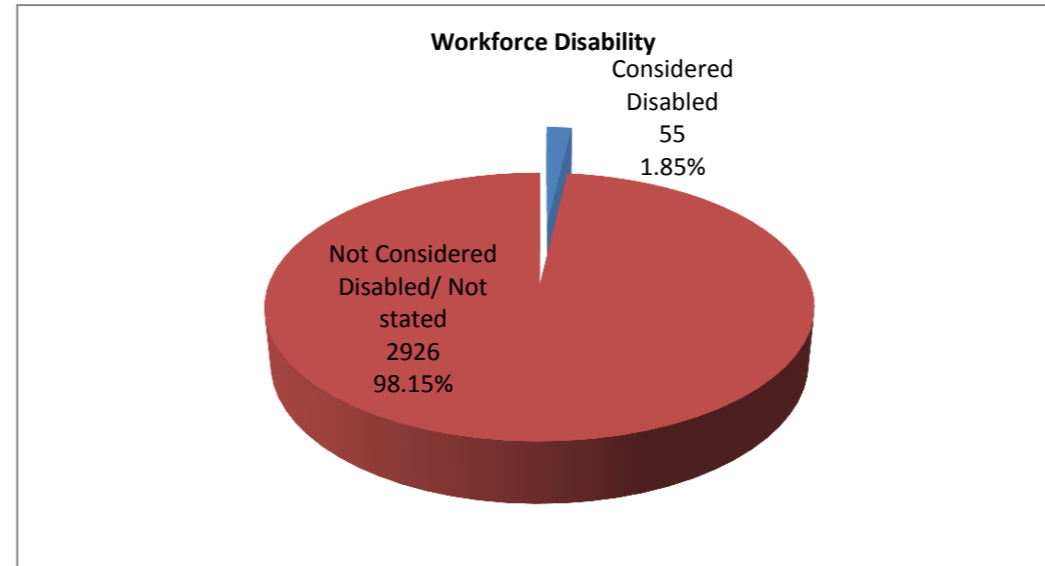
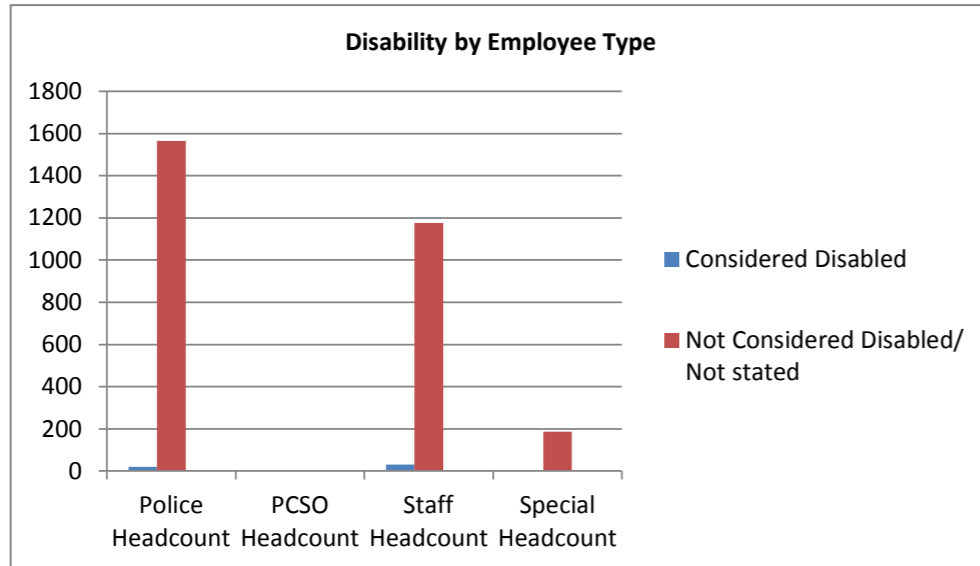


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.75%
Gay/Lesbian	3	2.26%
Heterosexual	108	81.20%
Prefer Not to Say/Not Stated	21	15.79%
Grand Total	133	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	21	1.32%			30	2.49%	4	2.11%	55	1.85%
Not Considered Disabled/ Not stated	1565	98.68%			1175	97.51%	186	97.89%	2926	98.15%
Grand Total	1586		0		1205		190		2981	

Last Quarter	
Headcount	%
54	1.84%
2883	98.16%
2937	

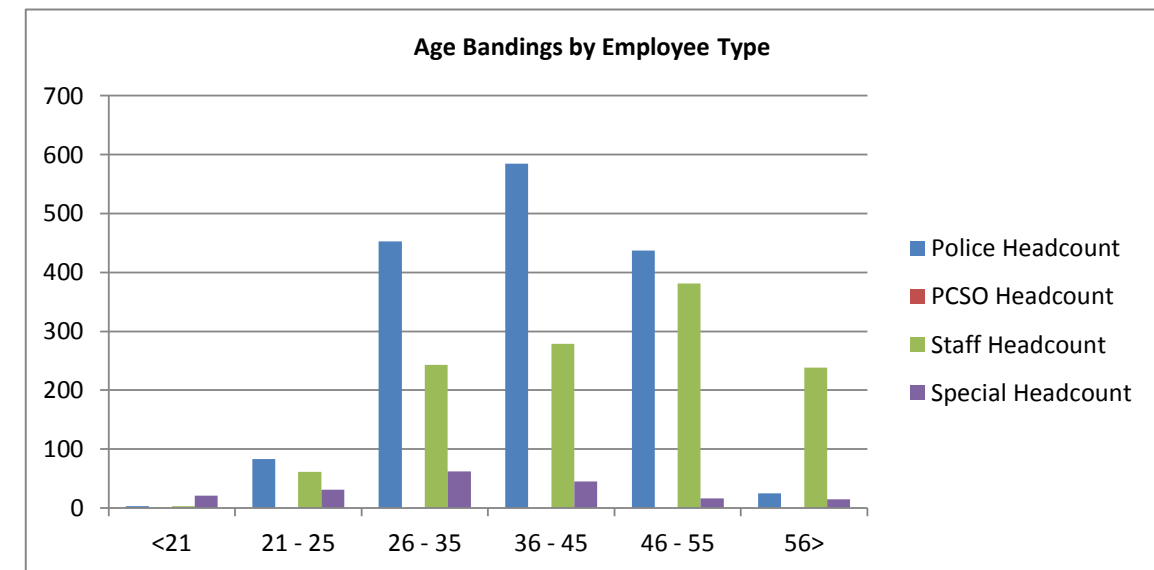
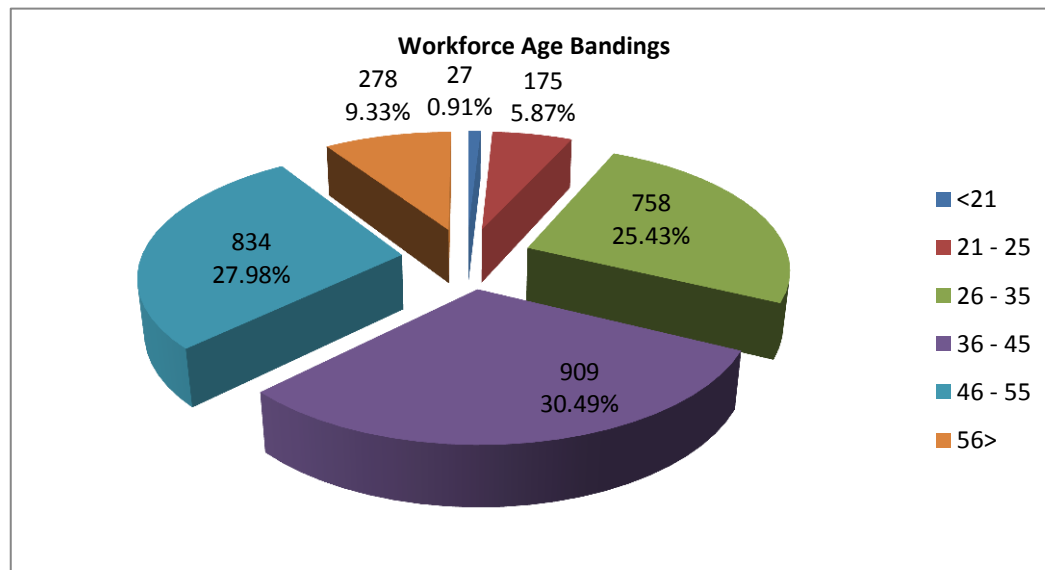


Disability	Volunteers	
	Headcount	%
Considered Disabled	8	6.02%
Not Considered Disabled/ Not stated	125	93.98%
Grand Total	133	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	3	0.19%			3	0.25%	21	11.05%	27	0.91%
21 - 25	83	5.23%			61	5.06%	31	16.32%	175	5.87%
26 - 35	453	28.56%			243	20.17%	62	32.63%	758	25.43%
36 - 45	585	36.89%			279	23.15%	45	23.68%	909	30.49%
46 - 55	437	27.55%			381	31.62%	16	8.42%	834	27.98%
56>	25	1.58%			238	19.75%	15	7.89%	278	9.33%
Grand Total	1586		0		1205		190		2981	

Last Quarter	
Last Qtr Headcount	%
15	0.51%
147	5.01%
742	25.26%
902	30.71%
844	28.74%
287	9.77%
2937	



Volunteers		
Age	Headcount	%
<21	4	3.08%
21 - 25	11	8.46%
26 - 35	10	7.69%
36 - 45	8	6.15%
46 - 55	20	15.38%
56>	77	59.23%
Not Disclosed		0.00%
Grand Total	130	