

NORFOLK CONSTABULARY

Human Resources Management Information

Diversity Report

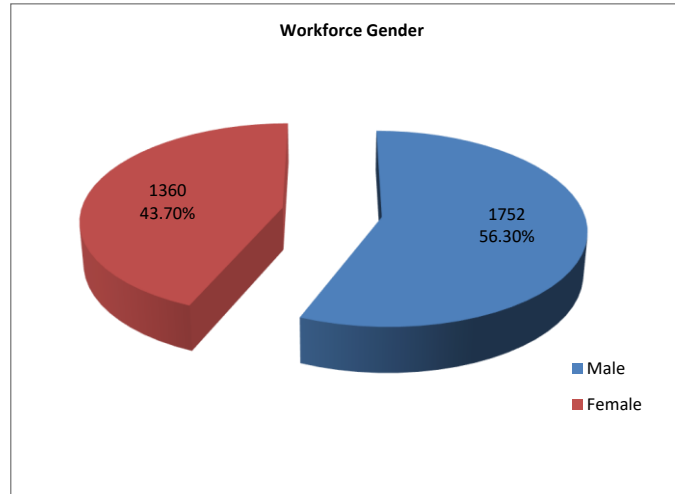
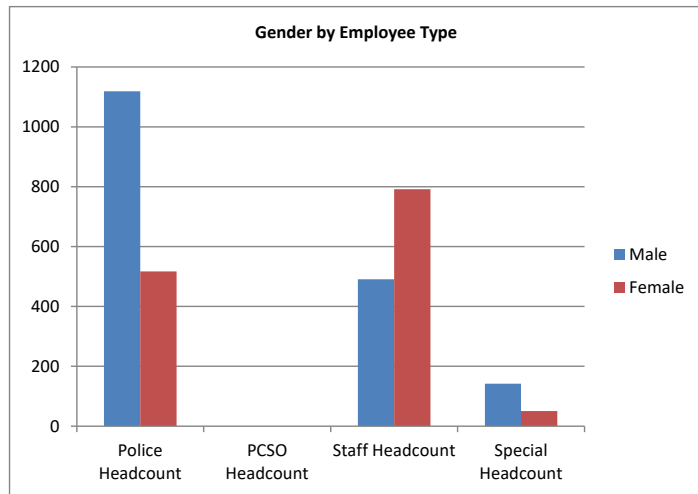
Q2 2019-20

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	34	27	67	28
Poice Staff	10	33	29	262
Specials	3	8	5	14
Volunteers	3	5	3	84
Total	50	73	104	388

GENDER

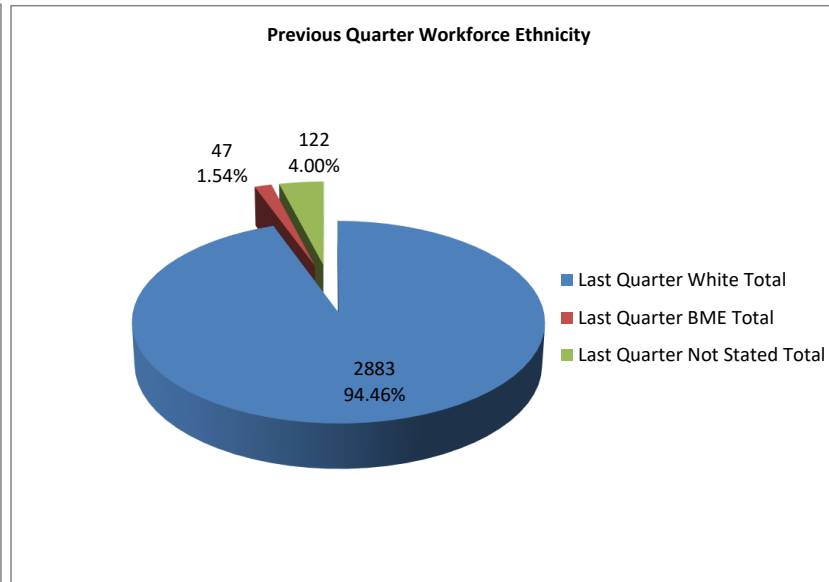
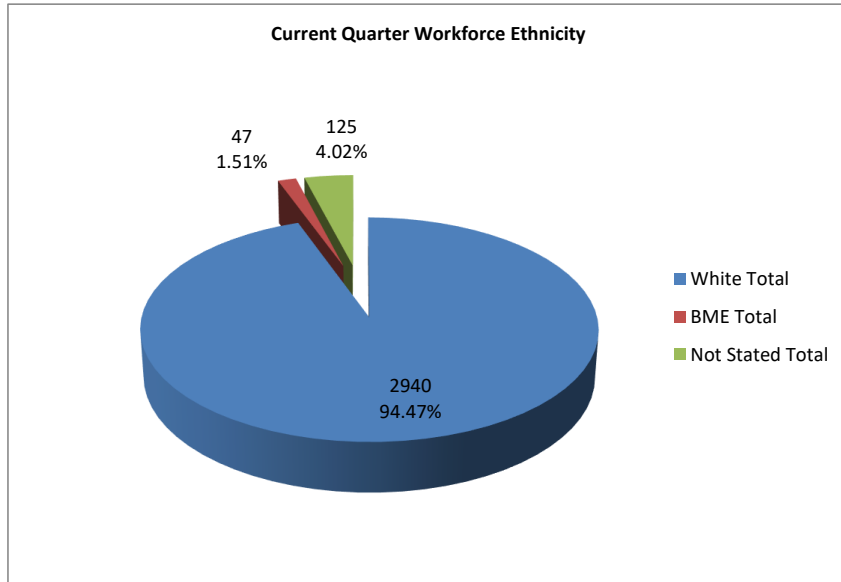
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1119	68.40%	0		491	38.27%	142	73.58%	1752	56.30%
Male (Last Quarter)	1110	68.94%	0		483	38.70%	142	73.20%	1735	56.85%
Female	517	31.60%	0		792	61.73%	51	26.42%	1360	43.70%
Female (Last Quarter)	500	31.06%	0		765	61.30%	52	26.80%	1317	43.15%
Grand Total	1636		0		1283		193		3112	
Last Quarter Total	1610		0		1248		194		3052	



Gender	Volunteers	
	Headcount	%
Male	82	60.74%
Female	53	39.26%
Grand Total	135	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1577	96.39%			1176	91.66%	187	96.89%	2940	94.47%
White Total	1577	96.39%	0	0.00%	1176	91.66%	187	96.89%	2940	94.47%
Last Quarter White Total	1553	96.46%	0	0.00%	1144	91.67%	186	95.88%	2883	94.46%
Mixed	16	0.98%			5	0.39%	1	0.52%	22	0.71%
Asian	6	0.37%			5	0.39%	1	0.52%	12	0.39%
Black	9	0.55%			0	0.00%	1	0.52%	10	0.32%
Other	3	0.18%			0	0.00%	0	0.00%	3	0.10%
BME Total	34	2.08%	0	0.00%	10	0.78%	3	1.55%	47	1.51%
Last Quarter BME Total	33	2.05%	0	0.00%	10	0.80%	4	2.06%	47	1.54%
Not Stated	25	1.53%			97	7.56%	3	1.55%	125	4.02%
Not Stated Total	25	1.53%	0	0.00%	97	7.56%	3	1.55%	125	4.02%
Last Quarter Not Stated Total	24	1.49%	0	0.00%	94	7.53%	4	2.06%	122	4.00%
Grand Total	1636		0		1283		193		3112	
Last Quarter Total	1610		0		1248		194		3052	



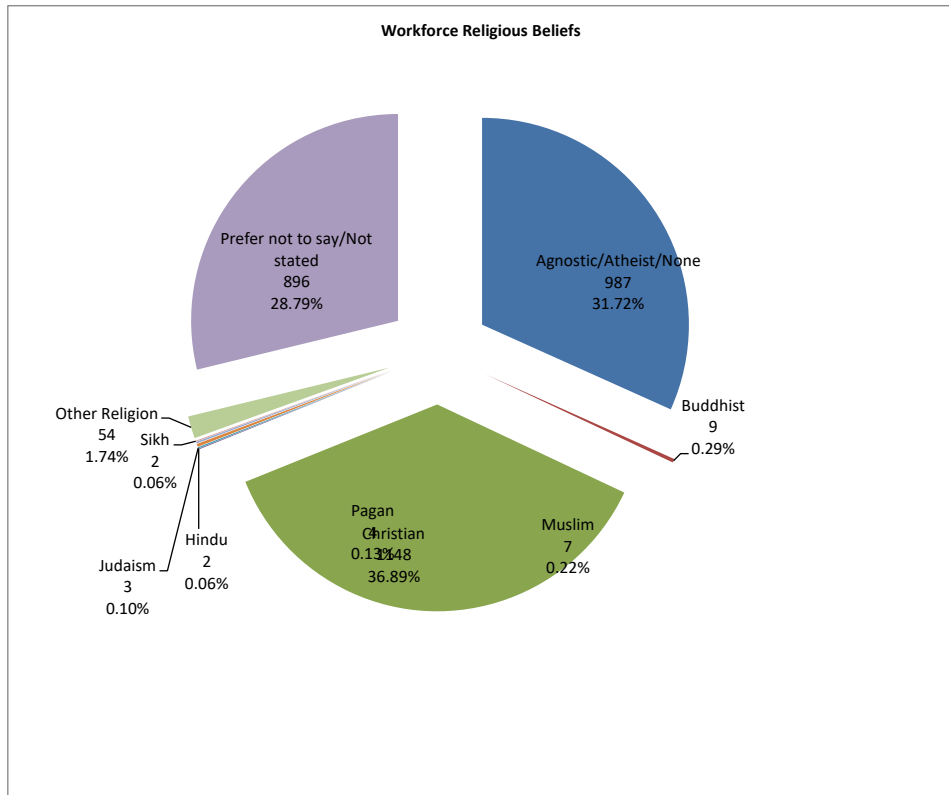
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	126	93.33%
White Total	126	93.33%
Mixed	0	0.00%
Asian	1	0.74%
Black	2	1.48%
Other	0	0.00%
BME Total	3	2.22%
Not Stated	6	4.44%
Not Stated Total	6	4.44%
Grand Total	135	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	579	35.39%			326	25.41%	82	42.49%	987	31.72%
Buddhist	6	0.37%			2	0.16%	1	0.52%	9	0.29%
Christian	587	35.88%			506	39.44%	55	28.50%	1148	36.89%
Hindu	1	0.06%			1	0.08%		0.00%	2	0.06%
Judaism		0.00%			3	0.23%		0.00%	3	0.10%
Muslim	5	0.31%			1	0.08%	1	0.52%	7	0.22%
Pagan	1	0.06%			3	0.23%		0.00%	4	0.13%
Sikh	2	0.12%				0.00%		0.00%	2	0.06%
Other Religion	23	1.41%			27	2.10%	4	2.07%	54	1.74%
Prefer not to say/Not stated	432	26.41%			414	32.27%	50	25.91%	896	28.79%
Grand Total	1636		0		1283		193		3112	

Last Quarter	
Headcount	%
945	30.96%
8	0.26%
1139	37.32%
2	0.07%
3	0.10%
7	0.23%
2	0.07%
2	0.07%
54	1.77%
890	29.16%
3052	

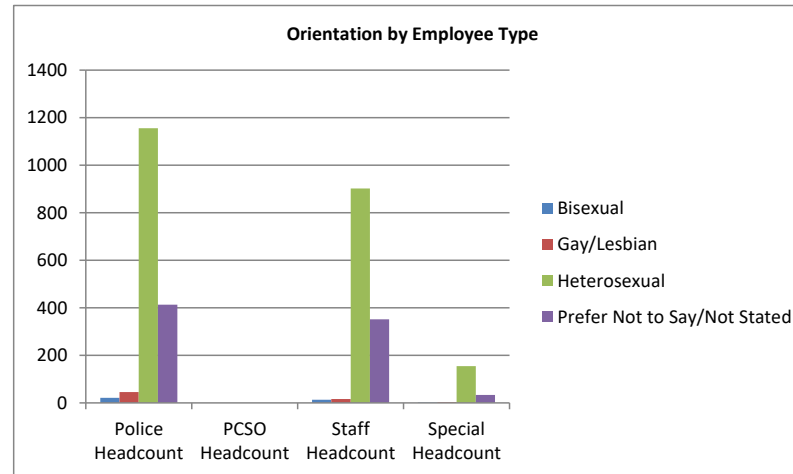
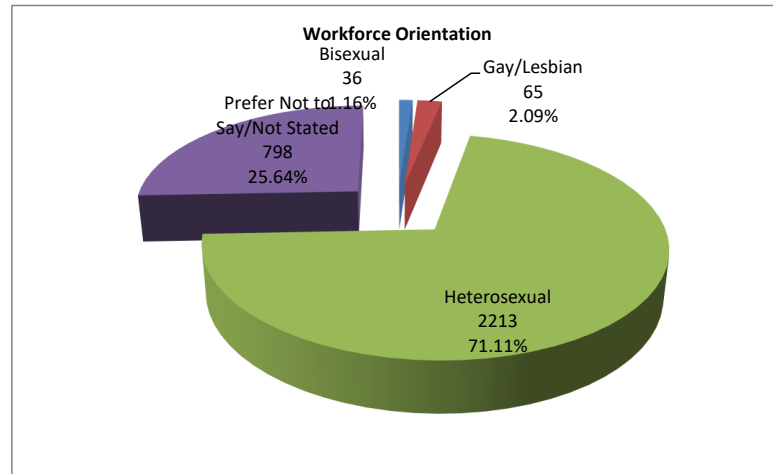


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	35	25.93%
Buddhist	3	2.22%
Christian	67	49.63%
Hindu	0	0.00%
Judaism	1	0.74%
Muslim	0	0.00%
Other	2	1.48%
Prefer not to say/Not stated	27	20.00%
Grand Total	135	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	21	1.28%			13	1.01%	2	1.04%	36	1.16%
Gay/Lesbian	46	2.81%			16	1.25%	3	1.55%	65	2.09%
Heterosexual	1156	70.66%			902	70.30%	155	80.31%	2213	71.11%
Prefer Not to Say/Not Stated	413	25.24%			352	27.44%	33	17.10%	798	25.64%
Grand Total	1636		0		1283		193		3112	

Last Quarter	
Headcount	%
32	1.05%
63	2.06%
2165	70.94%
792	25.95%
3052	

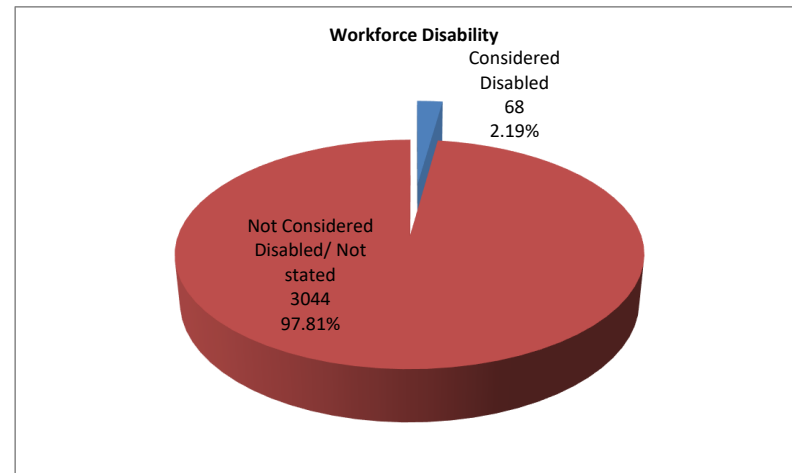
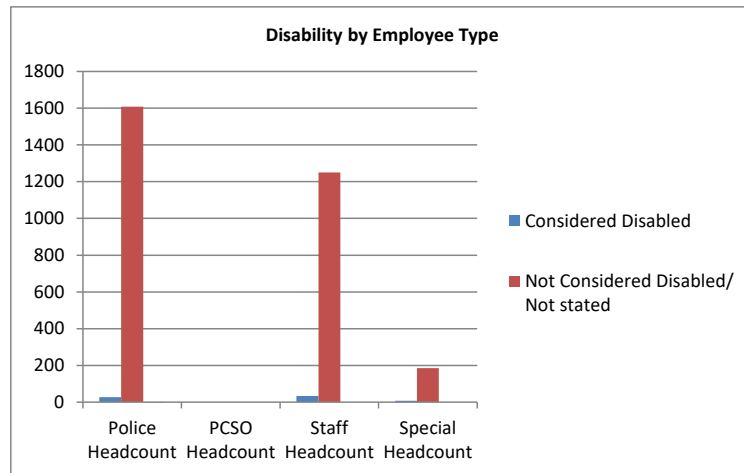


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.74%
Gay/Lesbian	2	1.48%
Heterosexual	108	80.00%
Prefer Not to Say/Not Stated	24	17.78%
Grand Total	135	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	27	1.65%			33	2.57%	8	4.15%	68	2.19%
Not Considered Disabled/ Not stated	1609	98.35%			1250	97.43%	185	95.85%	3044	97.81%
Grand Total	1636		0		1283		193		3112	

Last Quarter	
Headcount	%
62	2.03%
2990	97.97%
3052	

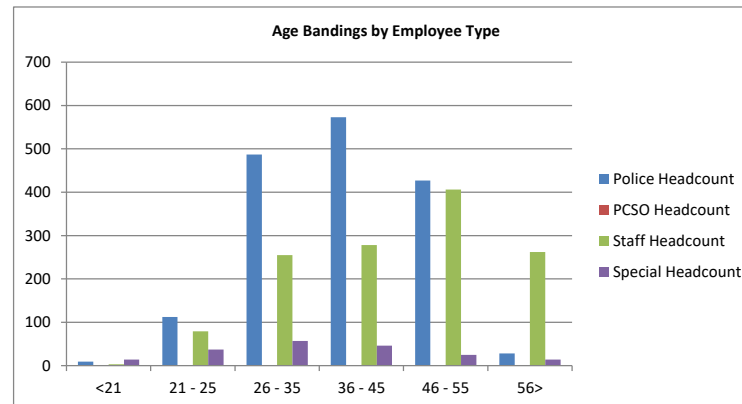
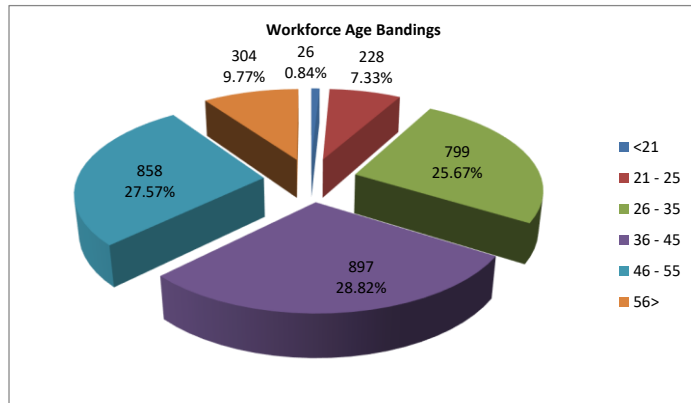


Disability	Volunteers	
	Headcount	%
Considered Disabled	5	3.70%
Not Considered Disabled/ Not stated	130	96.30%
Grand Total	135	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	9	0.55%			3	0.23%	14	7.25%	26	0.84%
21 - 25	112	6.85%			79	6.16%	37	19.17%	228	7.33%
26 - 35	487	29.77%			255	19.88%	57	29.53%	799	25.67%
36 - 45	573	35.02%			278	21.67%	46	23.83%	897	28.82%
46 - 55	427	26.10%			406	31.64%	25	12.95%	858	27.57%
56>	28	1.71%			262	20.42%	14	7.25%	304	9.77%
Grand Total	1636		0		1283		193		3112	

Last Quarter	
Last Qtr Headcount	%
26	0.85%
218	7.14%
781	25.59%
910	29.82%
836	27.39%
281	9.21%
3052	



Age	Volunteers	
	Headcount	%
<21	11	8.15%
21 - 25	7	5.19%
26 - 35	2	1.48%
36 - 45	12	8.89%
46 - 55	19	14.07%
56 >	84	62.22%
Not Disclosed		0.00%
Grand Total	135	