

**NORFOLK CONSTABULARY**

**Human Resources Management Information**

**Diversity Report**

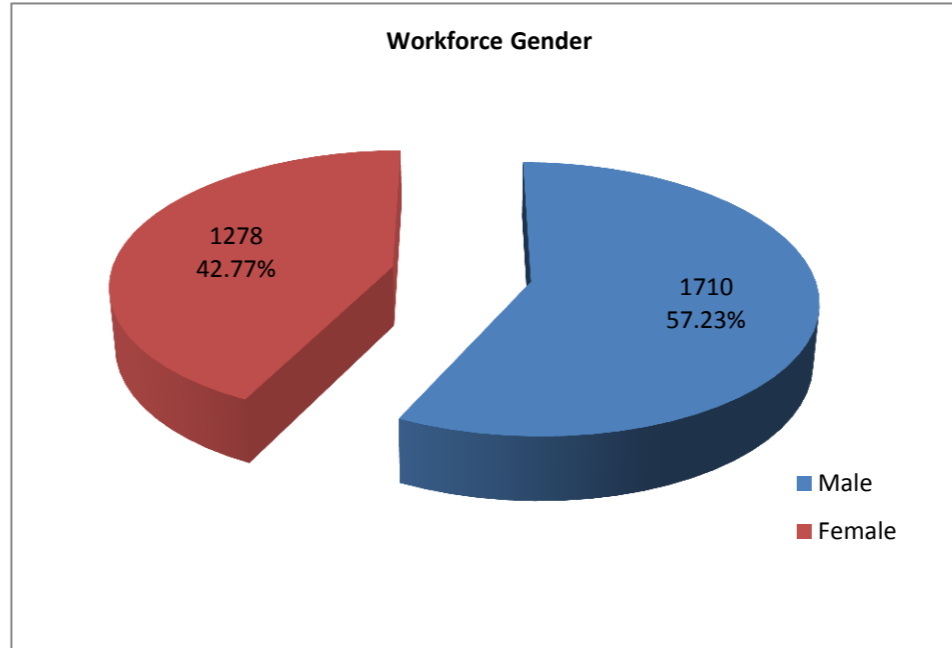
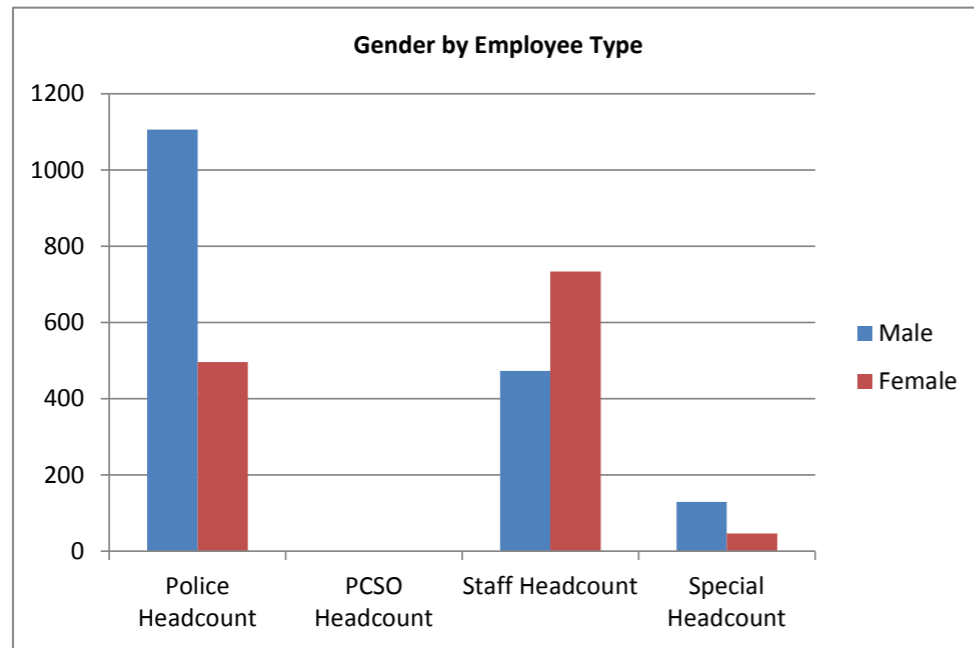
**Q3 2018/19**

**Summary Data**

	<b>BME</b>	<b>Disability</b>	<b>LGB</b>	<b>Aged 56+</b>
Police Officers	30	23	66	41
Poice Staff	10	29	24	267
Specials	3	4	7	15
Volunteers	3	5	4	80
<b>Total</b>	<b>46</b>	<b>61</b>	<b>101</b>	<b>403</b>

**GENDER**

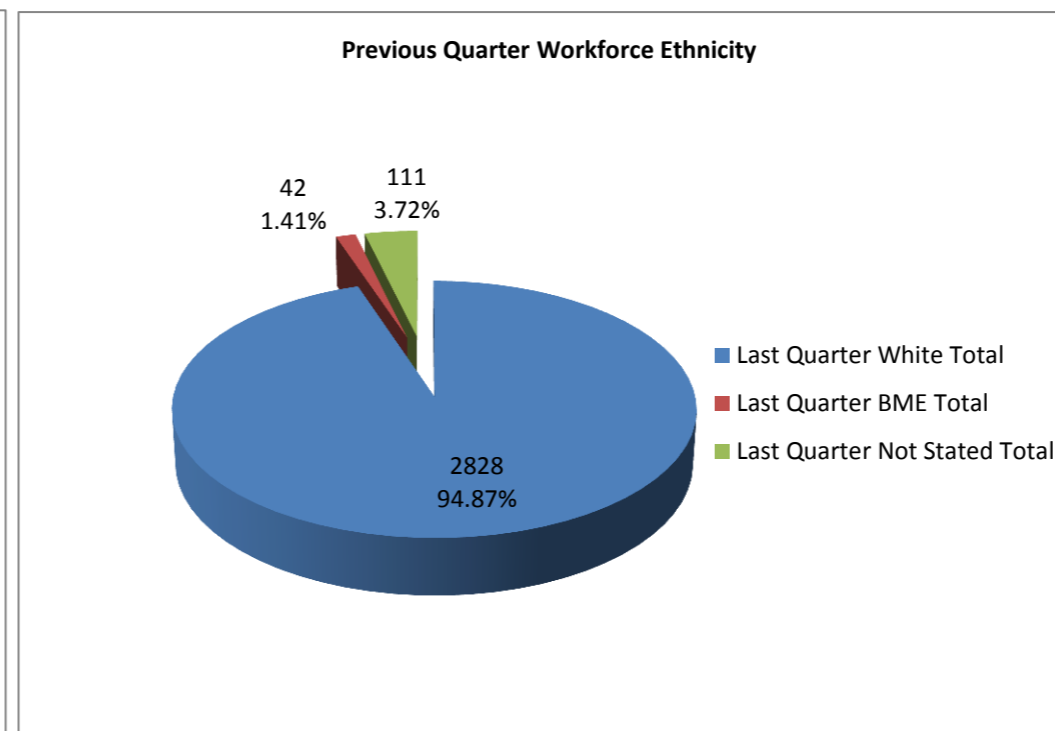
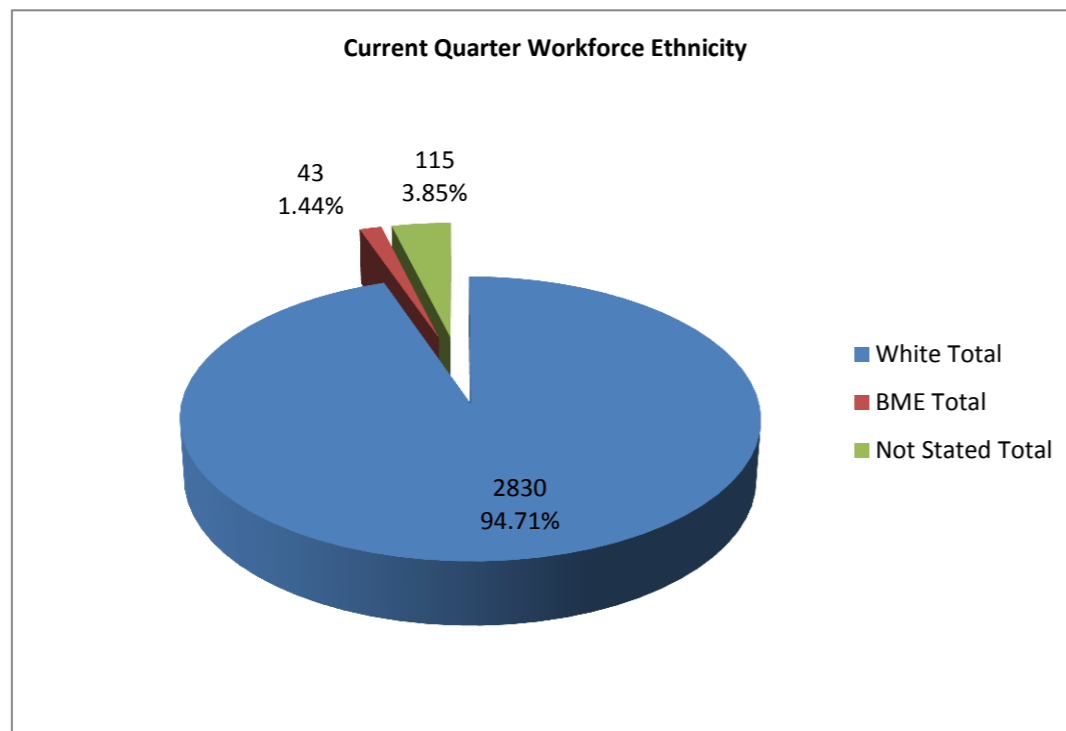
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1107	69.01%	0		473	39.19%	130	73.45%	1710	57.23%
Male (Last Quarter)	1104	69.61%	0		473	39.25%	138	72.63%	1715	57.53%
Female	497	30.99%	0		734	60.81%	47	26.55%	1278	42.77%
Female (Last Quarter)	482	30.39%	0		732	60.75%	52	27.37%	1266	42.47%
<b>Grand Total</b>	<b>1604</b>		<b>0</b>		<b>1207</b>		<b>177</b>		<b>2988</b>	
<b>Last Quarter Total</b>	<b>1586</b>		<b>0</b>		<b>1205</b>		<b>190</b>		<b>2981</b>	



Gender	Volunteers	
	Headcount	%
Male	69	56.10%
Female	54	43.90%
<b>Grand Total</b>	<b>123</b>	

**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1553	96.82%			1107	91.71%	170	96.05%	2830	94.71%
<b>White Total</b>	<b>1553</b>	<b>96.82%</b>	<b>0</b>	<b>0.00%</b>	<b>1107</b>	<b>91.71%</b>	<b>170</b>	<b>96.05%</b>	<b>2830</b>	<b>94.71%</b>
Last Quarter White Total	1537	96.91%	0	0.00%	1108	91.95%	183	96.32%	2828	94.87%
Mixed	13	0.81%			5	0.41%	1	0.56%	19	0.64%
Asian	6	0.37%			5	0.41%	1	0.56%	12	0.40%
Black	8	0.50%			0	0.00%	1	0.56%	9	0.30%
Other	3	0.19%			0	0.00%	0	0.00%	3	0.10%
<b>BME Total</b>	<b>30</b>	<b>1.87%</b>	<b>0</b>	<b>0.00%</b>	<b>10</b>	<b>0.83%</b>	<b>3</b>	<b>1.69%</b>	<b>43</b>	<b>1.44%</b>
Last Quarter BME Total	29	1.83%	0	0.00%	10	0.83%	3	1.58%	42	1.41%
Not Stated	21	1.31%			90	7.46%	4	2.26%	115	3.85%
<b>Not Stated Total</b>	<b>21</b>	<b>1.31%</b>	<b>0</b>	<b>0.00%</b>	<b>90</b>	<b>7.46%</b>	<b>4</b>	<b>2.26%</b>	<b>115</b>	<b>3.85%</b>
Last Quarter Not Stated Total	20	1.26%	0	0.00%	87	7.22%	4	2.11%	111	3.72%
<b>Grand Total</b>	<b>1604</b>		<b>0</b>		<b>1207</b>		<b>177</b>		<b>2988</b>	
Last Quarter Total	1586		0		1205		190		2981	





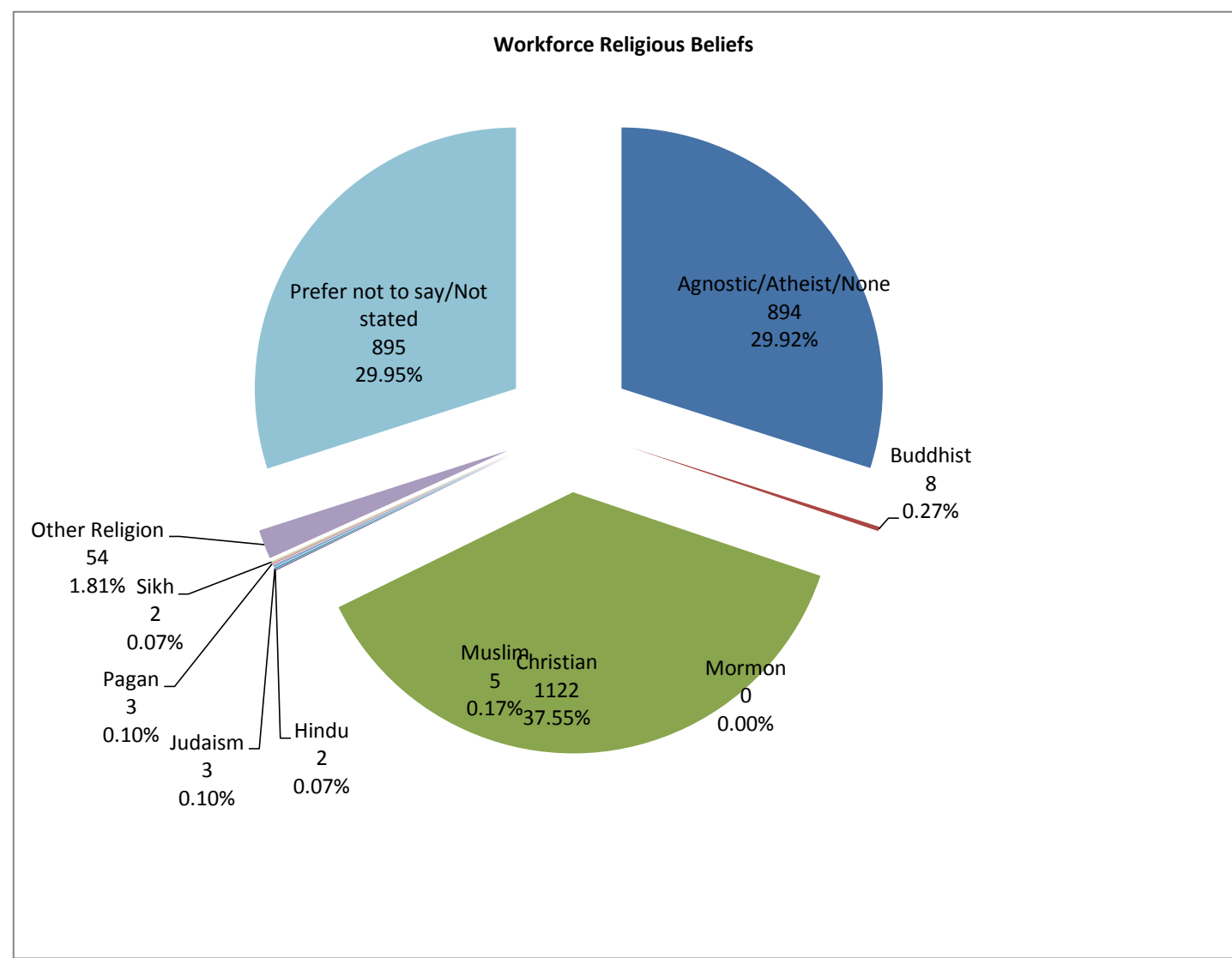
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	113	91.87%
<b>White Total</b>	<b>113</b>	<b>91.87%</b>
Mixed	1	0.81%
Asian	1	0.81%
Black	1	0.81%
Other		0.00%
<b>BME Total</b>	<b>3</b>	<b>2.44%</b>
Not Stated	7	5.69%
<b>Not Stated Total</b>	<b>7</b>	<b>5.69%</b>
<b>Grand Total</b>	<b>123</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	527	32.86%			298	24.69%	69	38.98%	894	29.92%
Buddhist	6	0.37%			1	0.08%	1	0.56%	8	0.27%
Christian	581	36.22%			482	39.93%	59	33.33%	1122	37.55%
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	0.56%	5	0.17%
Pagan	2	0.12%			1	0.08%	0	0.00%	3	0.10%
Sikh	2	0.12%			0	0.00%	0	0.00%	2	0.07%
Other Religion	25	1.56%			25	2.07%	4	2.26%	54	1.81%
Prefer not to say/Not stated	457	28.49%			395	32.73%	43	24.29%	895	29.95%
<b>Grand Total</b>	<b>1604</b>		<b>0</b>		<b>1207</b>		<b>177</b>		<b>2988</b>	

Last Quarter	
Headcount	%
880	29.52%
8	0.27%
1119	37.54%
2	0.07%
3	0.10%
0	0.00%
5	0.17%
4	0.13%
2	0.07%
53	1.78%
905	30.36%
<b>2981</b>	

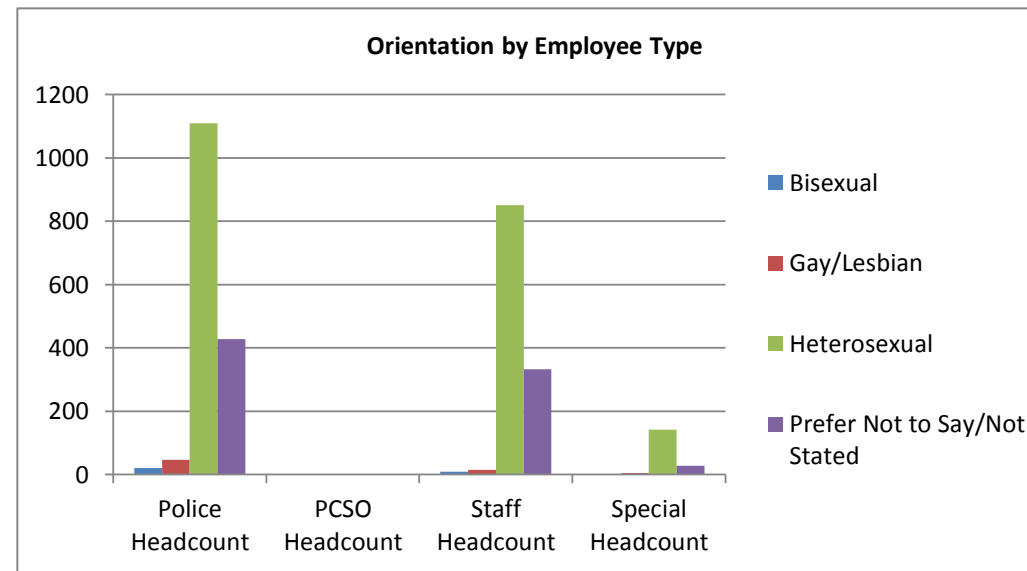
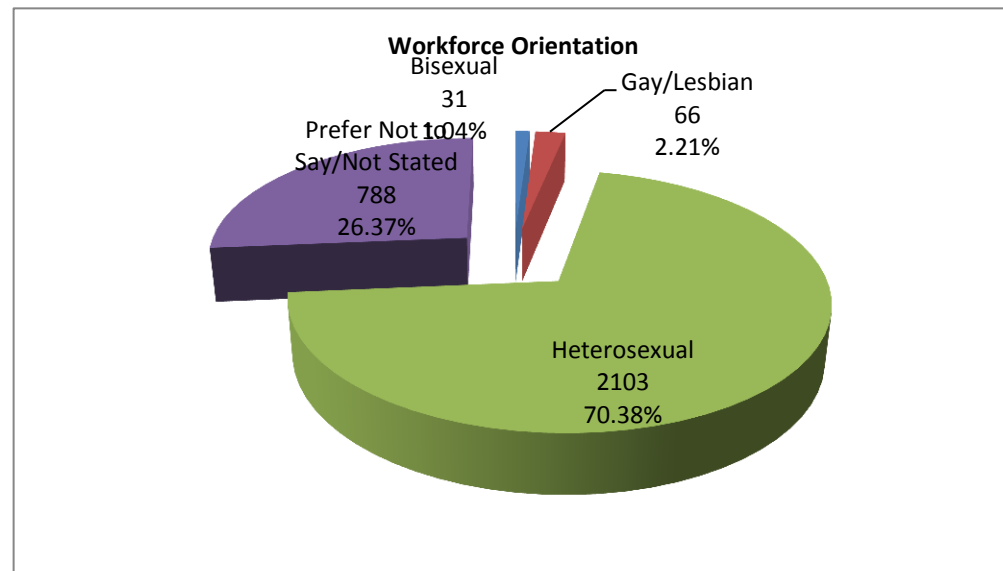


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	30	24.39%
Buddhist	2	1.63%
Christian	62	50.41%
Hindu	0	0.00%
Judaism	0	0.00%
Muslim	0	0.00%
Other	2	1.63%
Prefer not to say/Not stated	27	21.95%
<b>Grand Total</b>	<b>123</b>	

**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	20	1.25%			9	0.75%	2	1.13%	31	1.04%
Gay/Lesbian	46	2.87%			15	1.24%	5	2.82%	66	2.21%
Heterosexual	1110	69.20%			851	70.51%	142	80.23%	2103	70.38%
Prefer Not to Say/Not Stated	428	26.68%			332	27.51%	28	15.82%	788	26.37%
<b>Grand Total</b>	<b>1604</b>		<b>0</b>		<b>1207</b>		<b>177</b>		<b>2988</b>	

Last Quarter	
Headcount	%
28	0.94%
61	2.05%
2095	70.28%
797	26.74%
<b>2981</b>	

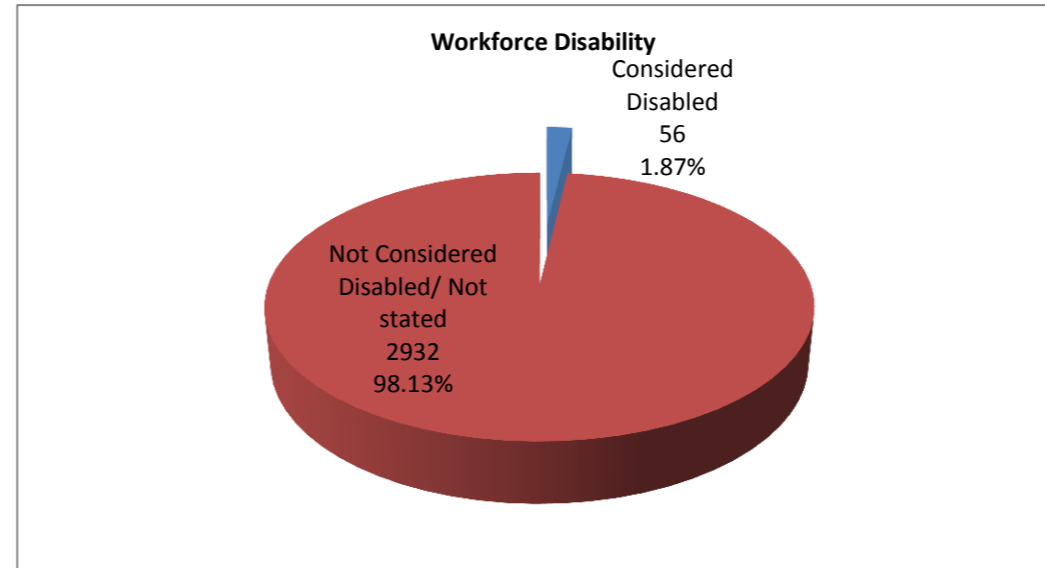
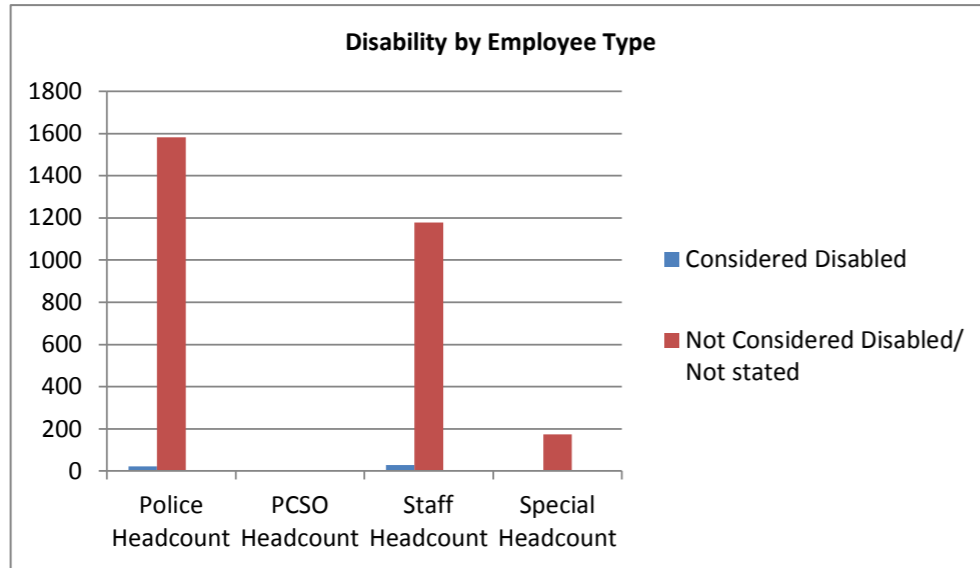


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.81%
Gay/Lesbian	3	2.44%
Heterosexual	94	76.42%
Prefer Not to Say/Not Stated	25	20.33%
<b>Grand Total</b>	<b>123</b>	

**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	23	1.43%			29	2.40%	4	2.26%	56	1.87%
Not Considered Disabled/ Not stated	1581	98.57%			1178	97.60%	173	97.74%	2932	98.13%
<b>Grand Total</b>	<b>1604</b>		<b>0</b>		<b>1207</b>		<b>177</b>		<b>2988</b>	

Last Quarter	
Headcount	%
55	1.85%
2926	98.15%
<b>2981</b>	



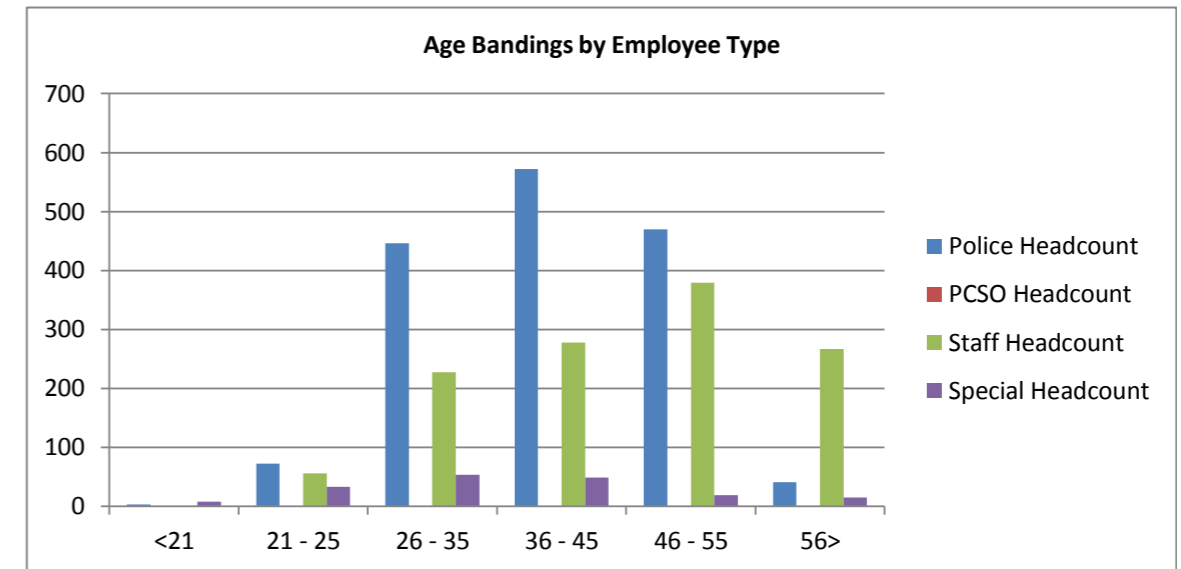
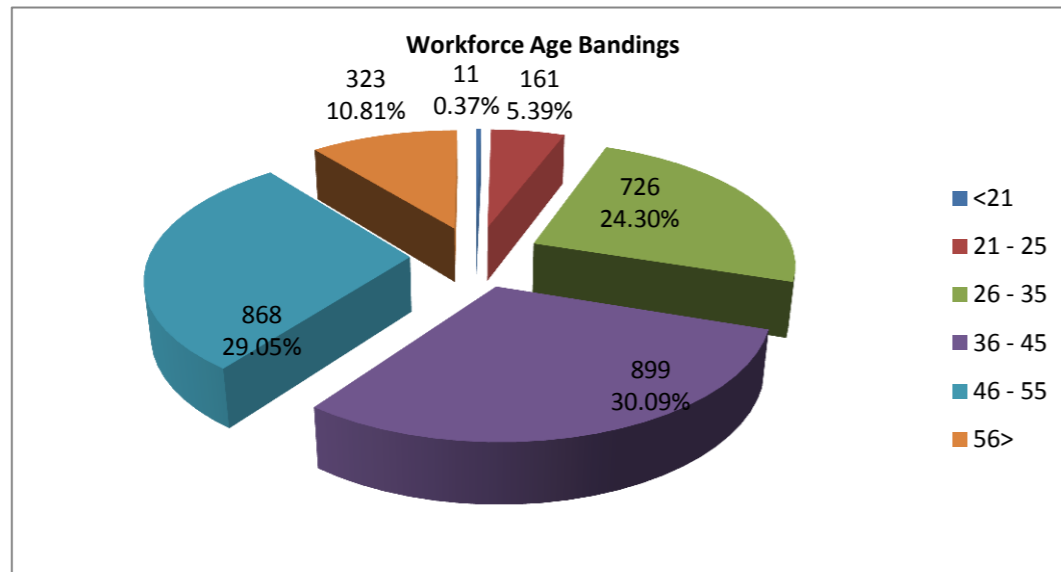
Disability	Volunteers	
	Headcount	%
Considered Disabled	5	4.07%
Not Considered Disabled/ Not stated	118	95.93%
<b>Grand Total</b>	<b>123</b>	



**AGE**

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	3	0.19%			0	0.00%	8	4.52%	11	0.37%
21 - 25	72	4.49%			56	4.64%	33	18.64%	161	5.39%
26 - 35	446	27.81%			227	18.81%	53	29.94%	726	24.30%
36 - 45	572	35.66%			278	23.03%	49	27.68%	899	30.09%
46 - 55	470	29.30%			379	31.40%	19	10.73%	868	29.05%
56>	41	2.56%			267	22.12%	15	8.47%	323	10.81%
<b>Grand Total</b>	<b>1604</b>		<b>0</b>		<b>1207</b>		<b>177</b>		<b>2988</b>	

Last Quarter	
Last Qtr Headcount	%
27	0.91%
175	5.87%
758	25.43%
909	30.49%
834	27.98%
278	9.33%
<b>2981</b>	



Age	Volunteers	
	Headcount	%
<21	3	2.44%
21 - 25	10	8.13%
26 - 35	4	3.25%
36 - 45	11	8.94%
46 - 55	15	12.20%
56>	80	65.04%
Not Disclosed		0.00%
<b>Grand Total</b>	<b>123</b>	