

NORFOLK CONSTABULARY

Human Resources Management Information

Diversity Report

Q3 2019-20

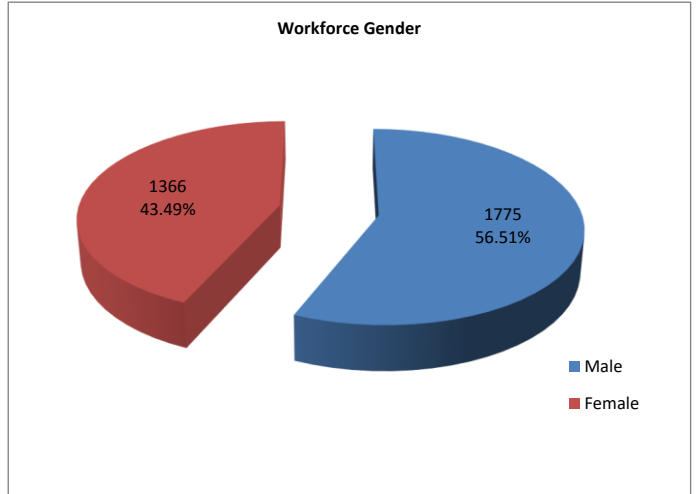
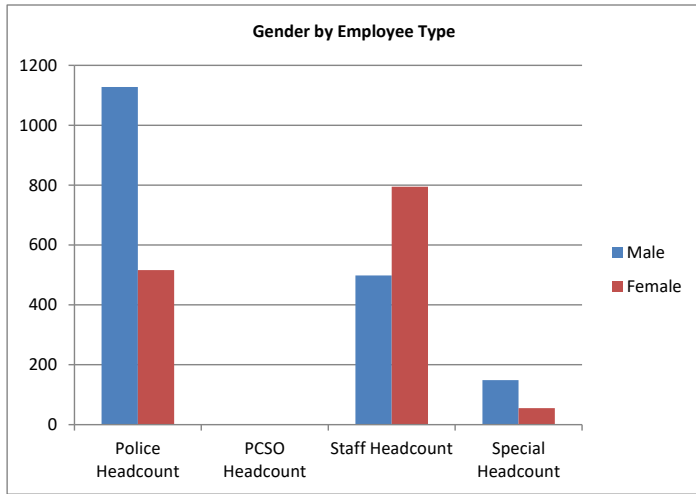
Summary Data

	BME	BME %	Disability	Disability %	LGB	LGB %	Aged 56+	Aged 56+ %
Police Officers	34	2.07%	28	1.70%	66	4.01%	26	1.58%
Poice Staff	11	0.85%	33	2.55%	30	2.32%	261	20.19%
Specials	4	1.96%	8	3.92%	6	2.93%	14	6.86%
Volunteers	3	2.13%	6	4.26%	3	2.13%	89	65.93%
Norfolk Data		3.50%		20.1%*		2%**		26.1%***
Total	52	1.58%	75	2.29%	105	3.20%	390	11.88%

- * Census data explains as Day-to-day activities limited a lot and Day-to-day activities limited a little
- ** No census data available for LGB, so ONS stats for England from 2017 used
- *** Using data representative of our employees, not total percentage of over 56's in Norfolk (that is 37.4%)

GENDER

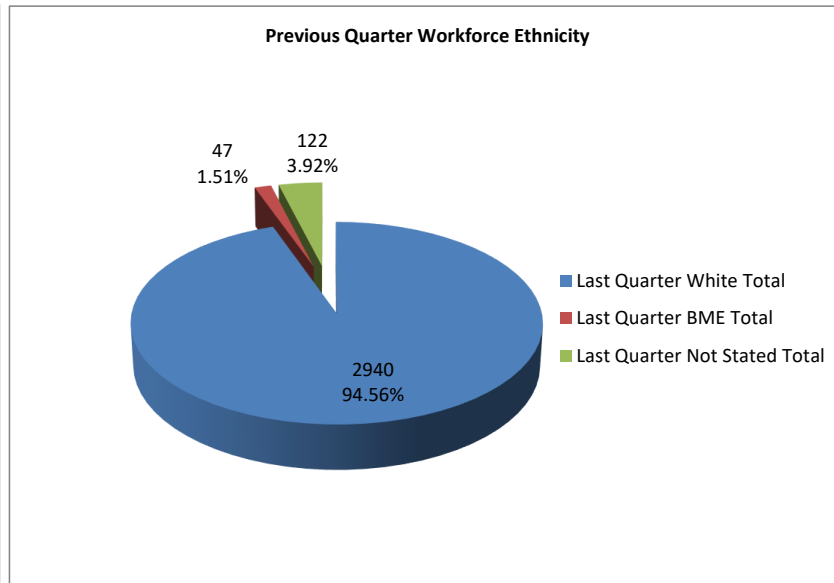
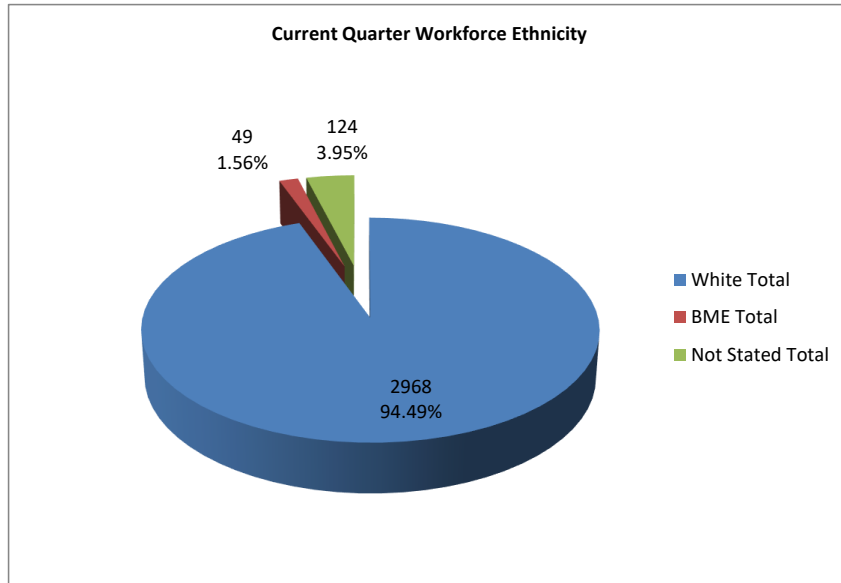
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1128	68.61%	0		498	38.52%	149	73.04%	1775	56.51%
Male (Last Quarter)	1119	68.40%	0		491	38.27%	142	73.58%	1752	56.30%
Female	516	31.39%	0		795	61.48%	55	26.96%	1366	43.49%
Female (Last Quarter)	517	31.60%	0		792	61.73%	51	26.42%	1360	43.70%
Grand Total	1644		0		1293		204		3141	
Last Quarter Total	1636		0		1283		193		3112	



Gender	Volunteers	
	Headcount	%
Male	87	61.70%
Female	54	38.30%
Grand Total	141	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1585	96.41%			1186	91.72%	197	96.57%	2968	94.49%
White Total	1585	96.41%	0	0.00%	1186	91.72%	197	96.57%	2968	94.49%
Last Quarter White Total	1577	96.39%	0	0.00%		91.66%	187	96.89%	2940	94.47%
Mixed	17	1.03%			4	0.31%	1	0.49%	22	0.70%
Asian	5	0.30%			6	0.46%	2	0.98%	13	0.41%
Black	9	0.55%			1	0.08%	1	0.49%	11	0.35%
Other	3	0.18%			0	0.00%	0	0.00%	3	0.10%
BME Total	34	2.07%	0	0.00%	11	0.85%	4	1.96%	49	1.56%
Last Quarter BME Total	33	2.05%	0	0.00%	10	0.80%	4	2.06%	47	1.54%
Not Stated	25	1.52%			96	7.42%	3	1.47%	124	3.95%
Not Stated Total	25	1.52%	0	0.00%	96	7.42%	3	1.47%	124	3.95%
Last Quarter Not Stated Total	24	1.49%	0	0.00%	94	7.53%	4	2.06%	122	4.00%
Grand Total	1644		0		1293		204		3141	
Last Quarter Total	1610		0		1248		194		3052	



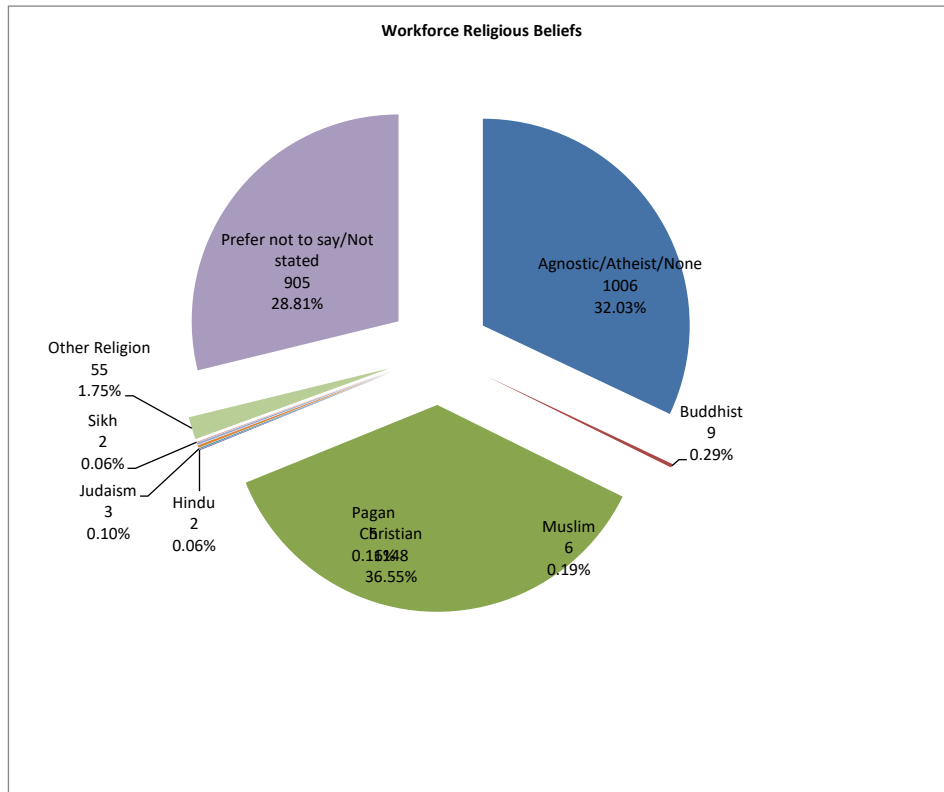
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	132	93.62%
White Total	132	93.62%
Mixed	0	0.00%
Asian	1	0.71%
Black	2	1.42%
Other	0	0.00%
BME Total	3	2.13%
Not Stated	6	4.26%
Not Stated Total	6	4.26%
Grand Total	141	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	590	35.89%			326	25.21%	90	44.12%	1006	32.03%
Buddhist	6	0.36%			2	0.15%	1	0.49%	9	0.29%
Christian	584	35.52%			506	39.13%	58	28.43%	1148	36.55%
Hindu	1	0.06%			1	0.08%		0.00%	2	0.06%
Judaism		0.00%			3	0.23%		0.00%	3	0.10%
Muslim	4	0.24%			1	0.08%	1	0.49%	6	0.19%
Pagan	1	0.06%			4	0.31%		0.00%	5	0.16%
Sikh	2	0.12%				0.00%		0.00%	2	0.06%
Other Religion	24	1.46%			27	2.09%	4	1.96%	55	1.75%
Prefer not to say/Not stated	432	26.28%			423	32.71%	50	24.51%	905	28.81%
Grand Total	1644		0		1293		204		3141	

Last Quarter	
Headcount	%
987	31.72%
9	0.29%
1148	36.89%
2	0.06%
3	0.10%
7	0.22%
4	0.13%
2	0.06%
54	1.74%
896	28.79%
3112	

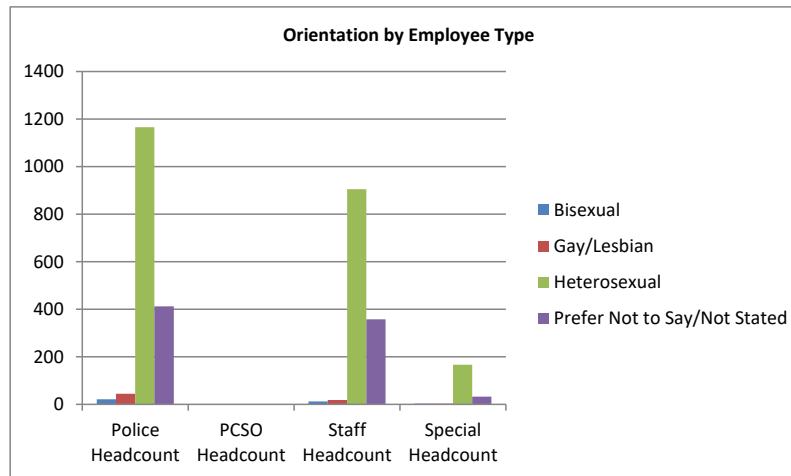
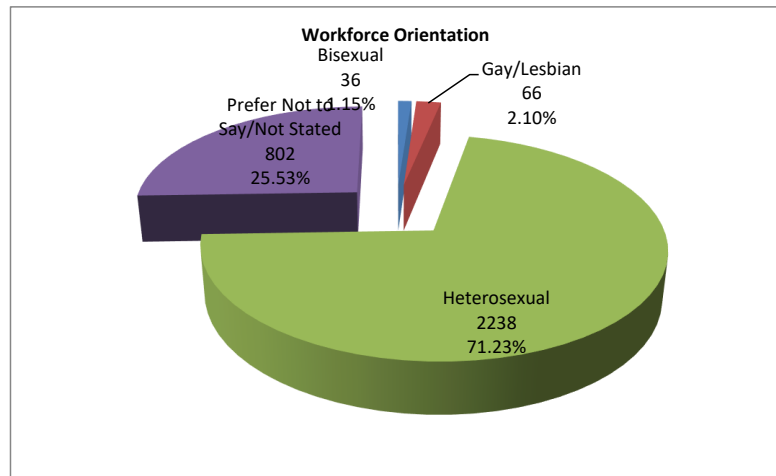


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	34	24.11%
Buddhist	3	2.13%
Christian	72	51.06%
Hindu	0	0.00%
Judaism	1	0.71%
Muslim	0	0.00%
Other	2	1.42%
Prefer not to say/Not stated	29	20.57%
Grand Total	141	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	21	1.28%			12	0.93%	3	1.46%	36	1.15%
Gay/Lesbian	45	2.74%			18	1.39%	3	1.46%	66	2.10%
Heterosexual	1166	70.92%			905	69.99%	167	81.46%	2238	71.23%
Prefer Not to Say/Not Stated	412	25.06%			358	27.69%	32	15.61%	802	25.53%
Grand Total	1644		0		1293		205		3142	

Last Quarter	
Headcount	%
36	1.16%
65	2.09%
2213	71.11%
798	25.64%
3112	

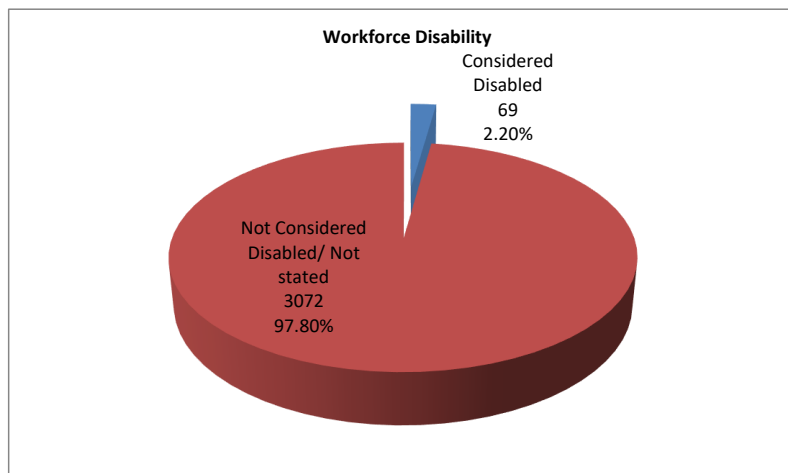
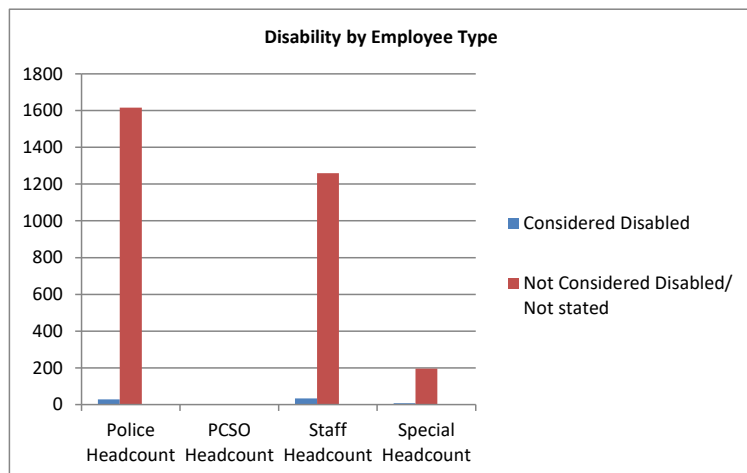


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.71%
Gay/Lesbian	2	1.42%
Heterosexual	113	80.14%
Prefer Not to Say/Not Stated	25	17.73%
Grand Total	141	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	28	1.70%			33	2.55%	8	3.92%	69	2.20%
Not Considered Disabled/ Not stated	1616	98.30%			1260	97.45%	196	96.08%	3072	97.80%
Grand Total	1644		0		1293		204		3141	

Last Quarter	
Headcount	%
68	2.19%
3044	97.81%
3112	

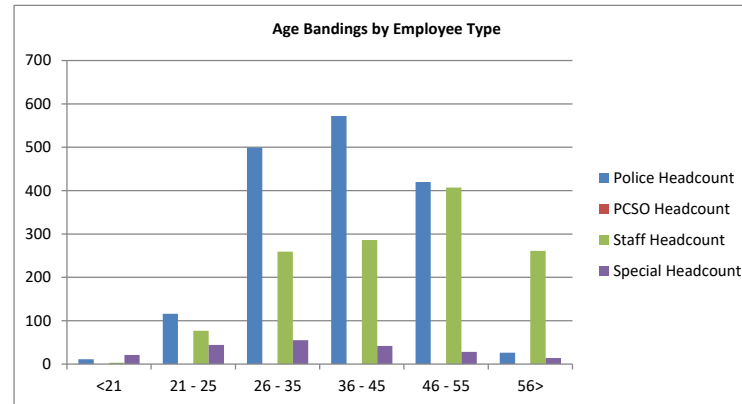
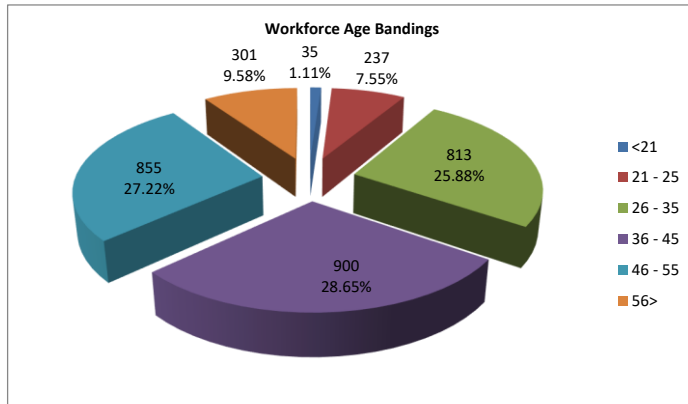


Disability	Volunteers	
	Headcount	%
Considered Disabled	6	4.26%
Not Considered Disabled/ Not stated	135	95.74%
Grand Total	141	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	11	0.67%			3	0.23%	21	10.29%	35	1.11%
21 - 25	116	7.06%			77	5.96%	44	21.57%	237	7.55%
26 - 35	499	30.35%			259	20.03%	55	26.96%	813	25.88%
36 - 45	572	34.79%			286	22.12%	42	20.59%	900	28.65%
46 - 55	420	25.55%			407	31.48%	28	13.73%	855	27.22%
56>	26	1.58%			261	20.19%	14	6.86%	301	9.58%
Grand Total	1644		0		1293		204		3141	

Last Quarter	
Last Qtr Headcount	%
26	0.84%
228	7.33%
799	25.67%
897	28.82%
858	27.57%
304	9.77%
3112	



Age	Volunteers	
	Headcount	%
<21	10	7.09%
21 - 25	7	4.96%
26 - 35	2	1.42%
36 - 45	13	9.22%
46 - 55	20	14.18%
56>	89	63.12%
Not Disclosed		0.00%
Grand Total	141	