

NORFOLK CONSTABULARY

Human Resources Management Information

Diversity Report

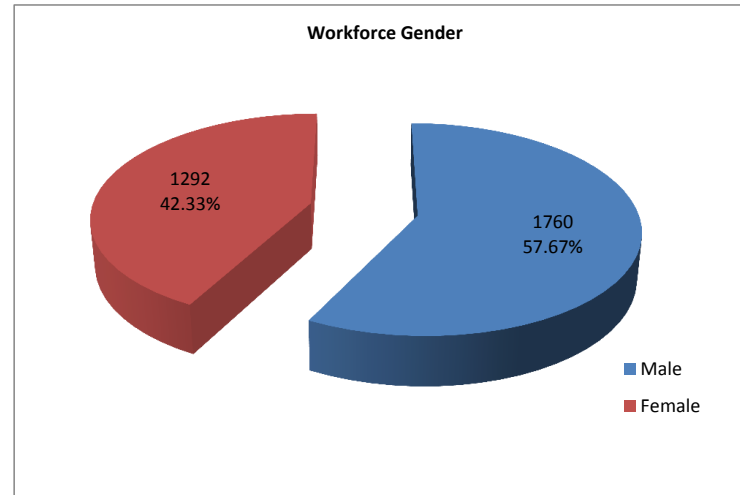
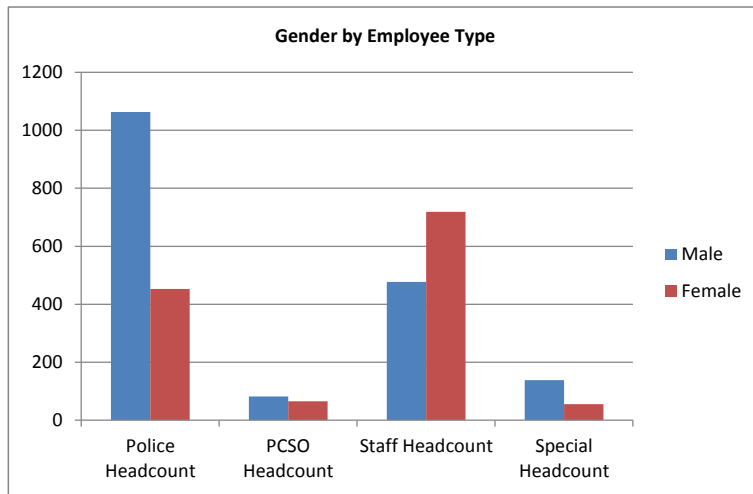
Q4 2017/18

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	30	14	48	23
PCSO's	2	1	3	25
Poice Staff	10	28	22	237
Specials	3	2	5	14
Volunteers	4	10	4	77
Total	49	55	82	376

GENDER

Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1063	70.12%	82	55.78%	477	39.88%	138	71.50%	1760	57.67%
Male (Last Quarter)	1063	70.12%	82	55.78%	477	39.88%	138	71.50%	1760	57.67%
Female	453	29.88%	65	44.22%	719	60.12%	55	28.50%	1292	42.33%
Female (Last Quarter)	453	29.88%	65	44.22%	719	60.12%	55	28.50%	1292	42.33%
Grand Total	1516		147		1196		193		3052	
Last Quarter Total	1516		147		1196		193		3052	

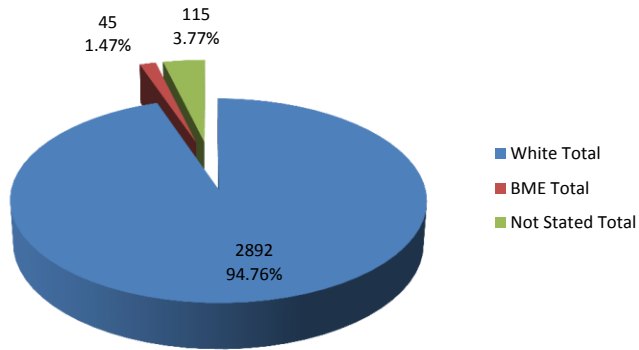


Gender	Volunteers	
	Headcount	%
Male	69	54.76%
Female	57	45.24%
Grand Total	126	

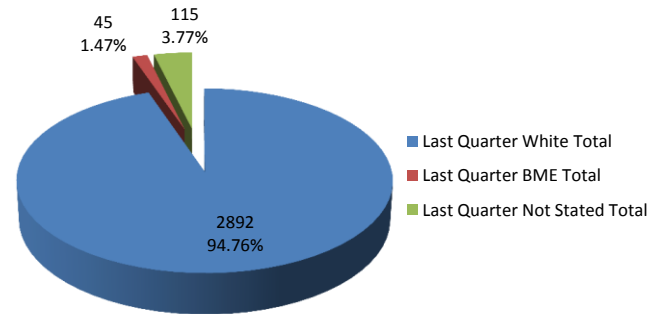
ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1469	96.90%	144	97.96%	1093	91.39%	186	96.37%	2892	94.76%
White Total	1469	96.90%	144	97.96%	1093	91.39%	186	96.37%	2892	94.76%
Last Quarter White Total	1469	96.90%	144	97.96%	1093	91.39%	186	96.37%	2892	94.76%
Mixed	13	0.86%	1	0.68%	6	0.50%	1	0.52%	21	0.69%
Asian	5	0.33%	1	0.68%	4	0.33%	1	0.52%	11	0.36%
Black	8	0.53%		0.00%		0.00%	1	0.52%	9	0.29%
Other	4	0.26%		0.00%		0.00%		0.00%	4	0.13%
BME Total	30	1.98%	2	1.36%	10	0.84%	3	1.55%	45	1.47%
Last Quarter BME Total	30	1.98%	2	1.36%	10	0.84%	3	1.55%	45	1.47%
Not Stated	17	1.12%	1	0.68%	93	7.78%	4	2.07%	115	3.77%
Not Stated Total	17	1.12%	1	0.68%	93	7.78%	4	2.07%	115	3.77%
Last Quarter Not Stated Total	17	1.12%	1	0.68%	93	7.78%	4	2.07%	115	3.77%
Grand Total	1516		147		1196		193		3052	
Last Quarter Total	1516		147		1197		205		3065	

Current Quarter Workforce Ethnicity



Previous Quarter Workforce Ethnicity



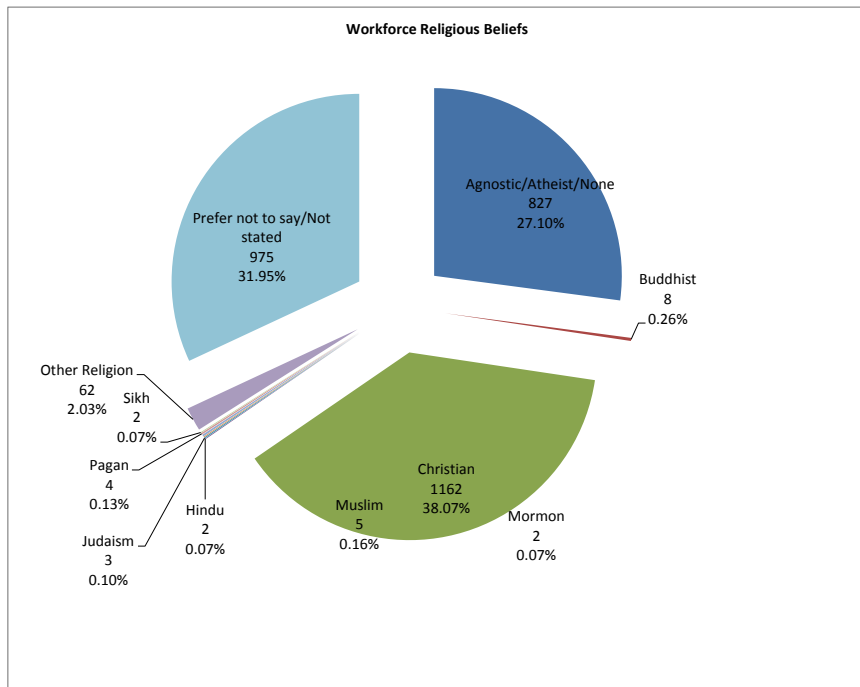
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	116	92.06%
White Total	116	92.06%
Mixed	1	0.79%
Asian	1	0.79%
Black	2	1.59%
Other		0.00%
BME Total	4	3.17%
Not Stated	6	4.76%
Not Stated Total	6	4.76%
Grand Total	126	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	433	28.56%	53	36.05%	274	22.91%	67	34.72%	827	27.10%
Buddhist	5	0.33%	1	0.68%	1	0.08%	1	0.52%	8	0.26%
Christian	563	37.14%	61	41.50%	473	39.55%	65	33.68%	1162	38.07%
Hindu	1	0.07%		0.00%	1	0.08%		0.00%	2	0.07%
Judaism		0.00%		0.00%	3	0.25%		0.00%	3	0.10%
Mormon		0.00%	2	1.36%		0.00%		0.00%	2	0.07%
Muslim	2	0.13%	1	0.68%	1	0.08%	1	0.52%	5	0.16%
Pagan	3	0.20%		0.00%	1	0.08%		0.00%	4	0.13%
Sikh	2	0.13%		0.00%		0.00%		0.00%	2	0.07%
Other Religion	26	1.72%	5	3.40%	25	2.09%	6	3.11%	62	2.03%
Prefer not to say/Not stated	481	31.73%	24	16.33%	417	34.87%	53	27.46%	975	31.95%
Grand Total	1516		147		1196		193		3052	

Last Quarter	
Headcount	%
827	27.10%
8	0.26%
1162	38.07%
2	0.07%
3	0.10%
2	0.07%
5	0.16%
4	0.13%
2	0.07%
62	2.03%
975	31.95%
3052	

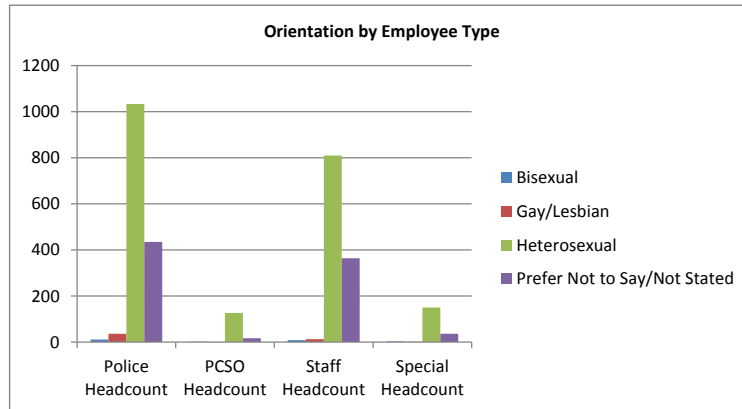
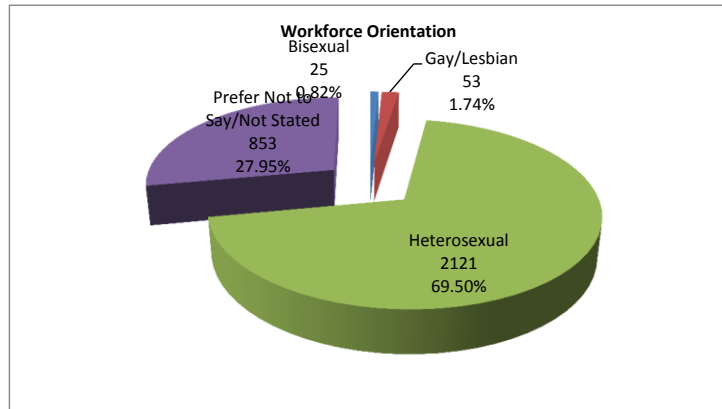


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	30	23.81%
Buddhist	2	1.59%
Christian	64	50.79%
Hindu		0.00%
Judaism		0.00%
Muslim		0.00%
Other	1	0.79%
Prefer not to say/Not stated	29	23.02%
Grand Total	126	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	11	0.73%	2	1.36%	9	0.75%	3	1.55%	25	0.82%
Gay/Lesbian	37	2.44%	1	0.68%	13	1.09%	2	1.04%	53	1.74%
Heterosexual	1033	68.14%	127	86.39%	810	67.73%	151	78.24%	2121	69.50%
Prefer Not to Say/Not Stated	435	28.69%	17	11.56%	364	30.43%	37	19.17%	853	27.95%
Grand Total	1516		147		1196		193		3052	

Last Quarter	
Headcount	%
25	0.82%
53	1.74%
2121	69.50%
853	27.95%
3052	

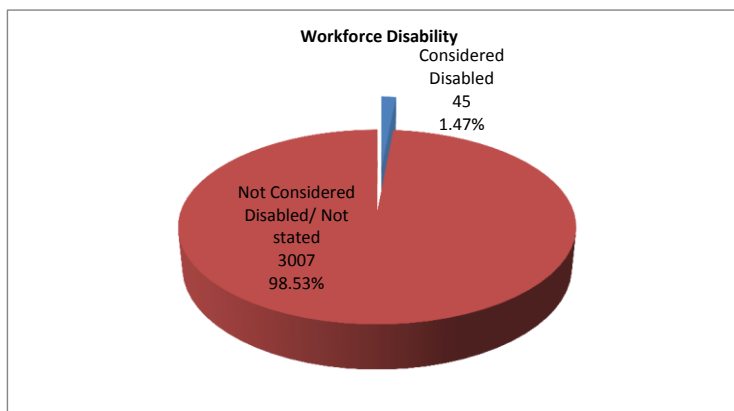
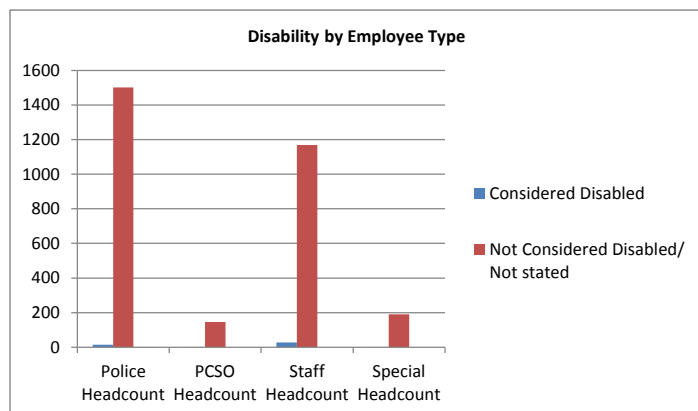


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.79%
Gay/Lesbian	3	2.38%
Heterosexual	93	73.81%
Prefer Not to Say/Not Stated	29	23.02%
Grand Total	126	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	14	0.92%	1	0.68%	28	2.34%	2	1.04%	45	1.47%
Not Considered Disabled/ Not stated	1502	99.08%	146	99.32%	1168	97.66%	191	98.96%	3007	98.53%
Grand Total	1516		147		1196		193		3052	

Last Quarter	
Headcount	%
45	1.47%
3007	98.53%
3052	

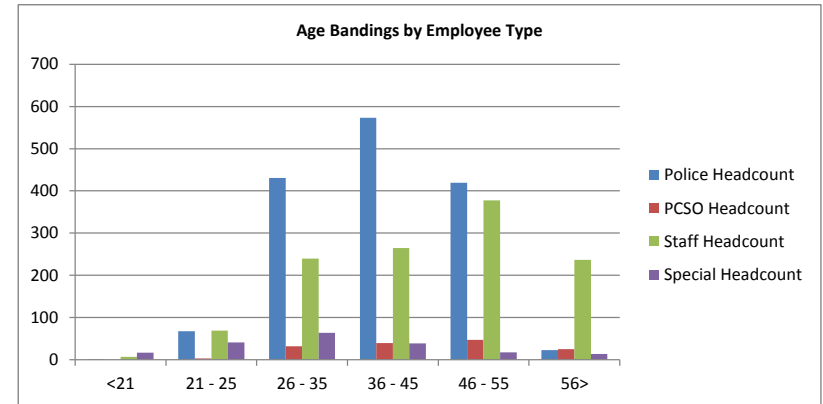
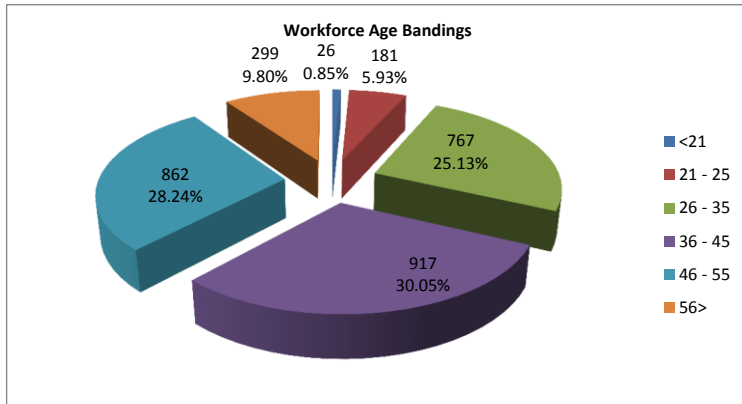


Disability	Volunteers	
	Headcount	%
Considered Disabled	10	7.94%
Not Considered Disabled/ Not stated	116	92.06%
Grand Total	126	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	2	0.13%		0.00%	7	0.59%	17	8.81%	26	0.85%
21 - 25	68	4.49%	3	2.04%	69	5.77%	41	21.24%	181	5.93%
26 - 35	431	28.43%	32	21.77%	240	20.07%	64	33.16%	767	25.13%
36 - 45	573	37.80%	40	27.21%	265	22.16%	39	20.21%	917	30.05%
46 - 55	419	27.64%	47	31.97%	378	31.61%	18	9.33%	862	28.24%
56>	23	1.52%	25	17.01%	237	19.82%	14	7.25%	299	9.80%
Grand Total	1516		147		1196		193		3052	

Last Quarter	
Last Qtr Headcount	%
26	0.85%
181	5.93%
767	25.13%
917	30.05%
862	28.24%
299	9.80%
3052	



Age	Volunteers	
	Headcount	%
<21	5	3.97%
21 - 25	9	7.14%
26 - 35	8	6.35%
36 - 45	9	7.14%
46 - 55	18	14.29%
56>	77	61.11%
Not Disclosed		0.00%

Grand Total	126
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