

NORFOLK CONSTABULARY

Human Resources Management Information

Diversity Report

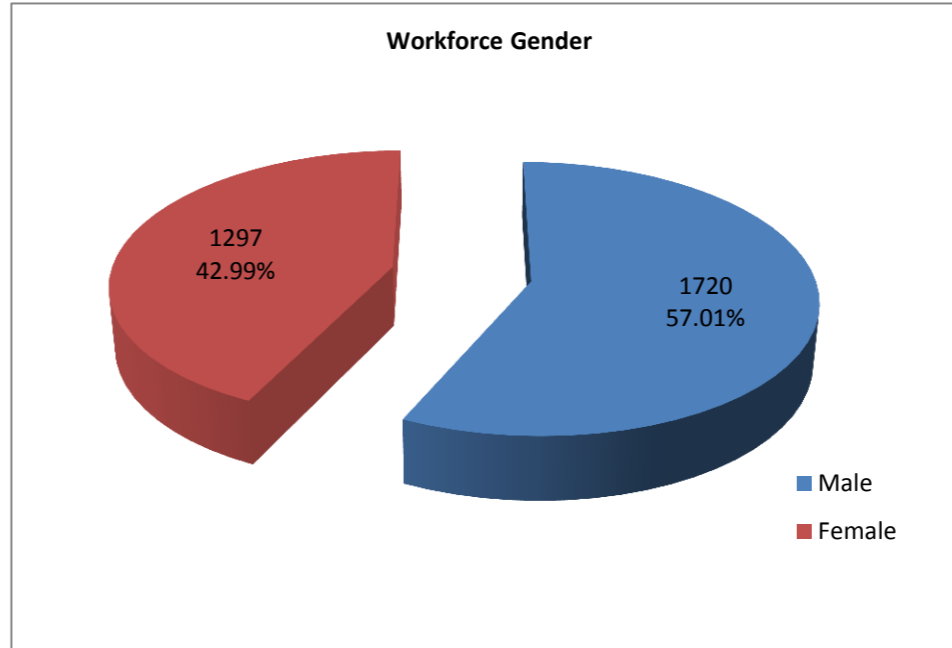
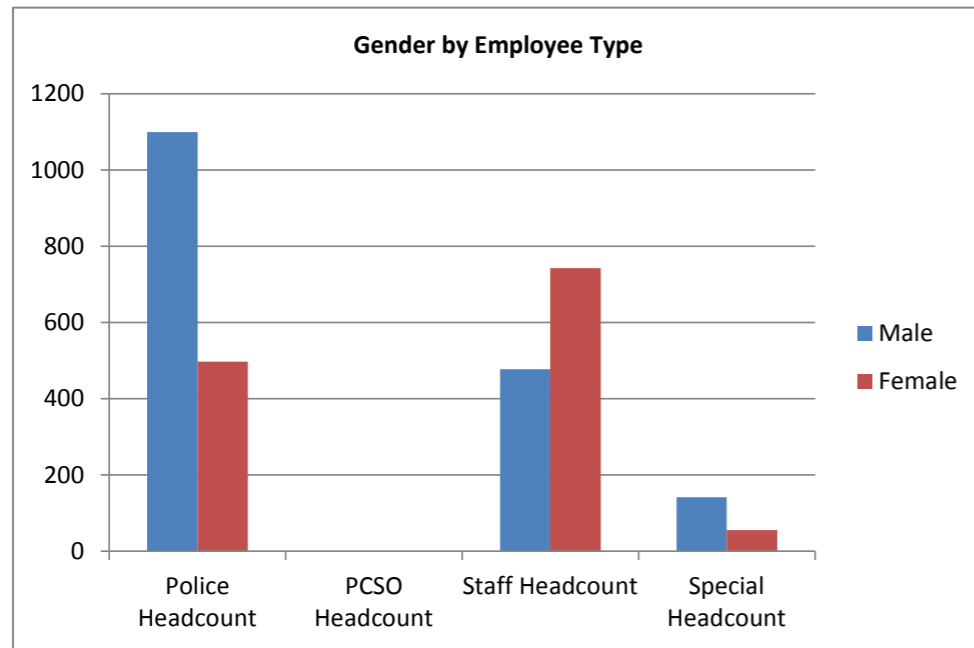
Q4 2018/19

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	31	23	65	35
Poice Staff	10	30	25	266
Specials	4	6	7	14
Volunteers	4	5	3	79
Total	49	64	100	394

GENDER

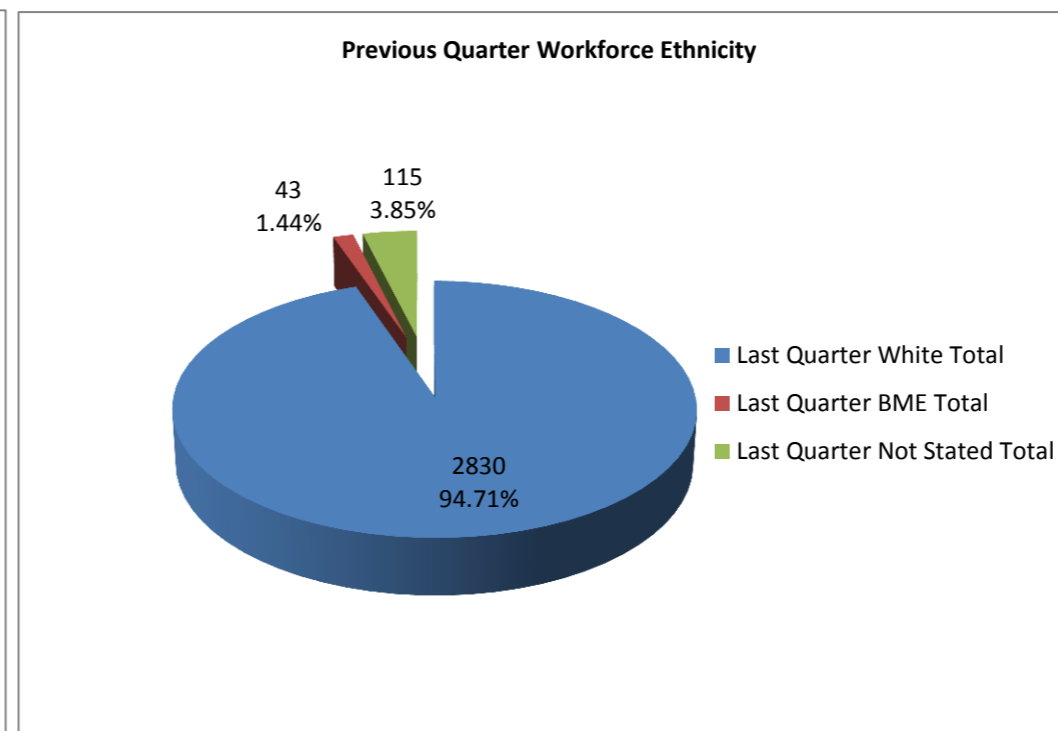
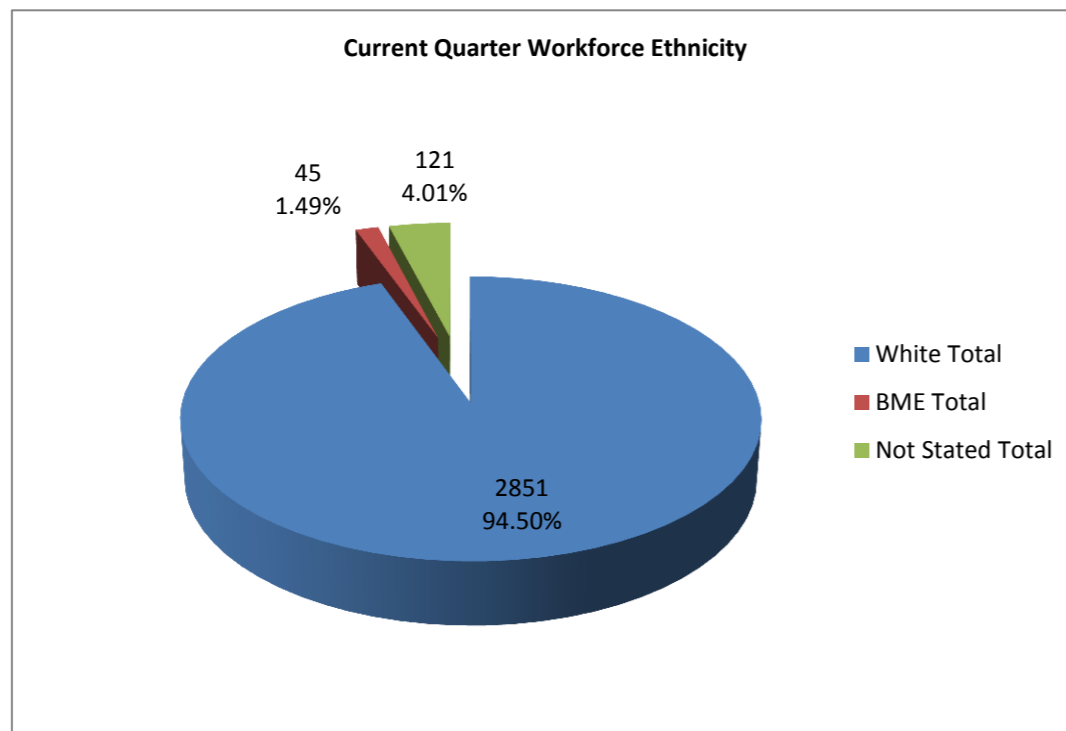
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1100	68.84%	0		478	39.15%	142	71.72%	1720	57.01%
Male (Last Quarter)	1107	69.01%	0		473	39.19%	130	73.45%	1710	57.23%
Female	498	31.16%	0		743	60.85%	56	28.28%	1297	42.99%
Female (Last Quarter)	497	30.99%	0		734	60.81%	47	26.55%	1278	42.77%
Grand Total	1598		0		1221		198		3017	
Last Quarter Total	1604		0		1207		177		2988	



Gender	Volunteers	
	Headcount	%
Male	69	55.20%
Female	56	44.80%
Grand Total	125	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1544	96.62%			1118	91.56%	189	95.45%	2851	94.50%
White Total	1544	96.62%	0	0.00%	1118	91.56%	189	95.45%	2851	94.50%
Last Quarter White Total	1553	96.82%	0	0.00%	1107	91.71%	170	96.05%	2830	94.71%
Mixed	13	0.81%			5	0.41%	1	0.51%	19	0.63%
Asian	6	0.38%			5	0.41%	2	1.01%	13	0.43%
Black	9	0.56%			0	0.00%	1	0.51%	10	0.33%
Other	3	0.19%			0	0.00%	0	0.00%	3	0.10%
BME Total	31	1.94%	0	0.00%	10	0.82%	4	2.02%	45	1.49%
Last Quarter BME Total	30	1.87%	0	0.00%	10	0.83%	3	1.69%	43	1.44%
Not Stated	23	1.44%			93	7.62%	5	2.53%	121	4.01%
Not Stated Total	23	1.44%	0	0.00%	93	7.62%	5	2.53%	121	4.01%
Last Quarter Not Stated Total	21	1.31%	0	0.00%	90	7.46%	4	2.26%	115	3.85%
Grand Total	1598		0		1221		198		3017	
Last Quarter Total	1604		0		1207		177		2988	



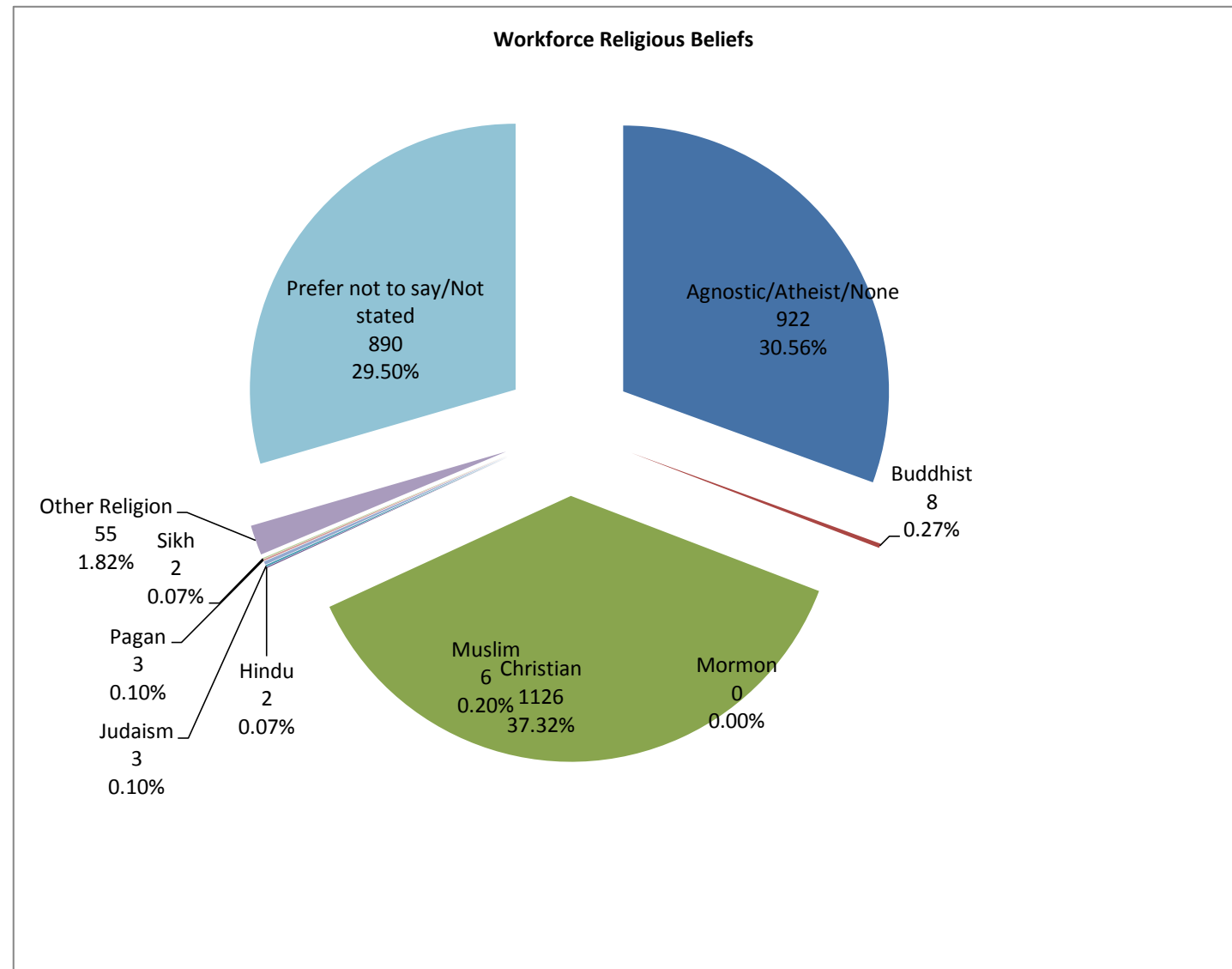
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	114	91.20%
White Total	114	91.20%
Mixed	1	0.80%
Asian	1	0.80%
Black	2	1.60%
Other		0.00%
BME Total	4	3.20%
Not Stated	7	5.60%
Not Stated Total	7	5.60%
Grand Total	125	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	534	33.42%			302	24.73%	86	43.43%	922	30.56%
Buddhist	6	0.38%			1	0.08%	1	0.51%	8	0.27%
Christian	578	36.17%			488	39.97%	60	30.30%	1126	37.32%
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	4	0.25%			1	0.08%	1	0.51%	6	0.20%
Pagan	2	0.13%			1	0.08%	0	0.00%	3	0.10%
Sikh	2	0.13%			0	0.00%	0	0.00%	2	0.07%
Other Religion	25	1.56%			26	2.13%	4	2.02%	55	1.82%
Prefer not to say/Not stated	446	27.91%			398	32.60%	46	23.23%	890	29.50%
Grand Total	1598		0		1221		198		3017	

Last Quarter	
Headcount	%
894	29.92%
8	0.27%
1122	37.55%
2	0.07%
3	0.10%
0	0.00%
5	0.17%
3	0.10%
2	0.07%
54	1.81%
895	29.95%
2988	

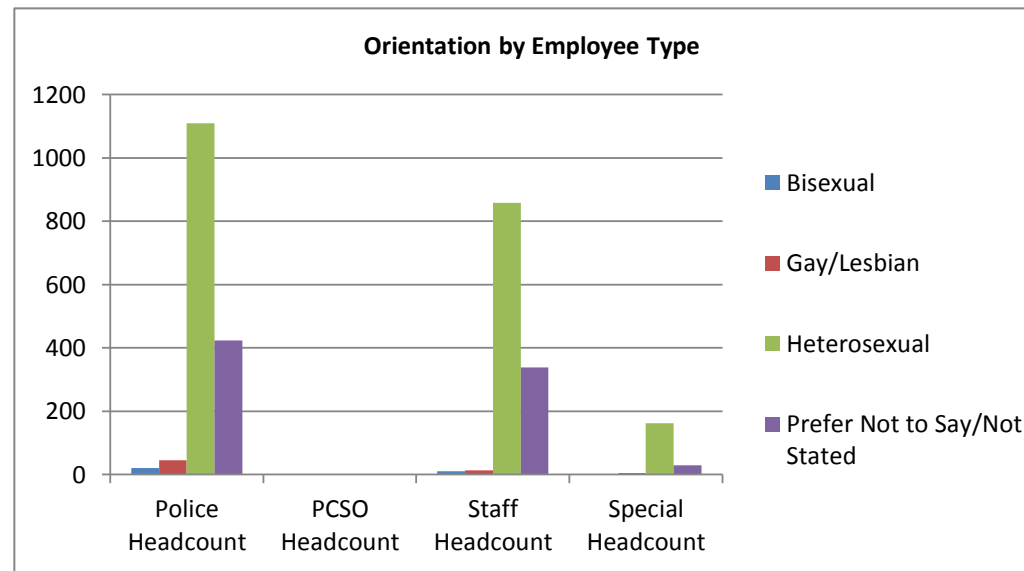
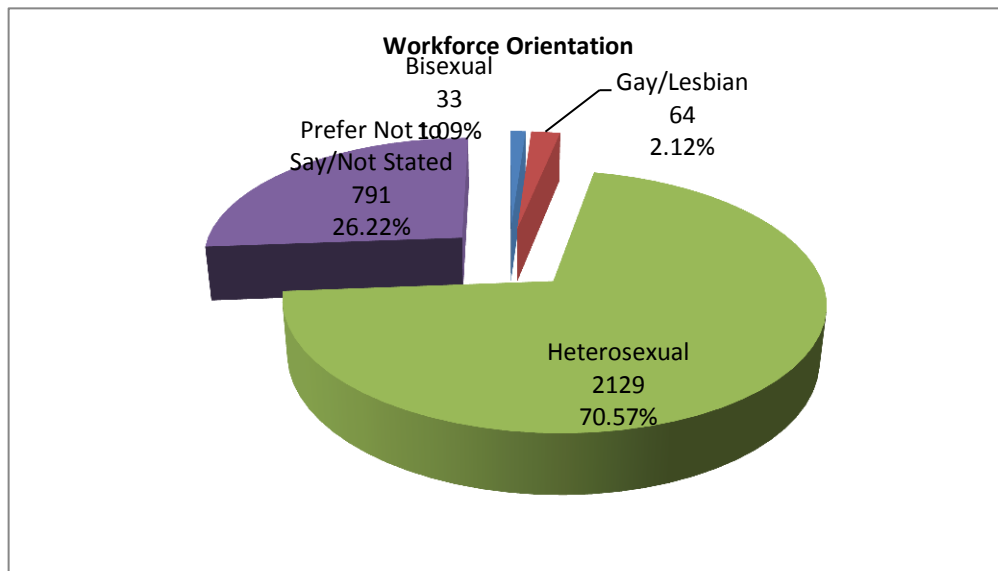


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	32	25.60%
Buddhist	2	1.60%
Christian	59	47.20%
Hindu	0	0.00%
Judaism	0	0.00%
Muslim	0	0.00%
Other	2	1.60%
Prefer not to say/Not stated	30	24.00%
Grand Total	125	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	20	1.25%			11	0.90%	2	1.01%	33	1.09%
Gay/Lesbian	45	2.82%			14	1.15%	5	2.53%	64	2.12%
Heterosexual	1109	69.40%			858	70.27%	162	81.82%	2129	70.57%
Prefer Not to Say/Not Stated	424	26.53%			338	27.68%	29	14.65%	791	26.22%
Grand Total	1598		0		1221		198		3017	

Last Quarter	
Headcount	%
31	1.04%
66	2.21%
2103	70.38%
788	26.37%
2988	

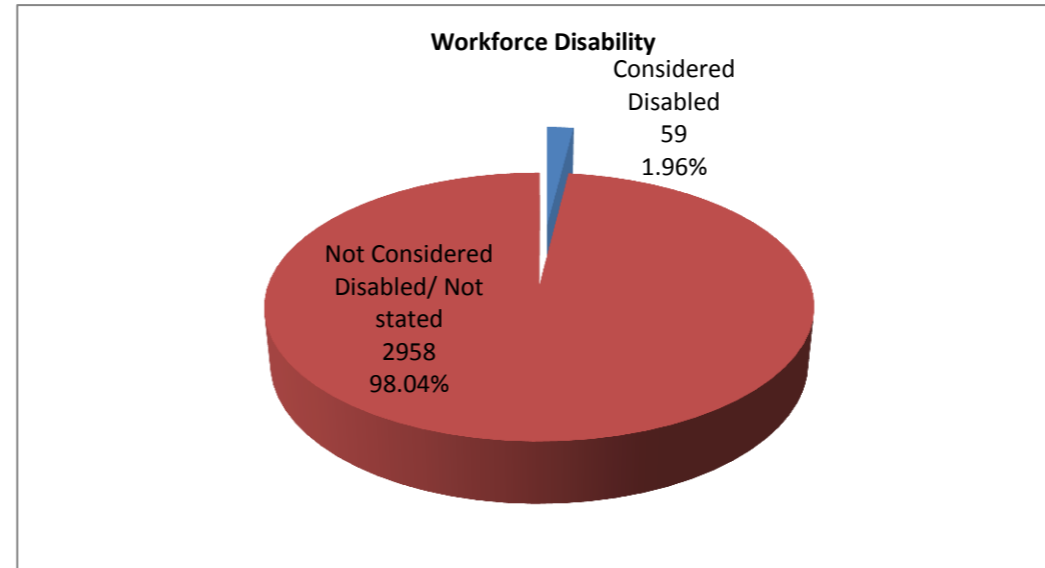
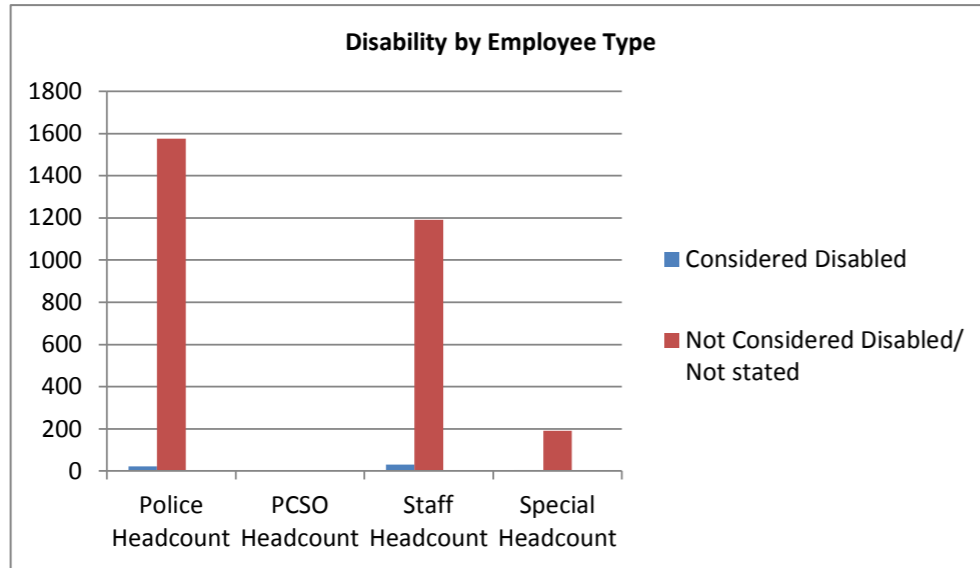


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.80%
Gay/Lesbian	2	1.60%
Heterosexual	97	77.60%
Prefer Not to Say/Not Stated	25	20.00%
Grand Total	125	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	23	1.44%			30	2.46%	6	3.03%	59	1.96%
Not Considered Disabled/ Not stated	1575	98.56%			1191	97.54%	192	96.97%	2958	98.04%
Grand Total	1598		0		1221		198		3017	

Last Quarter	
Headcount	%
56	1.87%
2932	98.13%
2988	

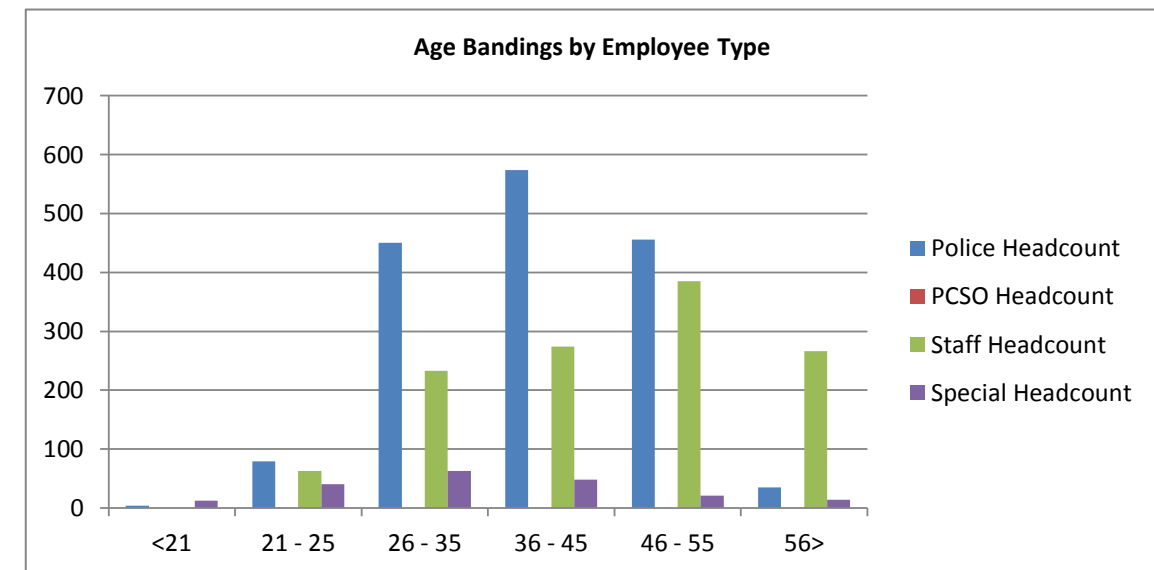
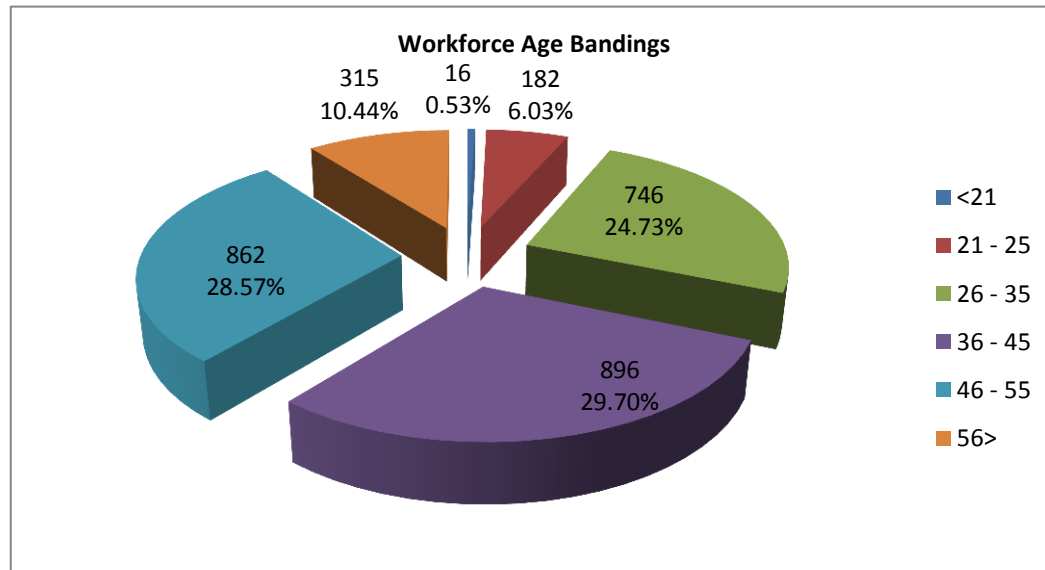


Disability	Volunteers	
	Headcount	%
Considered Disabled	5	4.00%
Not Considered Disabled/ Not stated	120	96.00%
Grand Total	125	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	4	0.25%			0	0.00%	12	6.06%	16	0.53%
21 - 25	79	4.94%			63	5.16%	40	20.20%	182	6.03%
26 - 35	450	28.16%			233	19.08%	63	31.82%	746	24.73%
36 - 45	574	35.92%			274	22.44%	48	24.24%	896	29.70%
46 - 55	456	28.54%			385	31.53%	21	10.61%	862	28.57%
56>	35	2.19%			266	21.79%	14	7.07%	315	10.44%
Grand Total	1598		0		1221		198		3017	

Last Quarter	
Last Qtr Headcount	%
11	0.37%
161	5.39%
726	24.30%
899	30.09%
868	29.05%
323	10.81%
2988	



Volunteers		
Age	Headcount	%
<21	6	4.80%
21 - 25	9	7.20%
26 - 35	3	2.40%
36 - 45	11	8.80%
46 - 55	17	13.60%
56>	79	63.20%
Not Disclosed		0.00%
Grand Total	125	