

NORFOLK CONSTABULARY

Human Resources Management Information

Diversity Report

Q4 2019-20

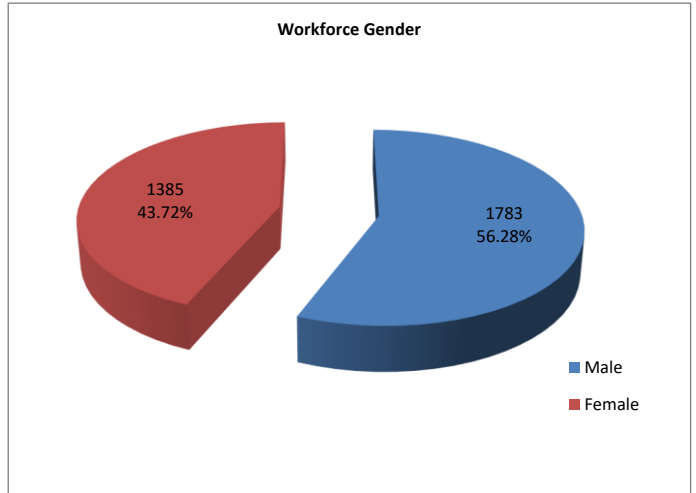
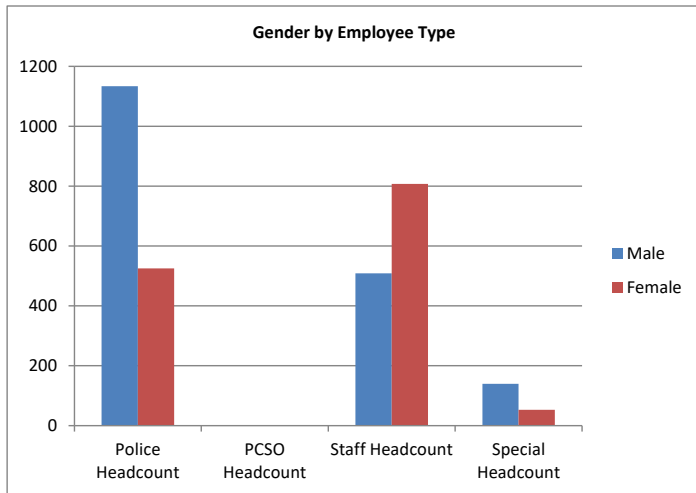
Summary Data

	BME	BME %	Disability	Disability %	LGB	LGB %	Aged 56+	Aged 56+ %
Police Officers	35	2.11%	29	1.75%	69	4.16%	27	1.63%
Poice Staff	12	0.91%	39	2.96%	29	2.20%	267	20.29%
Specials	2	1.04%	8	4.15%	5	2.59%	16	8.29%
Volunteers	4	2.90%	6	4.35%	3	2.17%	87	64.44%
Norfolk Data		3.50%		20.1%*		2%**		26.1%***
Total	53	1.60%	82	2.48%	106	3.21%	397	12.01%

- * 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

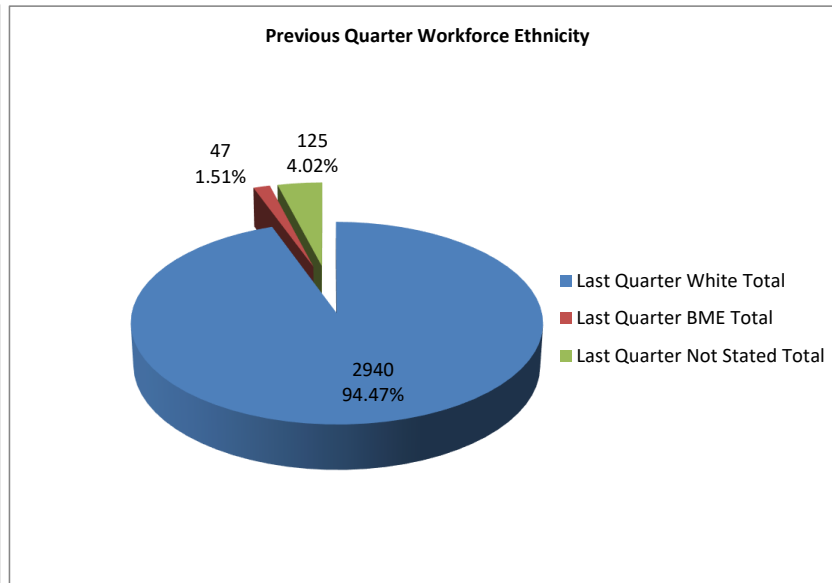
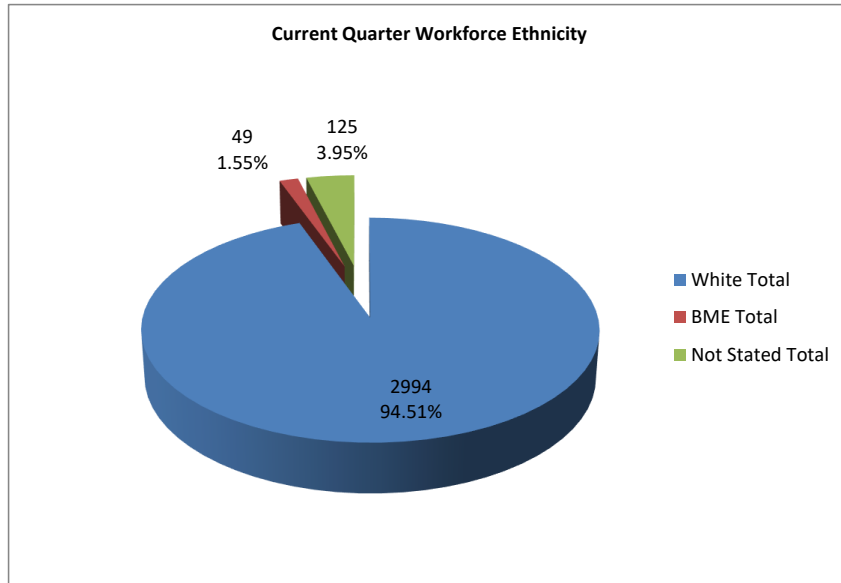
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1134	68.35%	0		509	38.68%	140	72.54%	1783	56.28%
Male (Last Quarter)	1119	68.40%	0		491	38.27%	142	73.58%	1752	56.30%
Female	525	31.65%	0		807	61.32%	53	27.46%	1385	43.72%
Female (Last Quarter)	517	31.60%	0		792	61.73%	51	26.42%	1360	43.70%
Grand Total	1659		0		1316		193		3168	
Last Quarter Total	1636		0		1283		193		3112	



Gender	Volunteers	
	Headcount	%
Male	87	63.04%
Female	51	36.96%
Grand Total	138	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1598	96.32%			1207	91.72%	189	97.93%	2994	94.51%
White Total	1598	96.32%	0	0.00%	1207	91.72%	189	97.93%	2994	94.51%
Last Quarter White Total	1577	96.39%	0	0.00%	1176	91.66%	187	96.89%	2940	94.47%
Mixed	17	1.02%			5	0.38%	1	0.52%	23	0.73%
Asian	6	0.36%			6	0.46%	1	0.52%	13	0.41%
Black	9	0.54%			1	0.08%	0	0.00%	10	0.32%
Other	3	0.18%			0	0.00%	0	0.00%	3	0.09%
BME Total	35	2.11%	0	0.00%	12	0.91%	2	1.04%	49	1.55%
Last Quarter BME Total	34	2.08%	0	0.00%	10	0.78%	3	1.55%	47	1.51%
Not Stated	26	1.57%			97	7.37%	2	1.04%	125	3.95%
Not Stated Total	26	1.57%	0	0.00%	97	7.37%	2	1.04%	125	3.95%
Last Quarter Not Stated Total	25	1.53%	0	0.00%	97	7.56%	3	1.55%	125	4.02%
Grand Total	1659		0		1316		193		3168	
Last Quarter Total	1636		0		1283		193		3112	



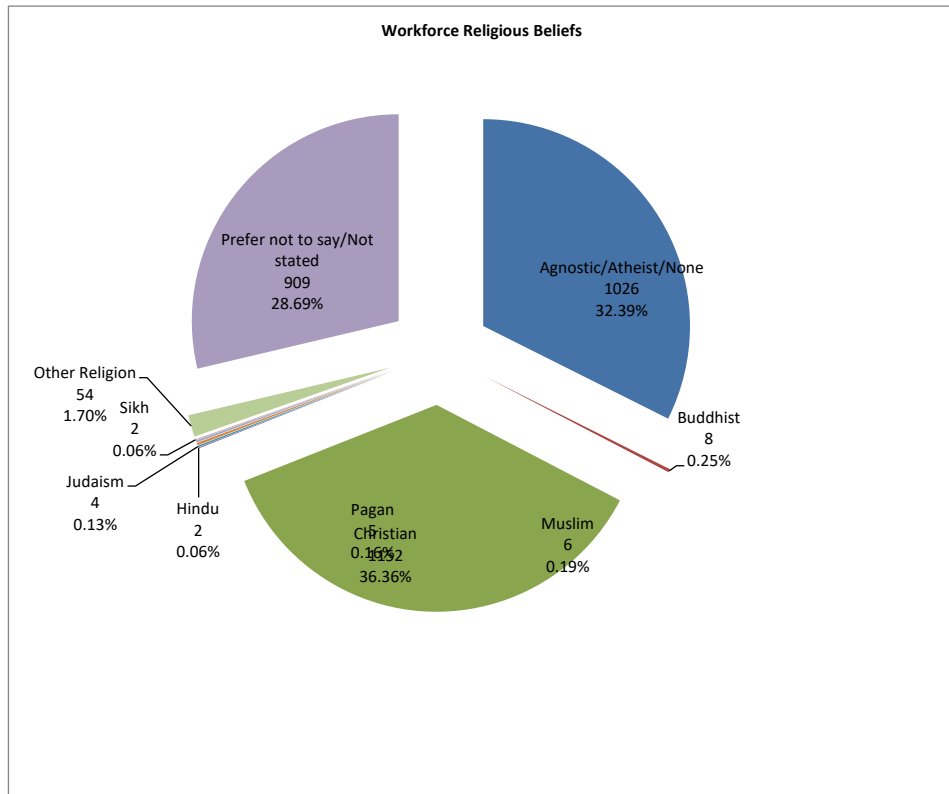
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	128	92.75%
White Total	128	92.75%
Mixed	0	0.00%
Asian	1	0.72%
Black	3	2.17%
Other	0	0.00%
BME Total	4	2.90%
Not Stated	6	4.35%
Not Stated Total	6	4.35%
Grand Total	138	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	613	36.95%			337	25.61%	76	39.38%	1026	32.39%
Buddhist	5	0.30%			2	0.15%	1	0.52%	8	0.25%
Christian	583	35.14%			512	38.91%	57	29.53%	1152	36.36%
Hindu	1	0.06%			1	0.08%		0.00%	2	0.06%
Judaism		0.00%			4	0.30%		0.00%	4	0.13%
Muslim	4	0.24%			1	0.08%	1	0.52%	6	0.19%
Pagan	1	0.06%			4	0.30%		0.00%	5	0.16%
Sikh	2	0.12%				0.00%		0.00%	2	0.06%
Other Religion	23	1.39%			27	2.05%	4	2.07%	54	1.70%
Prefer not to say/Not stated	427	25.74%			428	32.52%	54	27.98%	909	28.69%
Grand Total	1659		0		1316		193		3168	

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	

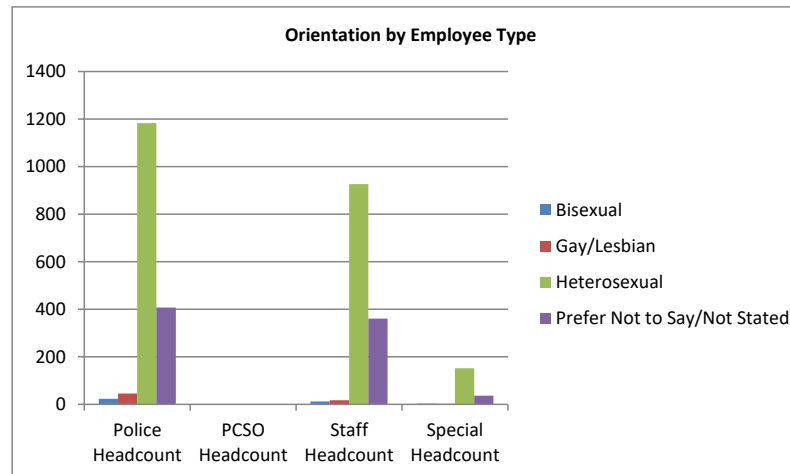
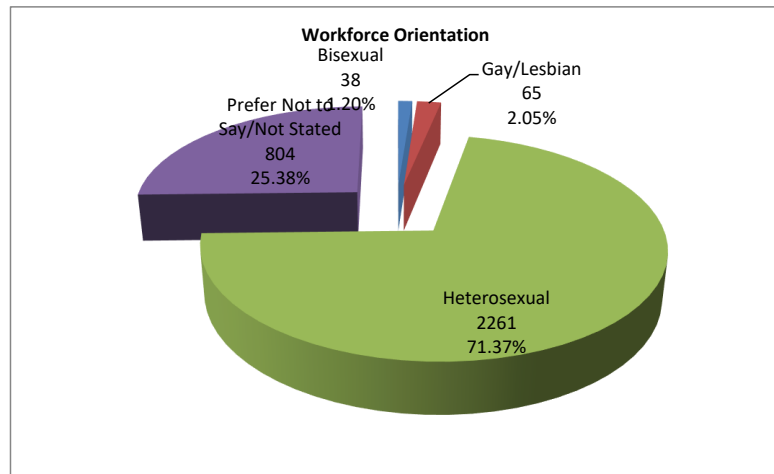


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	33	23.91%
Buddhist	4	2.90%
Christian	70	50.72%
Hindu	0	0.00%
Judaism	1	0.72%
Muslim	0	0.00%
Other	2	1.45%
Prefer not to say/Not stated	28	20.29%
Grand Total	138	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	23	1.39%			12	0.91%	3	1.55%	38	1.20%
Gay/Lesbian	46	2.77%			17	1.29%	2	1.04%	65	2.05%
Heterosexual	1183	71.31%			926	70.36%	152	78.76%	2261	71.37%
Prefer Not to Say/Not Stated	407	24.53%			361	27.43%	36	18.65%	804	25.38%
Grand Total	1659		0		1316		193		3168	

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

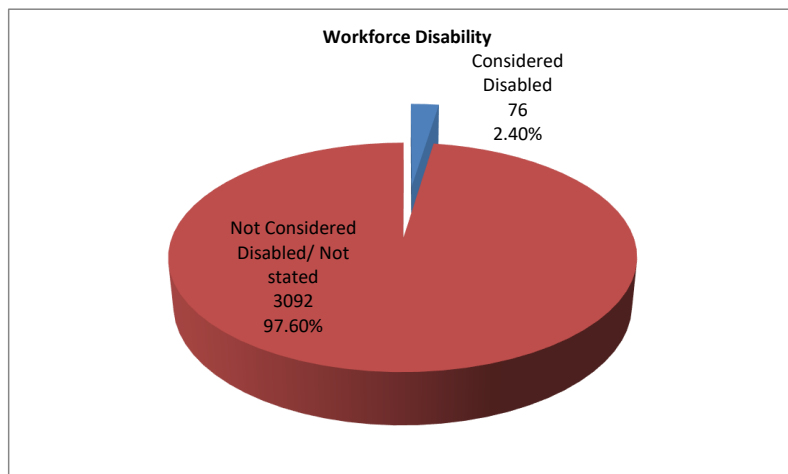
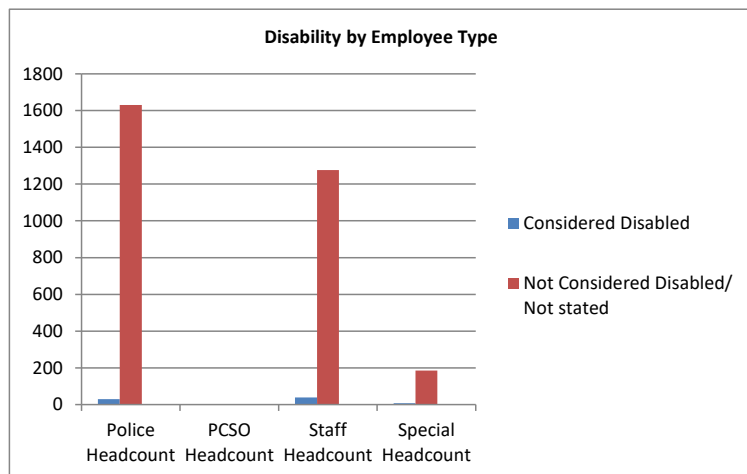


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.72%
Gay/Lesbian	2	1.45%
Heterosexual	111	80.43%
Prefer Not to Say/Not Stated	24	17.39%
Grand Total	138	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	29	1.75%			39	2.96%	8	4.15%	76	2.40%
Not Considered Disabled/ Not stated	1630	98.25%			1277	97.04%	185	95.85%	3092	97.60%
Grand Total	1659		0		1316		193		3168	

Last Quarter	
Headcount	%
68	2.19%
3044	97.81%
3112	

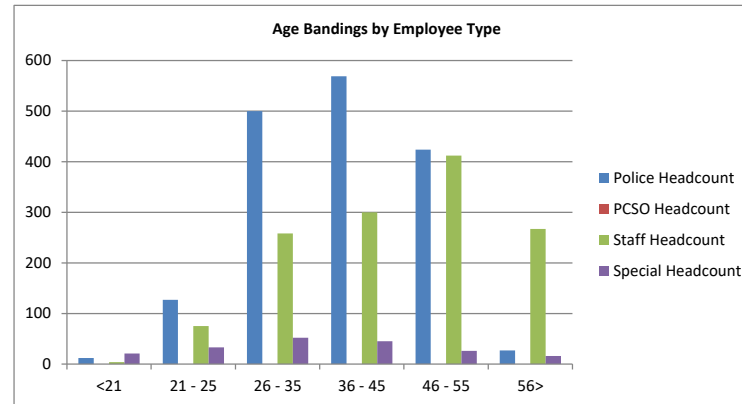
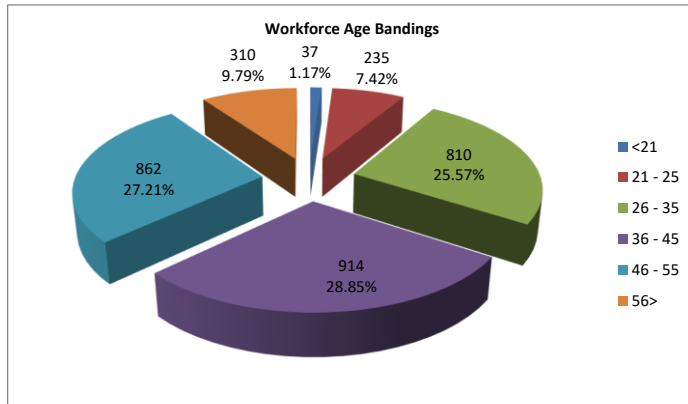


Disability	Volunteers	
	Headcount	%
Considered Disabled	6	4.35%
Not Considered Disabled/ Not stated	132	95.65%
Grand Total	138	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	12	0.72%			4	0.30%	21	10.88%	37	1.17%
21 - 25	127	7.66%			75	5.70%	33	17.10%	235	7.42%
26 - 35	500	30.14%			258	19.60%	52	26.94%	810	25.57%
36 - 45	569	34.30%			300	22.80%	45	23.32%	914	28.85%
46 - 55	424	25.56%			412	31.31%	26	13.47%	862	27.21%
56>	27	1.63%			267	20.29%	16	8.29%	310	9.79%
Grand Total	1659		0		1316		193		3168	

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	7.25%
21 - 25	6	4.35%
26 - 35	3	2.17%
36 - 45	12	8.70%
46 - 55	20	14.49%
56>	87	63.04%
Not Disclosed		0.00%
Grand Total	138	