



Human Resources Management Information

Diversity Programme Board

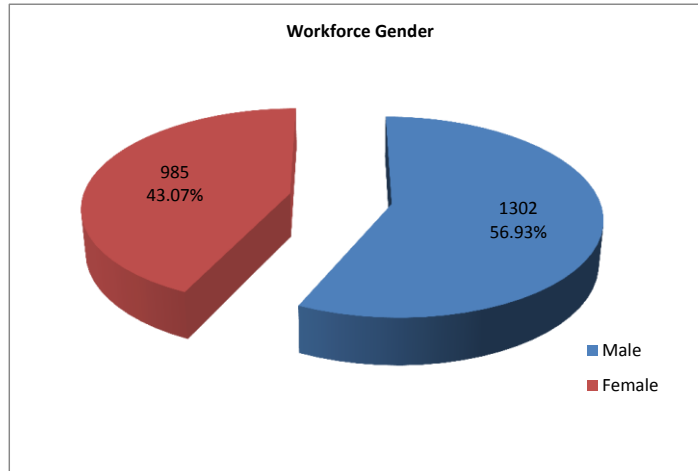
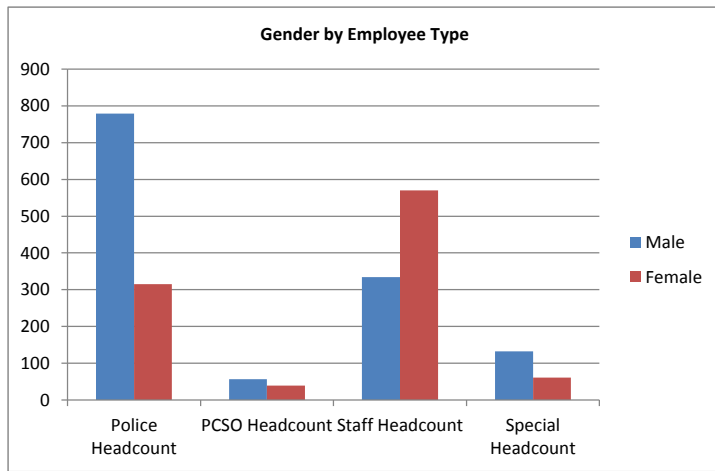
Q1 2017/18

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	30	34	33	6
PCSO's	3	5	3	13
Poice Staff	18	54	13	170
Specials	4	10	5	10
Volunteers	4	6	1	71
Total	59	109	55	270

GENDER

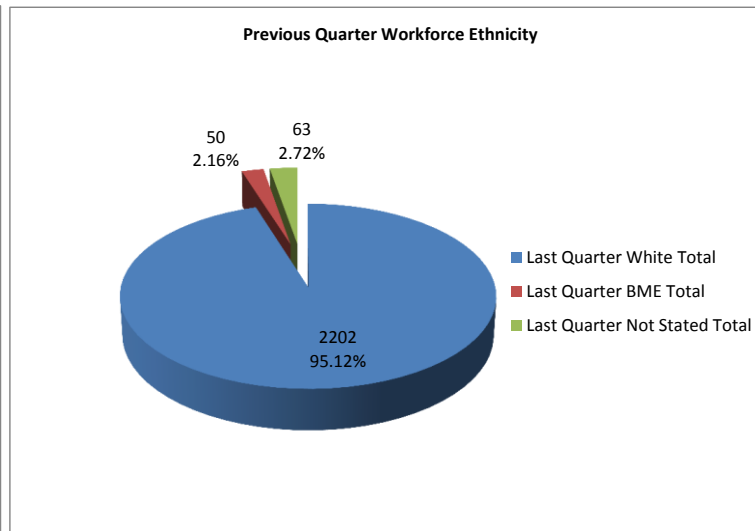
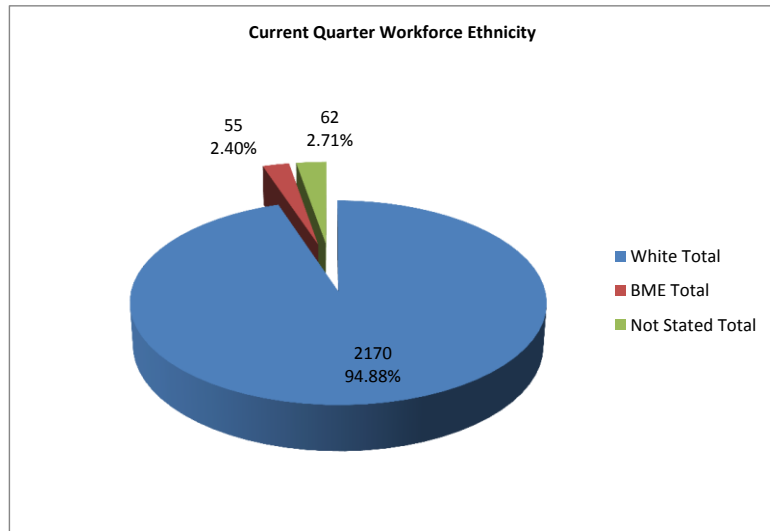
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	779	71.21%	57	59.38%	334	36.95%	132	68.39%	1302	56.93%
Male (Last Quarter)	771	70.93%	61	61.00%	340	37.24%	144	66.98%	1316	56.85%
Female	315	28.79%	39	40.63%	570	63.05%	61	31.61%	985	43.07%
Female (Last Quarter)	316	29.07%	39	39.00%	573	62.76%	71	33.02%	999	43.15%
Grand Total	1094		96		904		193		2287	
Last Quarter Total	1087		100		913		215		2315	



Gender	Volunteers	
	Headcount	%
Male	87	50.00%
Male (Last Quarter)	83	51.55%
Female	87	50.00%
Female (Last Quarter)	78	48.45%
Grand Total	174	
Last Quarter Total	161	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1024	93.60%	91	94.79%	819	90.60%	183	94.82%	2117	92.57%
White - Irish	10	0.91%	1	1.04%	1	0.11%		0.00%	12	0.52%
White - Other	15	1.37%	1	1.04%	21	2.32%	4	2.07%	41	1.79%
White Total	1049	95.89%	93	96.88%	841	93.03%	187	96.89%	2170	94.88%
Last Quarter White Total	1043	95.95%	96	96.00%	854	93.54%	209	97.21%	2202	95.12%
Mixed	24	2.19%	2	2.08%	8	0.88%	2	1.04%	36	1.57%
Asian	1	0.09%	1	1.04%	6	0.66%	2	1.04%	10	0.44%
Black	4	0.37%		0.00%	4	0.44%		0.00%	8	0.35%
Other	1	0.09%		0.00%		0.00%		0.00%	1	0.04%
BME Total	30	2.74%	3	3.13%	18	1.99%	4	2.07%	55	2.40%
Last Quarter BME Total	28	2.58%	3	3.00%	15	1.64%	4	1.86%	50	2.16%
Not Stated	15	1.37%		0.00%	45	4.98%	2	1.04%	62	2.71%
Not Stated Total	15	1.37%	0	0.00%	45	4.98%	2	1.04%	62	2.71%
Last Quarter Not Stated Total	16	1.47%	1	1.00%	44	4.82%	2	0.93%	63	2.72%
Grand Total	1094		96		904		193		2287	
Last Quarter Total	1087		100		913		215		2315	



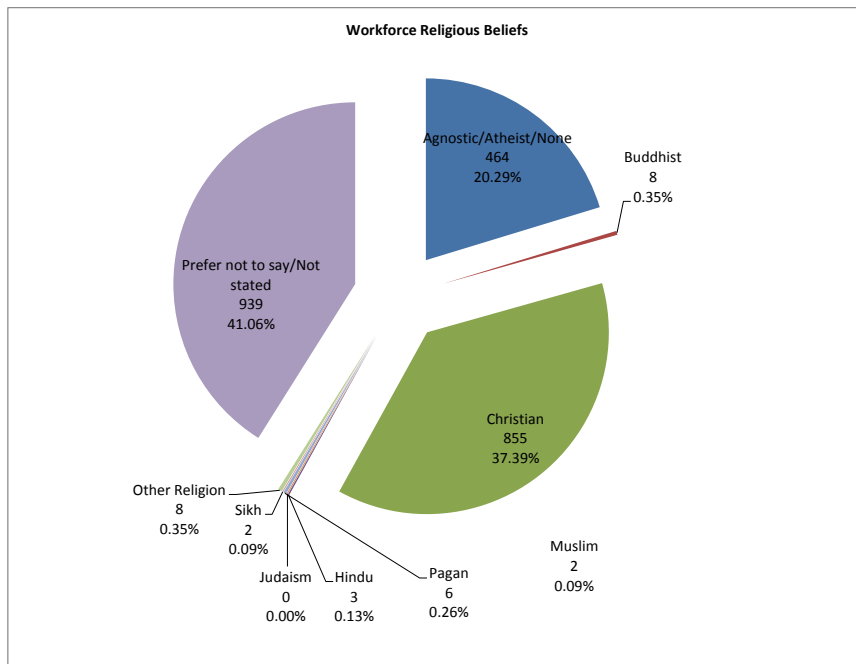
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White - British	127	72.99%
White - Irish		0.00%
White - Other	8	4.60%
White Total	135	77.59%
Last Quarter White Total	123	76.40%
Mixed	2	1.15%
Asian	1	0.57%
Black	1	0.57%
Other		0.00%
BME Total	4	2.30%
Last Quarter BME Total	3	1.86%
Not Stated	35	20.11%
Not Stated Total	35	20.11%
Last Quarter Not Stated Total	35	21.74%
Grand Total	174	
Last Quarter Total	161	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	192	17.55%	11	11.46%	190	21.02%	71	36.79%	464	20.29%
Buddhist	5	0.46%		0.00%	2	0.22%	1	0.52%	8	0.35%
Christian	347	31.72%	50	52.08%	406	44.91%	52	26.94%	855	37.39%
Hindu		0.00%	1	1.04%	2	0.22%		0.00%	3	0.13%
Judaism		0.00%		0.00%		0.00%		0.00%	0	0.00%
Muslim	2	0.18%		0.00%		0.00%		0.00%	2	0.09%
Pagan	6	0.55%		0.00%		0.00%		0.00%	6	0.26%
Sikh		0.00%		0.00%	2	0.22%		0.00%	2	0.09%
Other Religion	1	0.09%		0.00%	6	0.66%	1	0.52%	8	0.35%
Prefer not to say/Not stated	541	49.45%	34	35.42%	296	32.74%	68	35.23%	939	41.06%
Grand Total	1094		96		904		193		2287	

Last Quarter	
Headcount	%
465	20.09%
9	0.39%
868	37.49%
3	0.13%
1	0.04%
2	0.09%
6	0.26%
2	0.09%
7	0.30%
952	41.12%
2315	



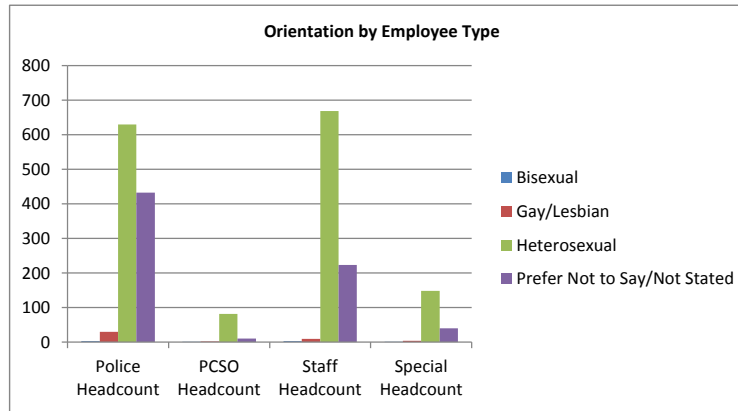
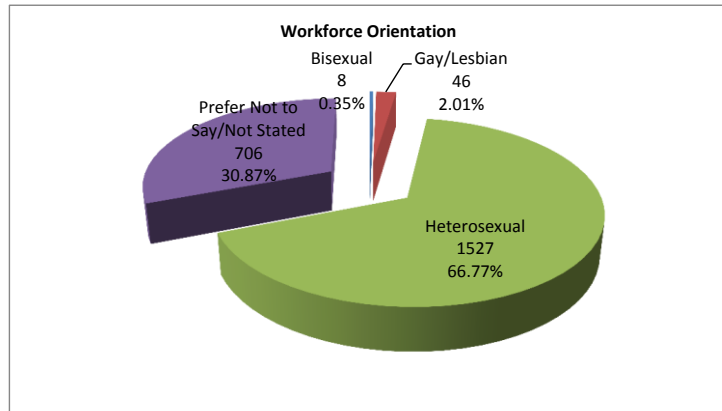
RELIGION CONTINUED

Religion	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Agnostic/Atheist/None	24	13.79%	21	13.04%
Buddhist	1	0.57%	1	0.62%
Christian	61	35.06%	51	31.68%
Hindu		0.00%		0.00%
Jehovahs Witness		0.00%		0.00%
Judaism	1	0.57%	1	0.62%
Muslim	1	0.57%	1	0.62%
Pagan		0.00%		0.00%
Other	5	2.87%	5	3.11%
Prefer not to say/Not stated	81	46.55%	81	50.31%
Grand Total	174		161	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	3	0.27%	1	1.04%	3	0.33%	1	0.52%	8	0.35%
Gay/Lesbian	30	2.74%	2	2.08%	10	1.11%	4	2.07%	46	2.01%
Heterosexual	629	57.50%	82	85.42%	668	73.89%	148	76.68%	1527	66.77%
Prefer Not to Say/Not Stated	432	39.49%	11	11.46%	223	24.67%	40	20.73%	706	30.87%
Grand Total	1094		96		904		193		2287	

Last Quarter	
Headcount	%
8	0.35%
47	2.03%
1546	66.78%
714	30.84%
2315	

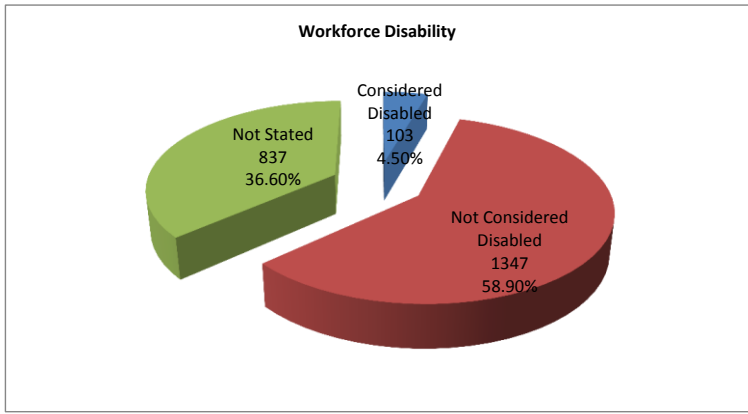
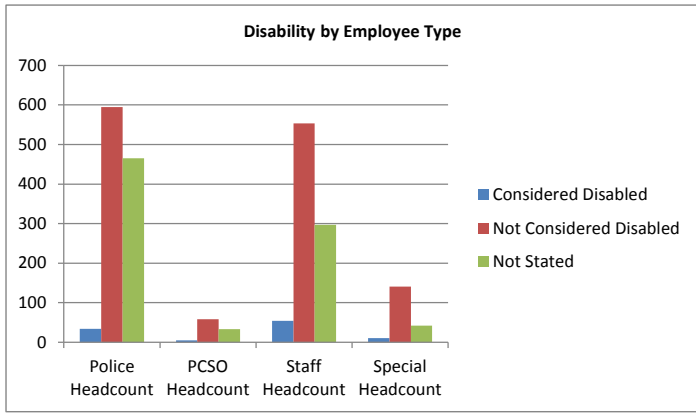


Orientation	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Bisexual	1	0.57%	1	0.62%
Gay/Lesbian		0.00%	1	0.62%
Heterosexual	101	58.05%	86	53.42%
Prefer Not to Say/Not Stated	72	41.38%	73	45.34%
Grand Total	174		161	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	34	3.11%	5	5.21%	54	5.97%	10	5.18%	103	4.50%
Not Considered Disabled	595	54.39%	58	60.42%	553	61.17%	141	73.06%	1347	58.90%
Not Stated	465	42.50%	33	34.38%	297	32.85%	42	21.76%	837	36.60%
Grand Total	1094		96		904		193		2287	

Last Quarter	
Headcount	%
105	4.54%
1358	58.66%
852	36.80%
2315	

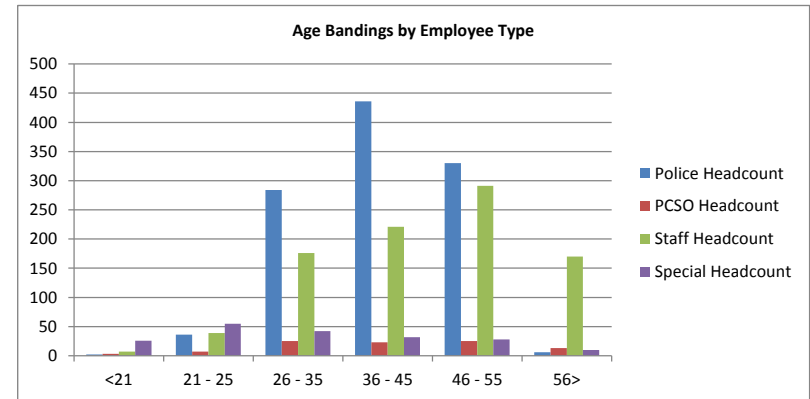
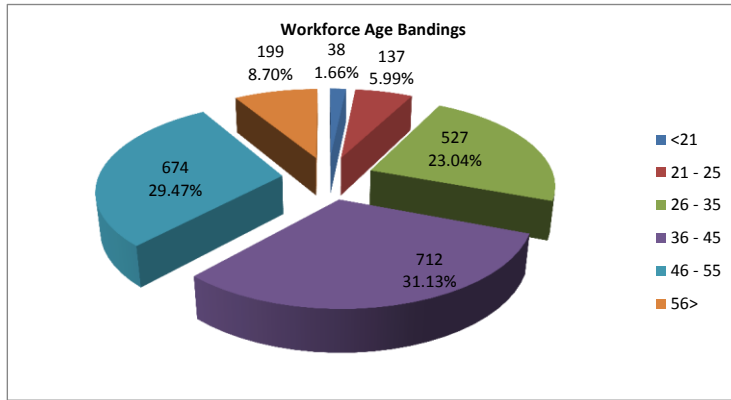


Disability	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	6	3.45%	6	3.73%
Not Considered Disabled	141	81.03%	130	80.75%
Not Stated	27	15.52%	25	15.53%
Grand Total	174		161	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	2	0.18%	3	3.13%	7	0.77%	26	13.47%	38	1.66%
21 - 25	36	3.29%	7	7.29%	39	4.31%	55	28.50%	137	5.99%
26 - 35	284	25.96%	25	26.04%	176	19.47%	42	21.76%	527	23.04%
36 - 45	436	39.85%	23	23.96%	221	24.45%	32	16.58%	712	31.13%
46 - 55	330	30.16%	25	26.04%	291	32.19%	28	14.51%	674	29.47%
56>	6	0.55%	13	13.54%	170	18.81%	10	5.18%	199	8.70%
Grand Total	1094		96		904		193		2287	

Last Quarter	
Last Qtr Headcount	%
42	1.81%
140	6.05%
548	23.67%
718	31.02%
670	28.94%
197	8.51%
2315	



Age	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
<21	14	8.05%	11	6.83%
21 - 25	12	6.90%	10	6.21%
26 - 35	15	8.62%	16	9.94%
36 - 45	26	14.94%	22	13.66%
46 - 55	36	20.69%	33	20.50%
56>	71	40.80%	69	42.86%
Not Disclosed		0.00%		0.00%
Grand Total	174		161	