



Human Resources Management Information

Diversity Programme Board

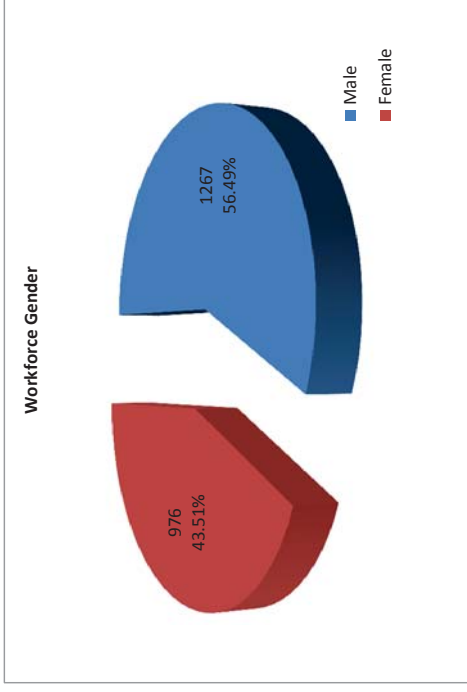
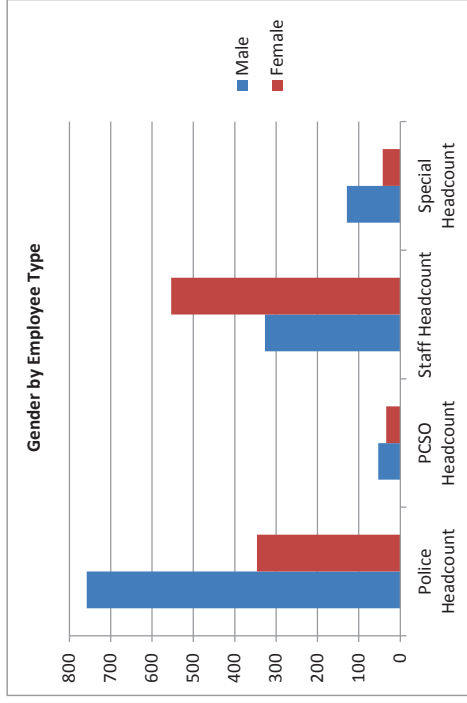
Q1 2018/19

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	35	28	36	12
PCSO's	1	2	3	14
Poice Staff	18	52	11	184
Specials	4	7	5	9
Volunteers	2	4	2	77
Total	60	93	57	296

GENDER

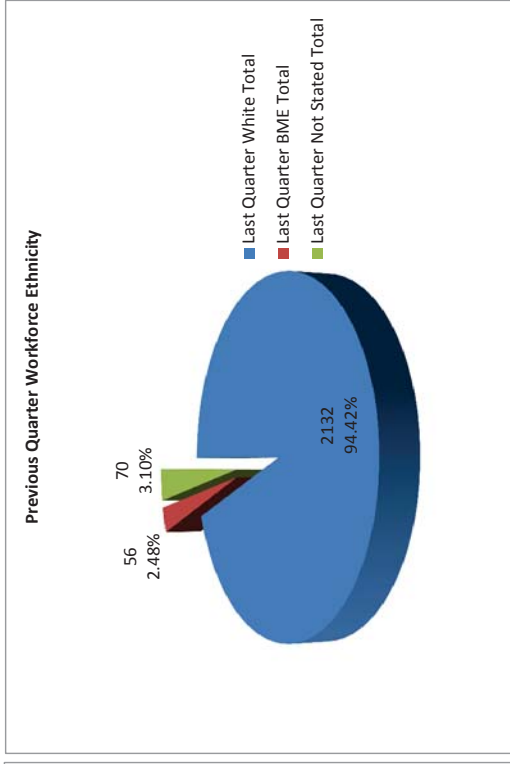
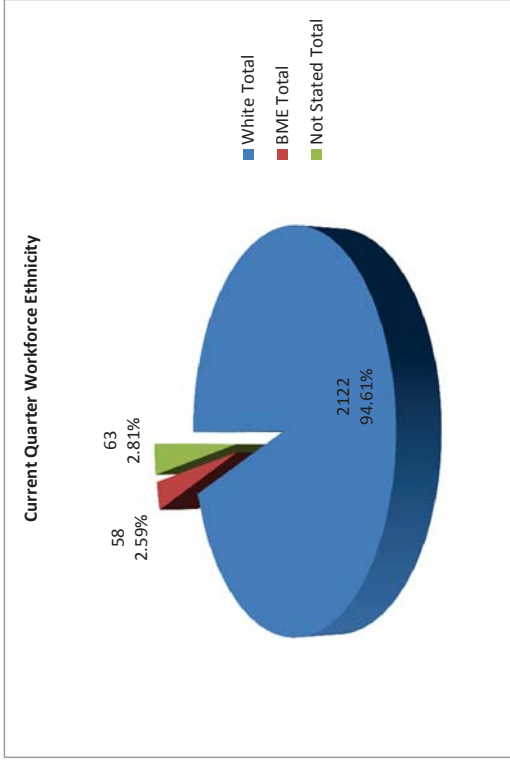
Gender	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Male	758	68.66%	53	60.92%	327	37.12%	129	75.44%	1267	56.49%
Female	761	69.24%	56	61.54%	327	36.54%	123	71.10%	1267	56.11%
Male	346	31.34%	34	39.08%	554	62.88%	42	24.56%	976	43.51%
Female	338	30.76%	35	38.46%	568	63.46%	50	28.90%	991	43.89%
Grand Total	1104		87		881		171		2243	
Last Quarter Total	1099		91		895		173		2258	



Gender	Volunteers	
	Headcount	%
Male	92	52.57%
Male (Last Quarter)	91	52.00%
Female	83	47.43%
Female (Last Quarter)	84	48.00%
Grand Total	175	
Last Quarter Total	175	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1023	92.66%	84	96.55%	801	90.92%	159	92.98%	2067	92.15%
White - Irish	10	0.91%	1	1.15%	1	0.11%		0.00%	12	0.53%
White - Other	18	1.63%		0.00%	20	2.27%	5	2.9%	43	1.92%
White Total	1051	95.20%	85	97.70%	822	93.30%	164	95.91%	2122	94.61%
Last Quarter White Total	1045	95.09%	88	96.70%	833	93.07%	166	95.95%	2132	94.42%
Mixed	26	2.36%	1	1.15%	8	0.91%	2	1.17%	37	1.65%
Asian	3	0.27%		0.00%	6	0.68%		0.00%	11	0.49%
Black	4	0.36%		0.00%	4	0.45%	2	1.17%	8	0.36%
Other	2	0.18%		0.00%		0.00%		0.00%	2	0.09%
BME Total	35	3.17%	1	1.15%	18	2.04%	4	2.34%	58	2.59%
Last Quarter BME Total	32	2.91%	2	2.20%	18	2.01%	4	2.31%	56	2.48%
Not Stated	18	1.63%	1	1.15%	41	4.65%	3	1.75%	63	2.81%
Last Quarter Not Stated Total	18	1.63%	1	1.15%	41	4.65%	3	1.75%	63	2.81%
Last Quarter Not Stated Total	22	2.00%	1	1.10%	44	4.92%	3	1.73%	70	3.10%
Grand Total	1104		87		881		171		2243	
Last Quarter Total	1099		91		895		173		2258	



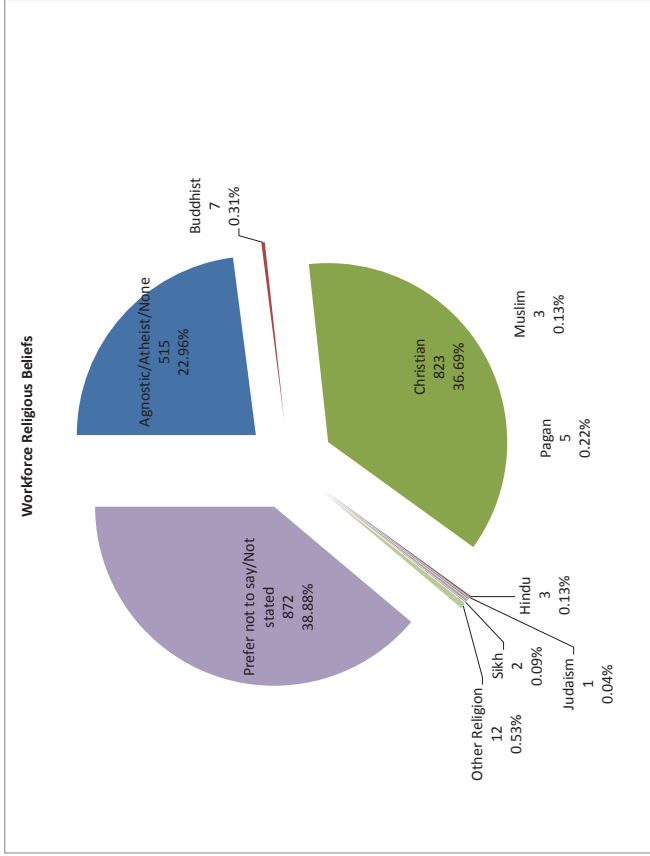
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White - British	135	77.14%
White - Irish		0.00%
White - Other	8	4.57%
White Total	143	81.71%
Last Quarter White Total	143	81.71%
Mixed	2	1.14%
Asian		0.00%
Black		0.00%
Other		0.00%
BME Total	2	1.14%
Last Quarter BME Total	3	1.71%
Not Stated	30	17.14%
Not Stated Total	30	17.14%
Last Quarter Not Stated Total	29	16.57%
Grand Total	175	
Last Quarter Total	175	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	247	22.37%	10	11.49%	191	21.68%	67	39.18%	515	22.96%
Buddhist	4	0.36%		0.00%	2	0.23%	1	0.58%	7	0.31%
Christian	347	31.43%	45	51.72%	386	43.81%	45	26.32%	823	36.69%
Hindu	1	0.09%		0.00%	2	0.23%		0.00%	3	0.13%
Judaism		0.00%		0.00%	1	0.11%		0.00%	1	0.04%
Muslim	2	0.18%		0.00%	1	0.11%		0.00%	3	0.13%
Pagan	5	0.45%		0.00%		0.00%		0.00%	5	0.22%
Sikh		0.00%		0.00%	2	0.23%		0.00%	2	0.09%
Other Religion	1	0.09%	32	36.78%	8	0.91%	3	1.75%	42	0.53%
Prefer not to say/Not stated	497	45.02%		0.00%	288	32.69%	55	32.16%	872	38.88%
Grand Total	1104		87		881		171		2243	

Last Quarter	
Headcount	%
497	22.01%
7	0.31%
845	37.42%
3	0.13%
1	0.04%
2	0.09%
5	0.22%
2	0.09%
11	0.49%
885	39.19%
2258	



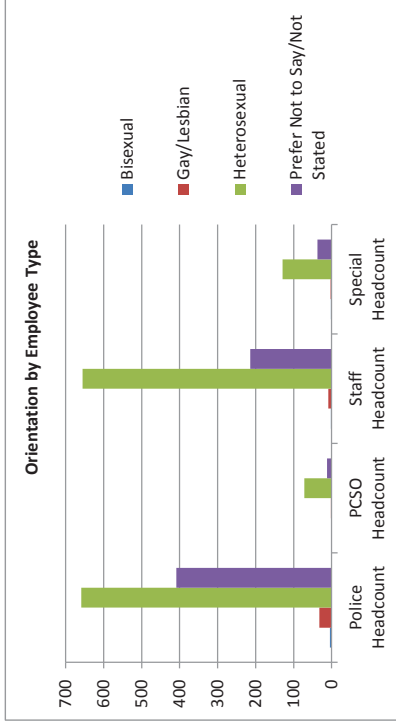
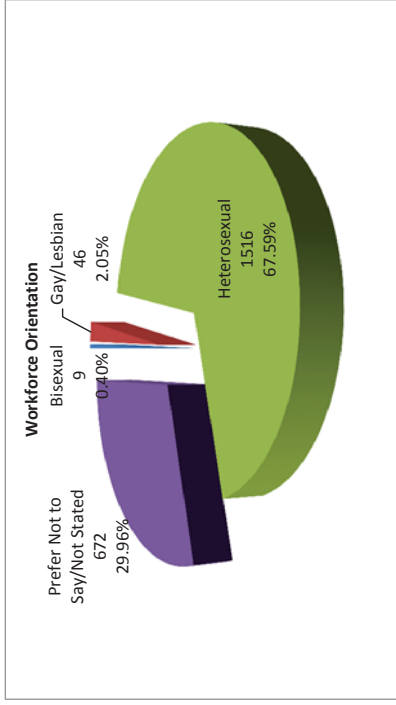
RELIGION CONTINUED

Religion	Volunteers		
	This Quarter Headcount	%	Last Quarter Headcount
Agnostic/Atheist/None	27	15.43%	29
Buddhist	2	1.14%	1
Christian	56	32.00%	57
Hindu		0.00%	
Jehovahs Witness		0.00%	
Judaism		0.00%	
Muslim		0.00%	
Pagan		0.00%	
Other	7	4.00%	6
Prefer not to say/Not stated	83	47.43%	82
Grand Total	175		175

ORIENTATION

Last Quarter	
Headcount	%
8	0.35%
46	2.04%
1529	67.71%
675	29.89%
2258	

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	4	0.36%	1	1.15%	2	0.23%	2	1.17%	9	0.40%
Gay/Lesbian	32	2.90%	2	2.30%	9	1.02%	3	1.75%	46	2.05%
Heterosexual	659	59.69%	72	82.76%	656	74.46%	129	75.44%	1516	67.59%
Prefer Not to Say/Not Stated	409	37.05%	12	13.79%	214	24.29%	37	21.64%	672	29.96%
Grand Total	1104		87		881		171		2243	



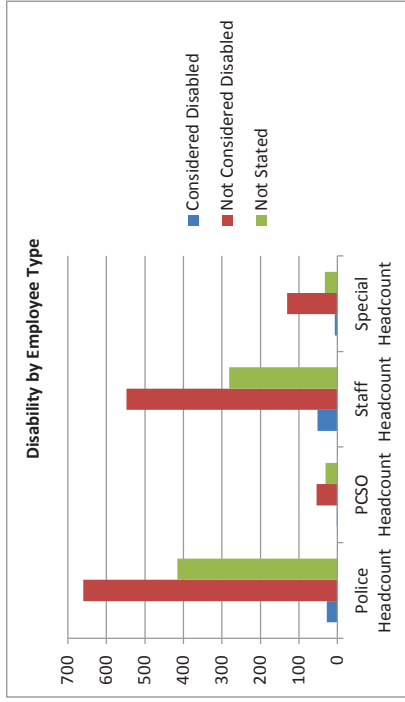
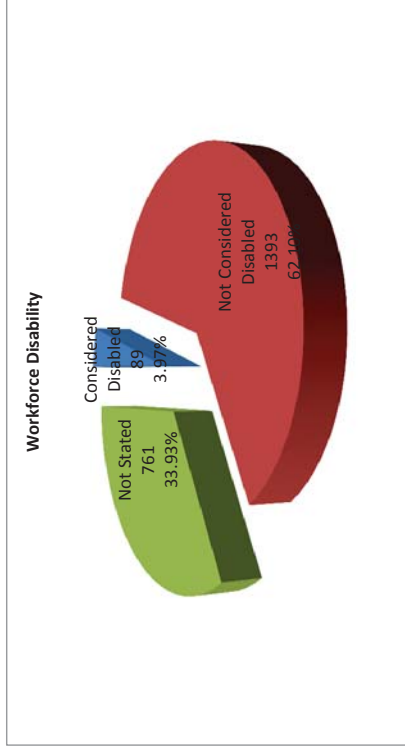
Orientation	Volunteers	
	This Quarter	Last Quarter
	Headcount	Headcount
Bisexual	1	1
Gay/Lesbian	1	1
Heterosexual	101	102
Prefer Not to Say/Not Stated	72	72
Grand Total	175	175

DISABILITY

Last Quarter	
Headcount	%
95	4.21%
1384	61.29%
779	34.50%

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	28	2.54%	2	2.30%	52	5.90%	7	4.09%	89	3.97%
Not Considered Disabled	660	59.78%	54	62.07%	548	62.20%	131	76.61%	1393	62.10%
Not Stated	416	37.68%	31	35.63%	281	31.90%	33	19.30%	761	33.93%
Grand Total	1104		87		881		171		2243	

2258



Disability	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	4	2.29%	4	2.29%
Not Considered Disabled	141	80.57%	142	81.14%
Not Stated	30	17.14%	29	16.57%
Grand Total	175		175	

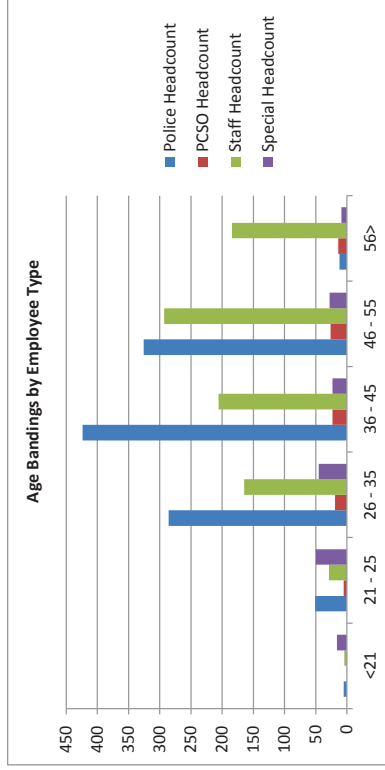
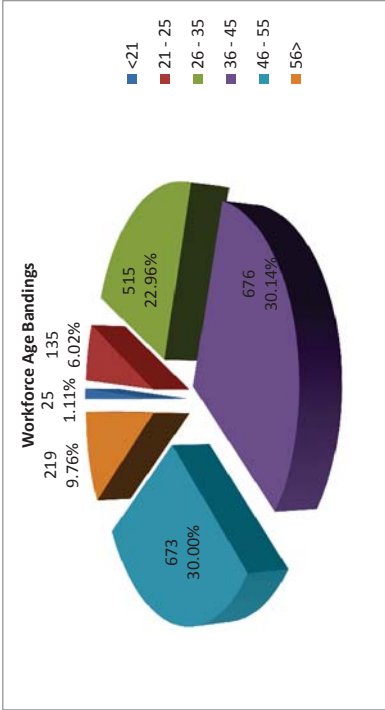
175

175

AGE

Age	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Grand Total Headcount	%
<21	5	0.45%	0	0.00%	4	0.45%	16	9.36%	25	1.11%
21 - 25	51	4.62%	5	5.75%	29	3.29%	50	29.24%	135	6.02%
26 - 35	286	25.91%	19	21.84%	165	18.73%	45	26.32%	515	22.96%
36 - 45	424	38.41%	23	26.44%	206	23.38%	23	13.45%	676	30.14%
46 - 55	326	29.53%	26	29.89%	293	33.26%	28	16.37%	673	30.00%
56>	12	1.09%	14	16.09%	184	20.89%	9	5.26%	219	9.76%
Grand Total	1104		87		881		171		2243	

Last Quarter	Last Qtr Headcount	%
	17	0.75%
	129	5.71%
	518	22.94%
	681	30.16%
	687	30.43%
	226	10.01%
Grand Total	2258	



Age	Volunteers	
	This Quarter	Last Quarter
<21	Headcount: 15, %: 8.57%	Headcount: 13, %: 7.43%
21 - 25	Headcount: 13, %: 7.43%	Headcount: 14, %: 8.00%
26 - 35	Headcount: 18, %: 10.29%	Headcount: 19, %: 10.86%
36 - 45	Headcount: 24, %: 13.71%	Headcount: 25, %: 14.29%
46 - 55	Headcount: 28, %: 16.00%	Headcount: 28, %: 16.00%
56>	Headcount: 77, %: 44.00%	Headcount: 76, %: 43.43%
Not Disclosed	Headcount: 0, %: 0.00%	Headcount: 0, %: 0.00%
Grand Total	175	175