



Human Resources Management Information

Diversity Programme Board

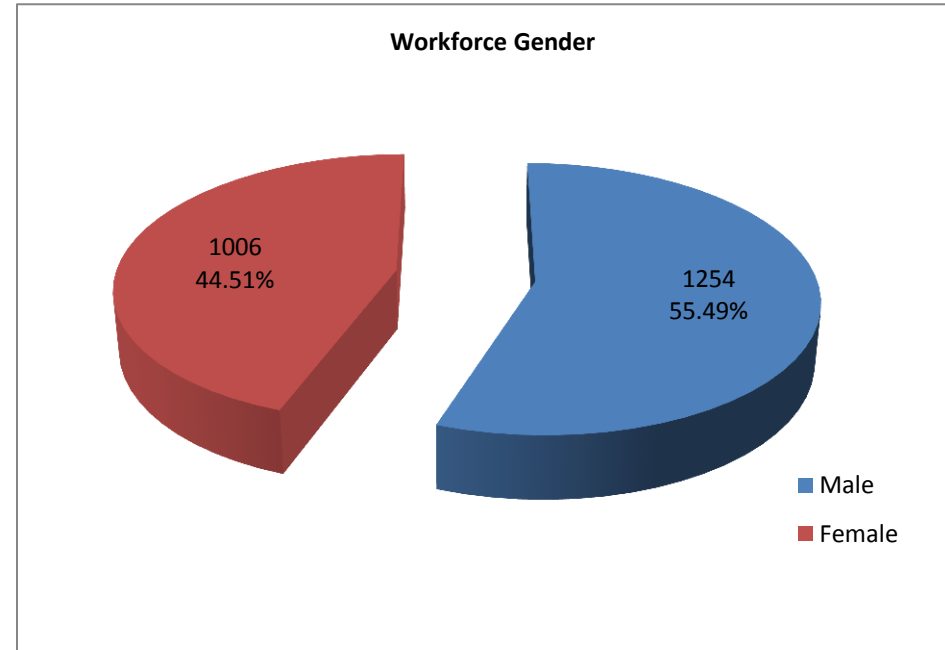
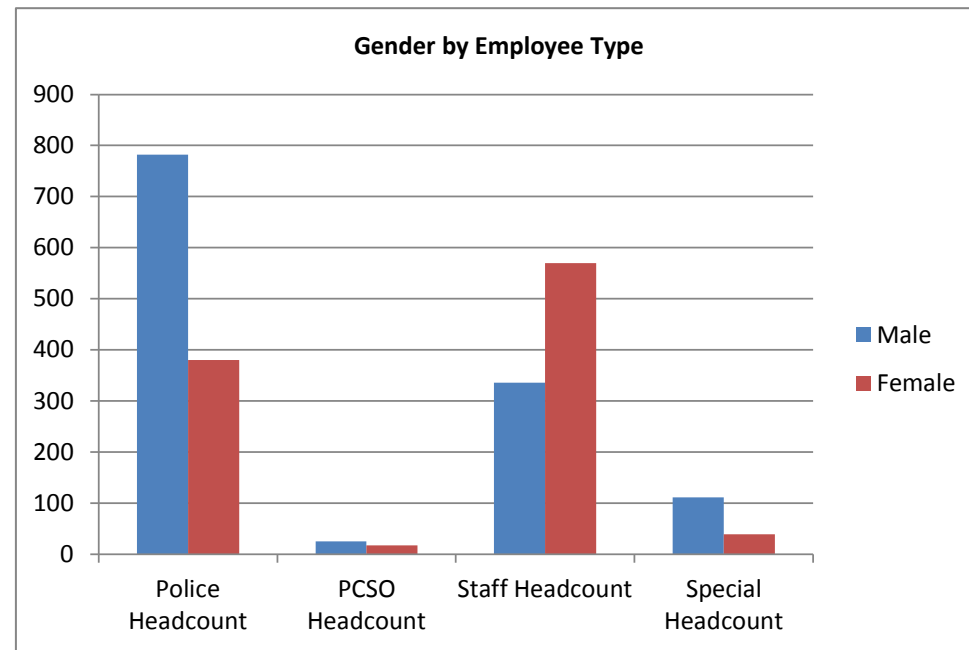
Q1 2019/20

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	34	28	42	15
PCSO's	1	0	0	5
Poice Staff	16	49	14	188
Specials	5	6	4	7
Volunteers	2	6	3	79
Total	58	89	63	294

GENDER

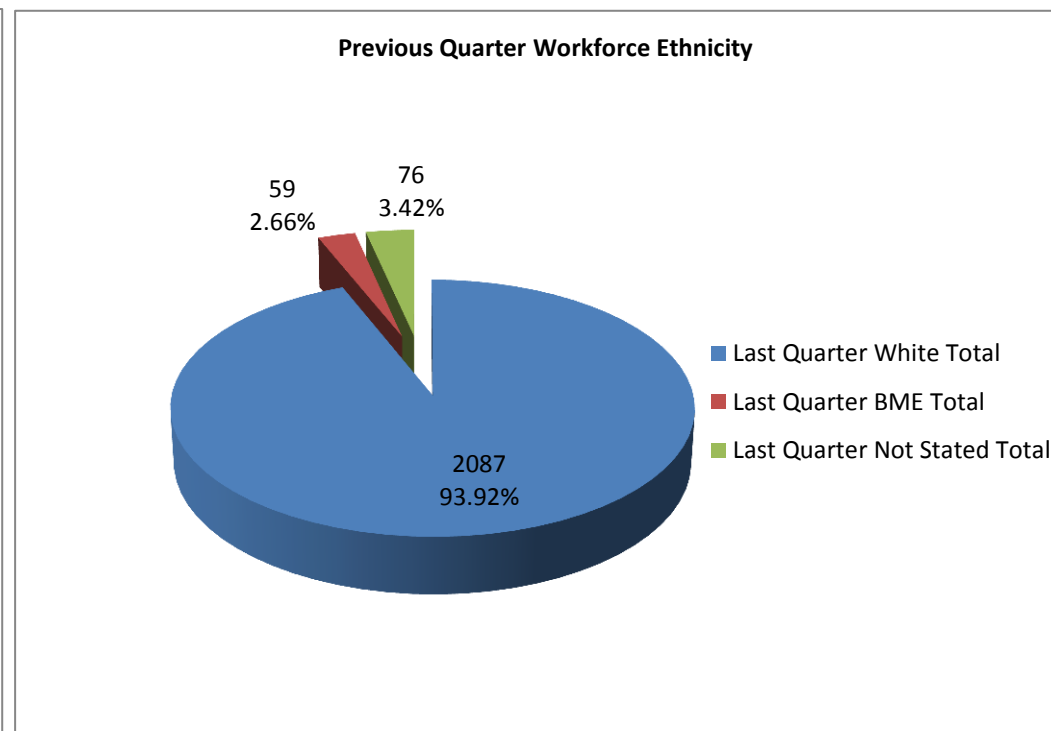
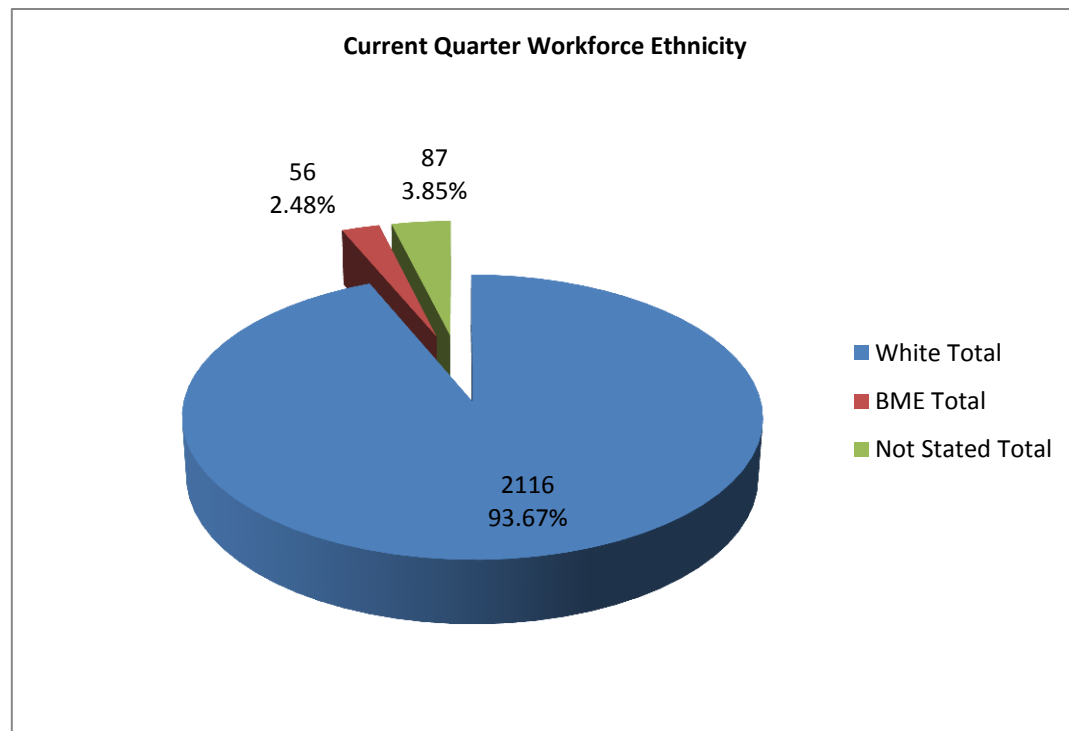
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	782	67.30%	25	59.52%	336	37.09%	111	74.00%	1254	55.49%
Male	779	67.98%	26	60.47%	336	37.46%	104	76.47%	1245	56.03%
Female	380	32.70%	17	40.48%	570	62.91%	39	26.00%	1006	44.51%
Female	367	32.02%	17	39.53%	561	62.54%	32	23.53%	977	43.97%
Grand Total	1162		42		906		150		2260	
Last Quarter Total	1146		43		897		136		2222	



Gender	Volunteers	
	Headcount	%
Male	86	48.59%
Male (Last Quarter)	94	49.21%
Female	91	51.41%
Female (Last Quarter)	97	50.79%
Grand Total	177	
Last Quarter Total	191	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1078	92.77%	35	83.33%	809	89.39%	135	90.00%	2057	91.06%
White - Irish	11	0.95%	0	0.00%	1	0.11%	0	0.00%	12	0.53%
White - Other	20	1.72%	0	0.00%	20	2.21%	7	4.67%	47	2.08%
White Total	1109	95.44%	35	83.33%	830	91.71%	142	94.67%	2116	93.67%
Last Quarter White Total	1094	95.46%	36	83.72%	829	92.42%	128	94.12%	2087	93.92%
Mixed	26	2.24%	1	2.38%	7	0.77%	2	1.33%	36	1.59%
Asian	3	0.26%	0	0.00%	6	0.66%	3	2.00%	12	0.53%
Black	4	0.34%	0	0.00%	3	0.33%	0	0.00%	7	0.31%
Other	1	0.09%	0	0.00%	0	0.00%	0	0.00%	1	0.04%
BME Total	34	2.93%	1	2.38%	16	1.77%	5	3.33%	56	2.48%
Last Quarter BME Total	35	3.05%	1	2.33%	18	2.01%	5	3.68%	59	2.66%
Not Stated	19	1.64%	6	14.29%	59	6.52%	3	2.00%	87	3.85%
Not Stated Total	19	1.64%	6	14.29%	59	6.52%	3	2.00%	87	3.85%
Last Quarter Not Stated Total	17	1.48%	6	13.95%	50	5.57%	3	2.21%	76	3.42%
Grand Total	1162		42		905		150		2259	
Last Quarter Total	1146		43		897		136		2222	



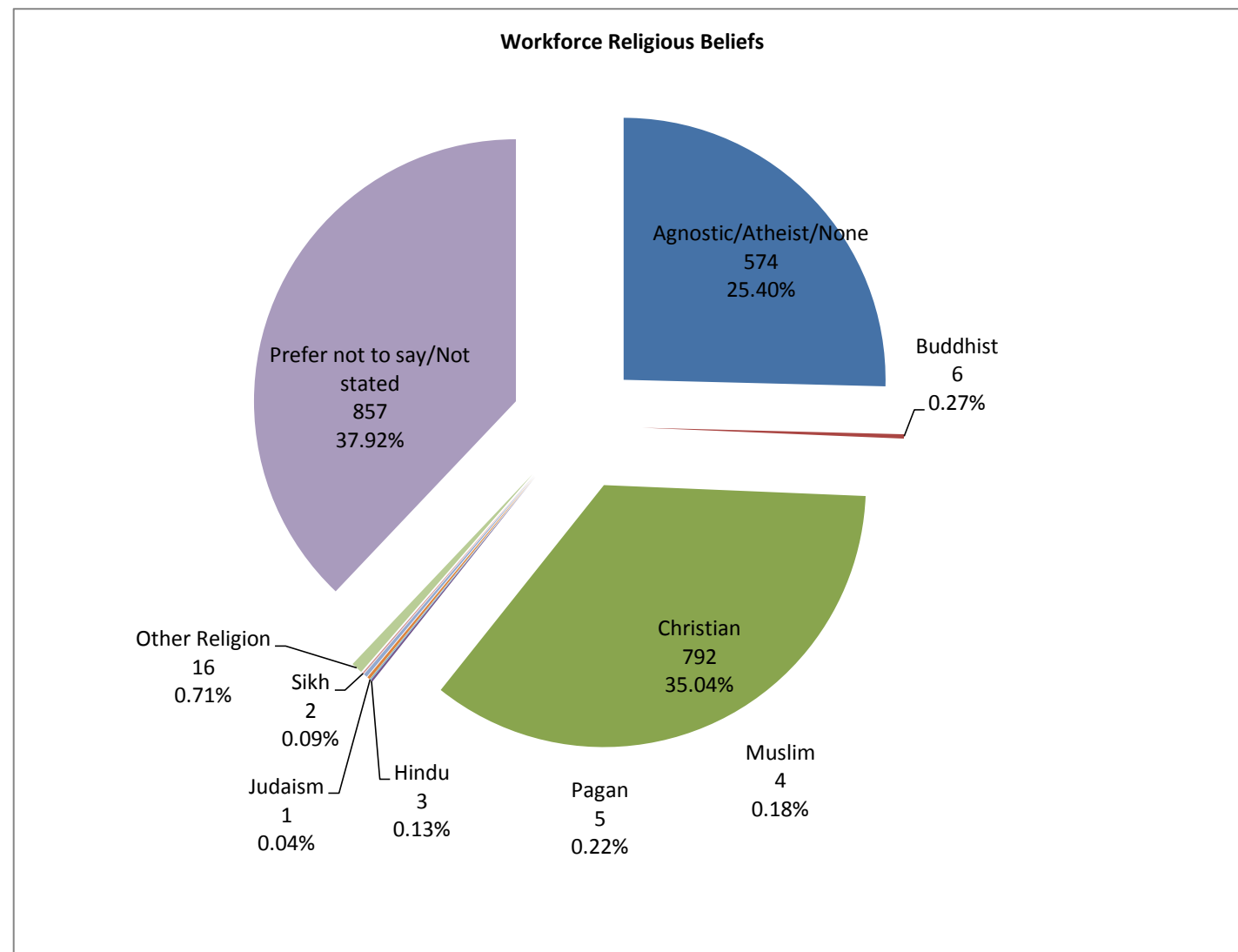
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White - British	133	75.14%
White - Irish	0	0.00%
White - Other	8	4.52%
White Total	141	79.66%
Last Quarter White Total	157	82.20%
Mixed	2	1.13%
Asian	0	0.00%
Black	0	0.00%
Other	0	0.00%
BME Total	2	1.13%
Last Quarter BME Total	3	1.57%
Not Stated	34	19.21%
Not Stated Total	34	19.21%
Last Quarter Not Stated Total	31	16.23%
Grand Total	177	
Last Quarter Total	191	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	314	27.02%	2	4.76%	198	21.85%	60	40.00%	574	25.40%
Buddhist	4	0.34%	0	0.00%	2	0.22%	0	0.00%	6	0.27%
Christian	353	30.38%	22	52.38%	384	42.38%	33	22.00%	792	35.04%
Hindu	1	0.09%	0	0.00%	2	0.22%	0	0.00%	3	0.13%
Judaism		0.00%	0	0.00%	1	0.11%	0	0.00%	1	0.04%
Muslim	2	0.17%	0	0.00%	1	0.11%	1	0.67%	4	0.18%
Pagan	5	0.43%	0	0.00%	0	0.00%	0	0.00%	5	0.22%
Sikh		0.00%	0	0.00%	2	0.22%	0	0.00%	2	0.09%
Other Religion	2	0.17%	0	0.00%	9	0.99%	5	3.33%	16	0.71%
Prefer not to say/Not stated	481	41.39%	18	42.86%	307	33.89%	51	34.00%	857	37.92%
Grand Total	1162		42		906		150		2260	

Last Quarter	
Headcount	%
555	24.98%
6	0.27%
789	35.51%
3	0.14%
1	0.05%
5	0.23%
5	0.22%
2	0.09%
14	0.63%
842	37.89%
2222	



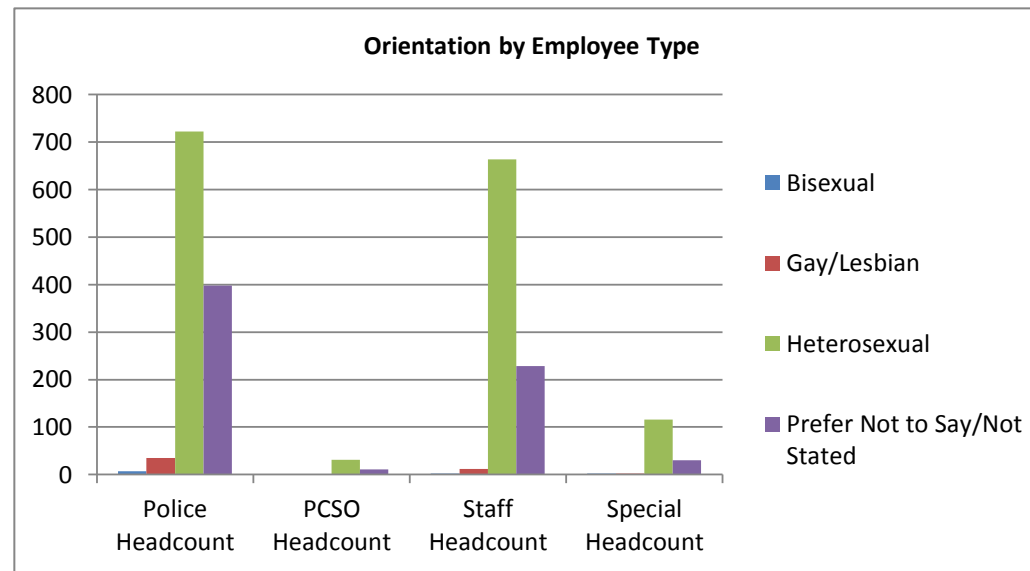
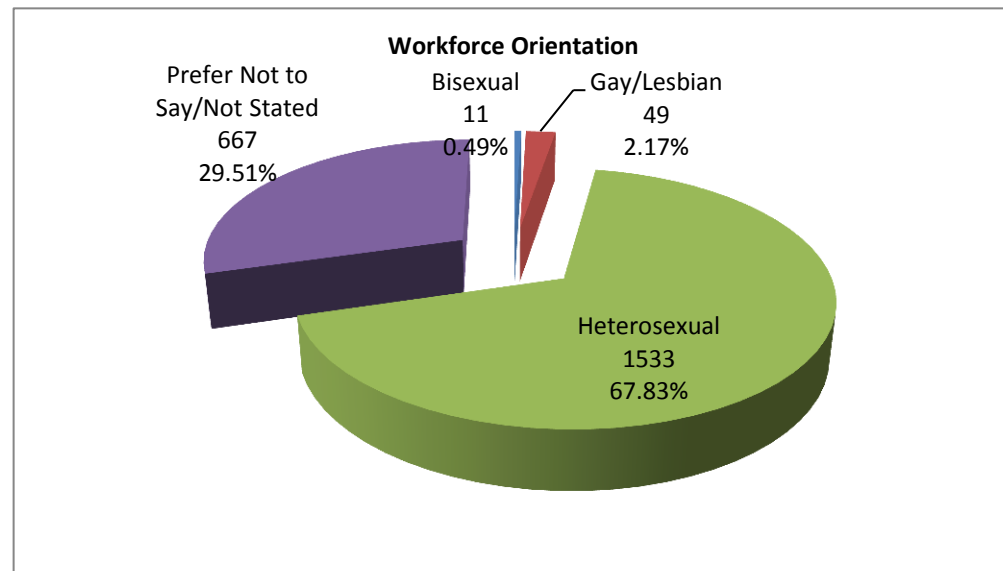
RELIGION CONTINUED

Religion	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Agnostic/Atheist/None	34	19.21%	37	19.37%
Buddhist	5	2.82%	5	2.62%
Christian	56	31.64%	62	32.46%
Hindu	0	0.00%	0	0.00%
Jehovahs Witness	0	0.00%	0	0.00%
Judaism	0	0.00%	0	0.00%
Muslim	0	0.00%	0	0.00%
Pagan	0	0.00%	0	0.00%
Other	7	3.95%	7	3.66%
Prefer not to say/Not stated	75	42.37%	80	41.88%
Grand Total	177		191	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	7	0.60%	0	0.00%	2	0.22%	2	1.33%	11	0.49%
Gay/Lesbian	35	3.01%	0	0.00%	12	1.32%	2	1.33%	49	2.17%
Heterosexual	722	62.13%	31	73.81%	664	73.29%	116	77.33%	1533	67.83%
Prefer Not to Say/Not Stated	398	34.25%	11	26.19%	228	25.17%	30	20.00%	667	29.51%
Grand Total	1162		42		906		150		2260	

Last Quarter	
Headcount	%
9	0.41%
44	1.98%
1513	68.09%
656	29.52%
2222	

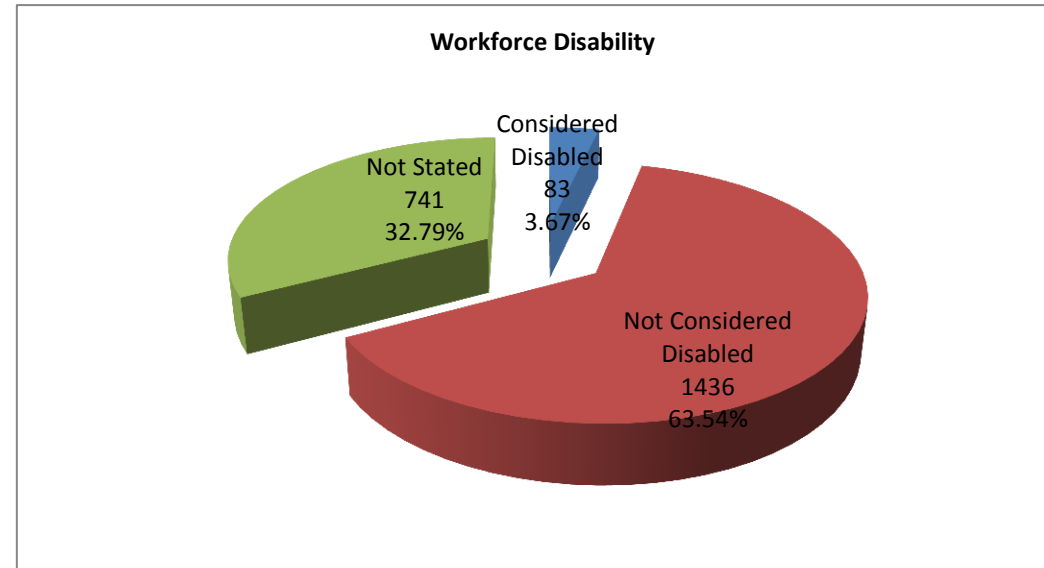
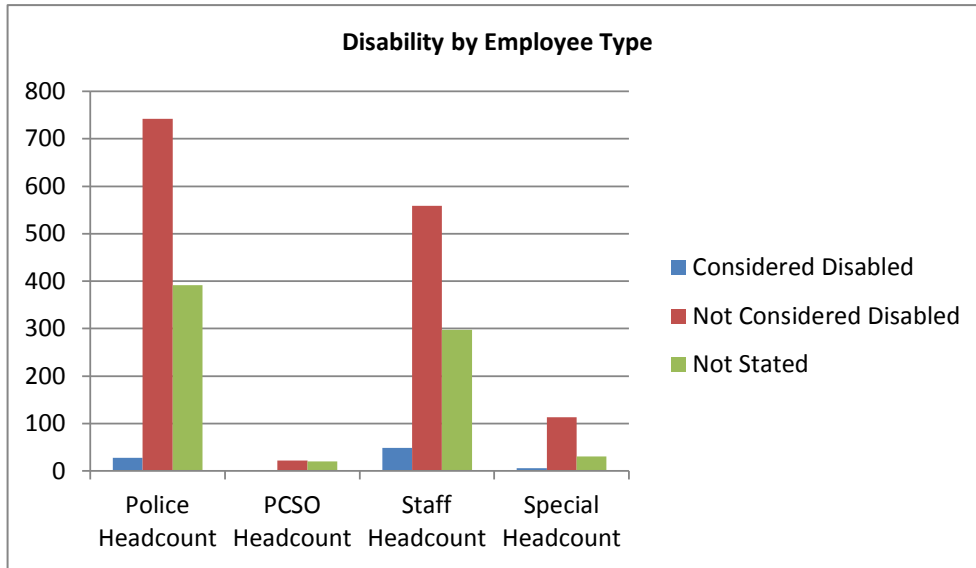


Orientation	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Bisexual	2	1.13%	3	1.57%
Gay/Lesbian	1	0.56%	1	0.52%
Heterosexual	107	60.45%	117	61.26%
Prefer Not to Say/Not Stated	67	37.85%	70	36.65%
Grand Total	177		191	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	28	2.41%	0	0.00%	49	5.41%	6	4.00%	83	3.67%
Not Considered Disabled	742	63.86%	22	52.38%	559	61.70%	113	75.33%	1436	63.54%
Not Stated	392	33.73%	20	47.62%	298	32.89%	31	20.67%	741	32.79%
Grand Total	1162		42		906		150		2260	

Last Quarter	
Headcount	%
83	3.74%
1405	63.23%
734	33.03%
2222	

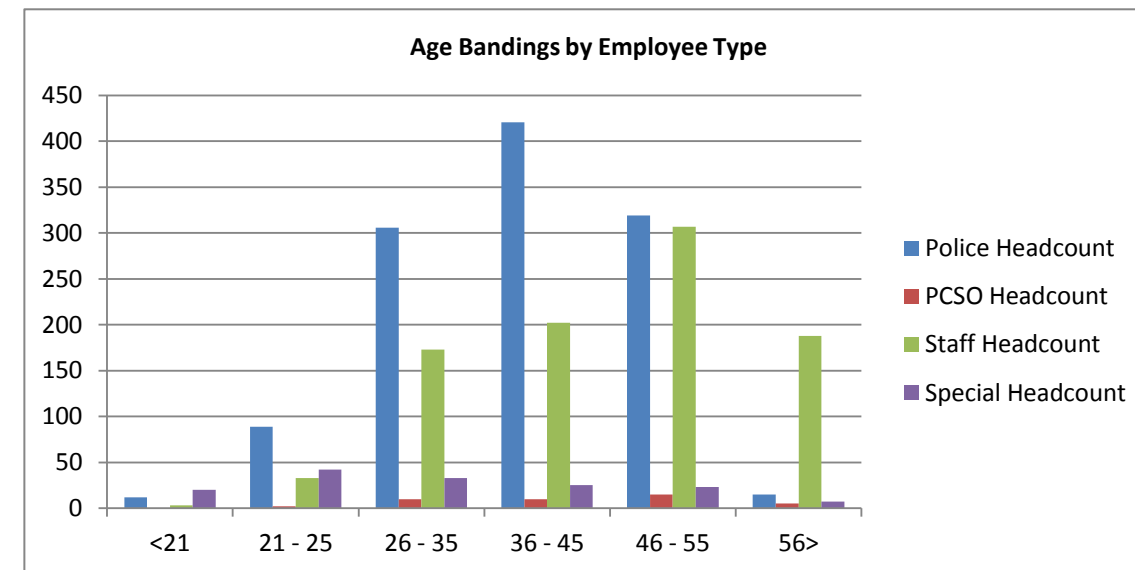
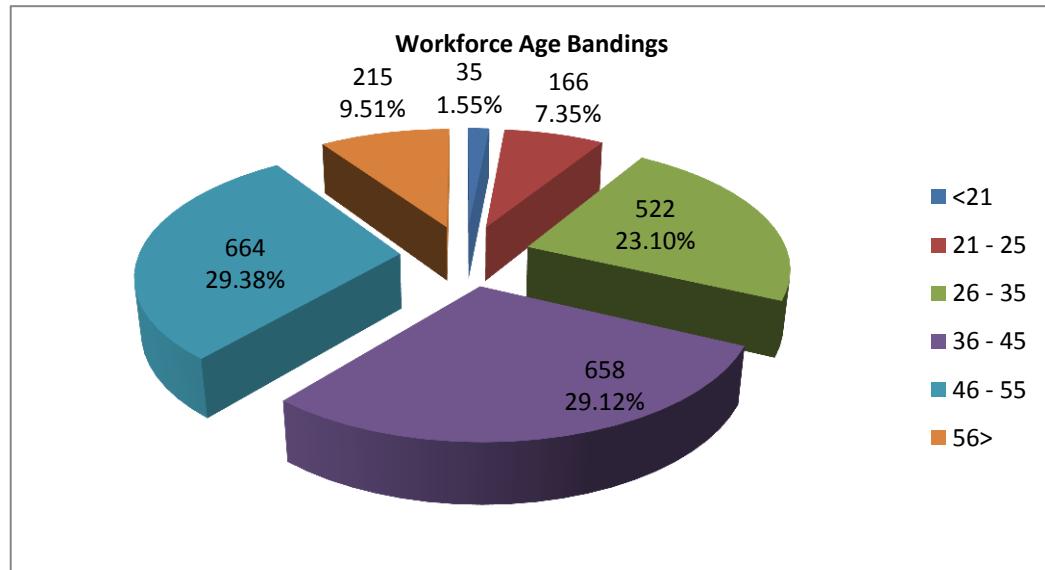


Disability	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	6	3.39%	6	3.14%
Not Considered Disabled	138	77.97%	153	80.10%
Not Stated	33	18.64%	32	16.75%
Grand Total	177		191	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	12	1.03%		0.00%	3	0.33%	20	13.33%	35	1.55%
21 - 25	89	7.66%	2	4.76%	33	3.64%	42	28.00%	166	7.35%
26 - 35	306	26.33%	10	23.81%	173	19.09%	33	22.00%	522	23.10%
36 - 45	421	36.23%	10	23.81%	202	22.30%	25	16.67%	658	29.12%
46 - 55	319	27.45%	15	35.71%	307	33.89%	23	15.33%	664	29.38%
56>	15	1.29%	5	11.90%	188	20.75%	7	4.67%	215	9.51%
Grand Total	1162		42		906		150		2260	

Last Quarter	
Last Qtr Headcount	%
15	0.68%
132	5.94%
504	22.68%
647	29.12%
687	30.92%
237	10.67%
2222	



Age	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
<21	18	10.17%	14	7.33%
21 - 25	18	10.17%	22	11.52%
26 - 35	15	8.47%	18	9.42%
36 - 45	21	11.86%	21	10.99%
46 - 55	26	14.69%	30	15.71%
56>	79	44.63%	86	45.03%
Not Disclosed		0.00%		0.00%
Grand Total	177		191	