

# SUFFOLK CONSTABULARY

## Human Resources Management Information

### Diversity Report

Q1 2020-21

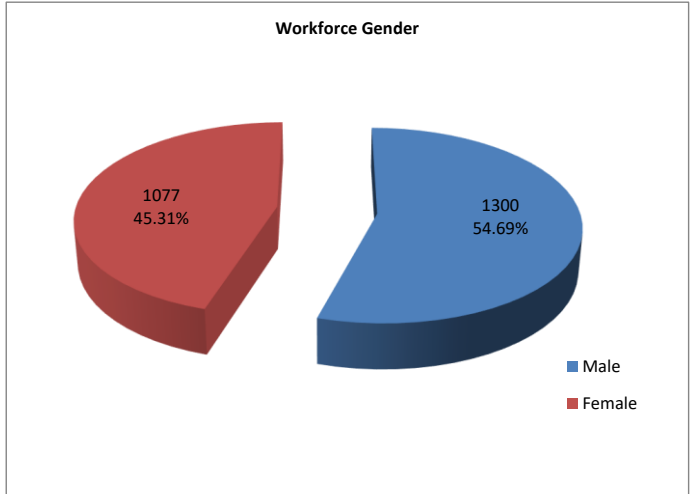
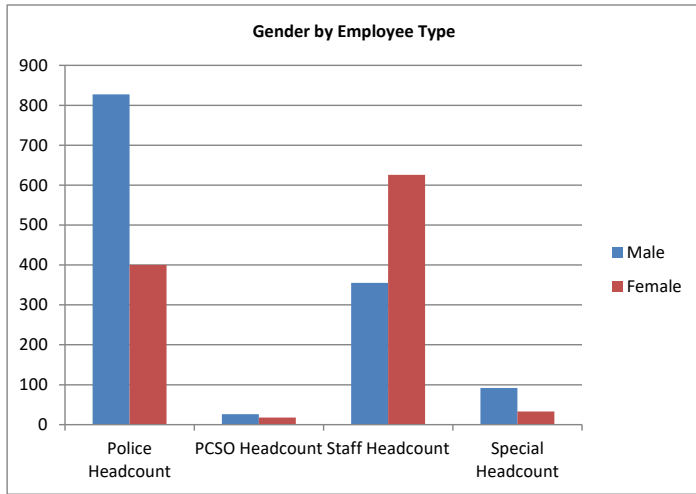
#### Summary Data

	BME	BME %	Disability	Disability %	LGB	LGB %	Aged 56+	Aged 56+ %
Police Officers	37	3.02%	31	2.53%	50	4.07%	15	1.22%
Poice Staff	16	1.63%	48	4.89%	22	2.24%	210	21.41%
Specials	3	2.40%	6	4.80%	4	3.20%	8	6.40%
Volunteers	2	1.12%	7	#DIV/0!	4	2.23%	81	60.00%
Suffolk Data		3.50%		20.1%*		2%**		26.1%***
Total	58	2.31%	92	3.94%	80	3.18%	314	12.50%

- \* 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**

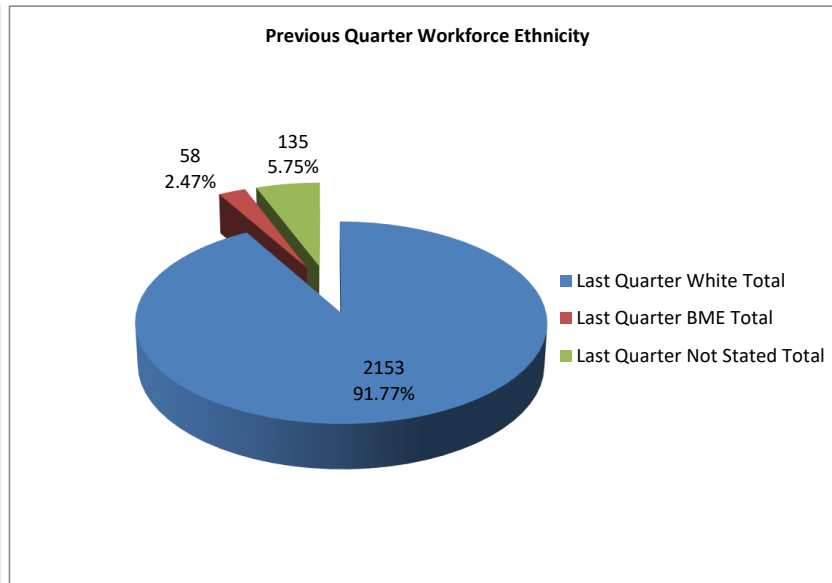
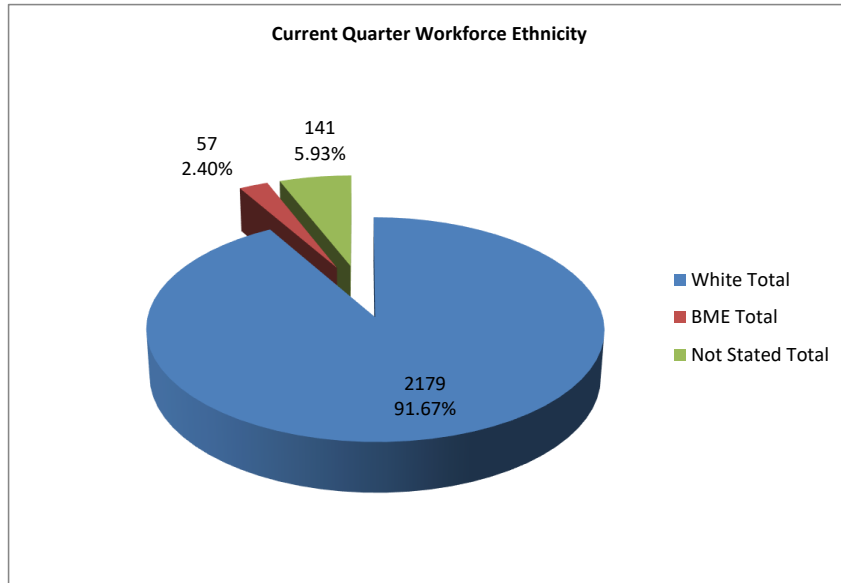
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	827	67.40%	26		355	36.19%	92	73.60%	1300	54.69%
Female	400	32.60%	18		626	63.81%	33	26.40%	1077	45.31%
<b>Female</b>	392	32.75%	18		610	63.02%	38	27.74%	1058	45.10%
<b>Grand Total</b>	<b>1227</b>		<b>44</b>		<b>981</b>		<b>125</b>		<b>2377</b>	
<b>Last Quarter Total</b>	<b>1197</b>		<b>44</b>		<b>968</b>		<b>137</b>		<b>2346</b>	



Gender	Volunteers	
	Headcount	%
Male	88	49.16%
Female	91	50.84%
<b>Grand Total</b>	<b>179</b>	

**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1166	95.03%	39	88.64%	860	87.67%	114	91.20%	2179	91.67%
<b>White Total</b>	<b>1166</b>	<b>95.03%</b>	<b>39</b>	<b>88.64%</b>	<b>860</b>	<b>87.67%</b>	<b>114</b>	<b>91.20%</b>	<b>2179</b>	<b>91.67%</b>
Last Quarter White Total	1135	94.82%	39	88.64%	852	88.02%	127	92.70%	2153	91.77%
Mixed	26	2.12%	1	2.27%	6	0.61%	2	1.60%	35	1.47%
Asian	6	0.49%			7	0.71%	1	0.80%	14	0.59%
Black	3	0.24%			3	0.31%	0	0.00%	6	0.25%
Other	2	0.16%			0	0.00%	0	0.00%	2	0.08%
<b>BME Total</b>	<b>37</b>	<b>3.02%</b>	<b>1</b>	<b>2.27%</b>	<b>16</b>	<b>1.63%</b>	<b>3</b>	<b>2.40%</b>	<b>57</b>	<b>2.40%</b>
Last Quarter BME Total	38	3.17%	1	2.27%	16	1.65%	3	2.19%	58	2.47%
Not Stated	24	1.96%	4	9.09%	105	10.70%	8	6.40%	141	5.93%
<b>Not Stated Total</b>	<b>24</b>	<b>1.96%</b>	<b>4</b>	<b>9.09%</b>	<b>105</b>	<b>10.70%</b>	<b>8</b>	<b>6.40%</b>	<b>141</b>	<b>5.93%</b>
Last Quarter Not Stated Total	24	2.01%	4	9.09%	100	10.33%	7	5.11%	135	5.75%
<b>Grand Total</b>	<b>1227</b>		<b>44</b>		<b>981</b>		<b>125</b>		<b>2377</b>	
Last Quarter Total	1197		44		968		137		2346	





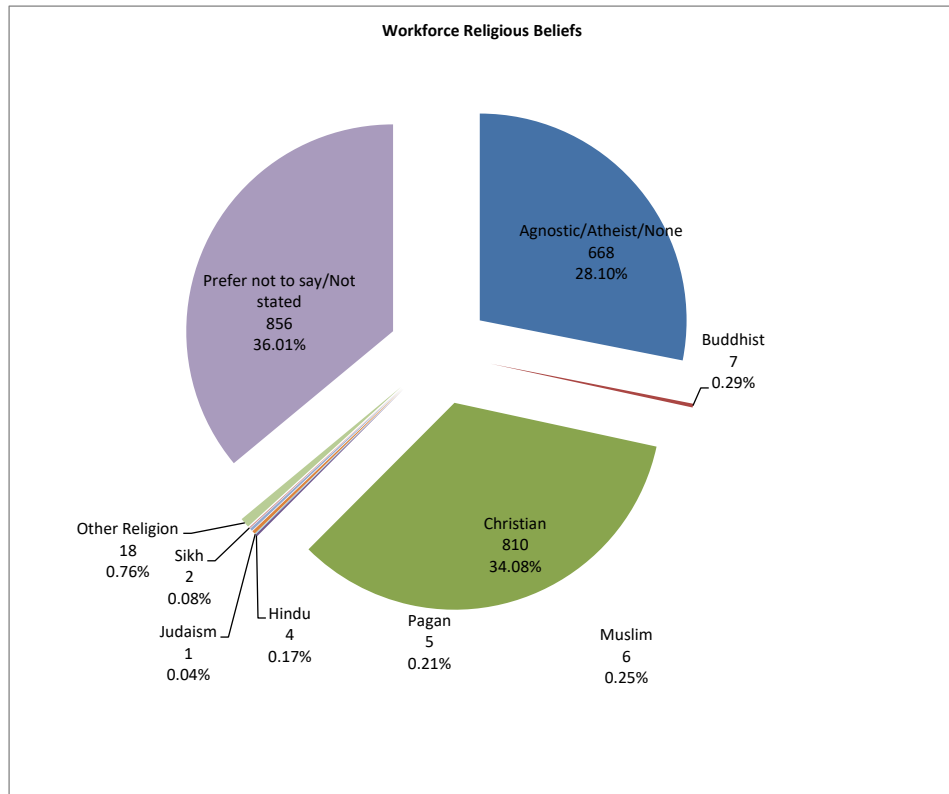
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	120	67.04%
<b>White Total</b>	<b>120</b>	<b>67.04%</b>
Mixed	2	1.12%
Asian	0	0.00%
Black	0	0.00%
Other	0	0.00%
<b>BME Total</b>	<b>2</b>	<b>1.12%</b>
Not Stated	57	31.84%
<b>Not Stated Total</b>	<b>57</b>	<b>31.84%</b>
<b>Grand Total</b>	<b>179</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	379	30.89%	3	6.82%	238	24.26%	48	38.40%	668	28.10%
Buddhist	5	0.41%		0.00%	2	0.20%	0	0.00%	7	0.29%
Christian	363	29.58%	23	52.27%	394	40.16%	30	24.00%	810	34.08%
Hindu	1	0.08%		0.00%	3	0.31%		0.00%	4	0.17%
Judaism		0.00%		0.00%	1	0.10%		0.00%	1	0.04%
Muslim	5	0.41%		0.00%	1	0.10%	0	0.00%	6	0.25%
Pagan	5	0.41%		0.00%	0	0.00%		0.00%	5	0.21%
Sikh	0	0.00%		0.00%	2	0.20%		0.00%	2	0.08%
Other Religion	3	0.24%		0.00%	13	1.33%	2	1.60%	18	0.76%
Prefer not to say/Not stated	466	37.98%	18	40.91%	327	33.33%	45	36.00%	856	36.01%
<b>Grand Total</b>	<b>1227</b>		<b>44</b>		<b>981</b>		<b>125</b>		<b>2377</b>	

Last Quarter	
Headcount	%
648	27.62%
7	0.30%
806	34.36%
3	0.13%
1	0.04%
6	0.26%
5	0.21%
1	0.04%
16	0.68%
853	36.36%
<b>2346</b>	

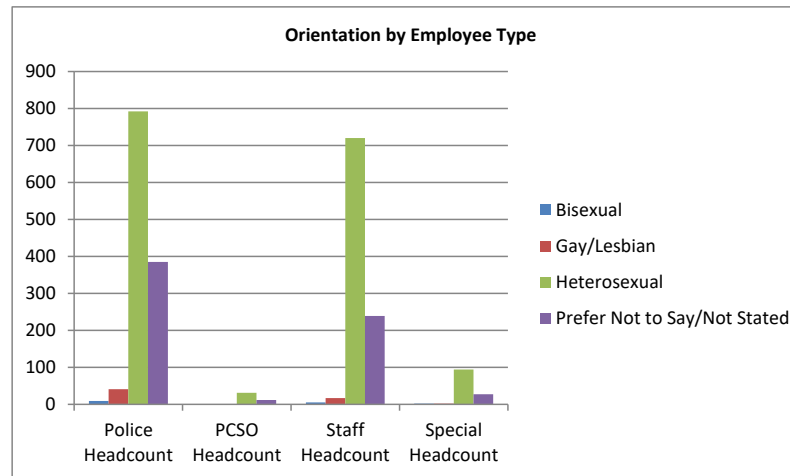
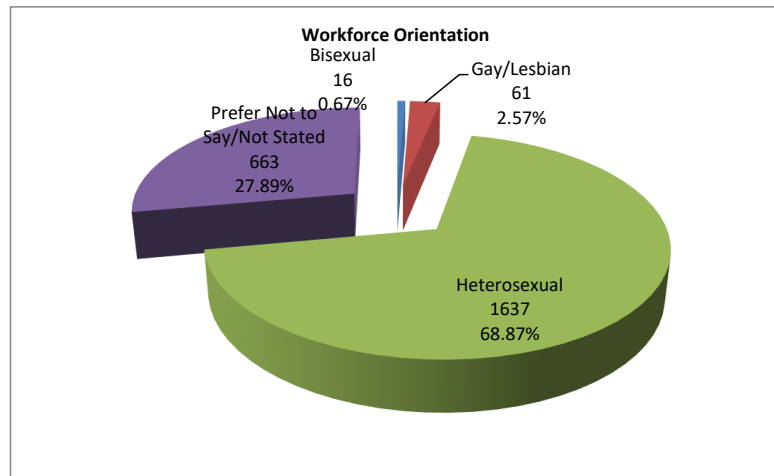


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	31	17.32%
Buddhist	6	3.35%
Christian	58	32.40%
Hindu	0	0.00%
Judaism	0	0.00%
Muslim	0	0.00%
Other	5	2.79%
Prefer not to say/Not stated	79	44.13%
<b>Grand Total</b>	<b>179</b>	

**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	9	0.73%	0	0.00%	5	0.51%	2	1.60%	16	0.67%
Gay/Lesbian	41	3.34%	1	2.27%	17	1.73%	2	1.60%	61	2.57%
Heterosexual	792	64.55%	31	70.45%	720	73.39%	94	75.20%	1637	68.87%
Prefer Not to Say/Not Stated	385	31.38%	12	27.27%	239	24.36%	27	21.60%	663	27.89%
<b>Grand Total</b>	<b>1227</b>		<b>44</b>		<b>981</b>		<b>125</b>		<b>2377</b>	

Last Quarter	
Headcount	%
15	0.64%
59	2.51%
1614	68.80%
658	28.05%
<b>2346</b>	

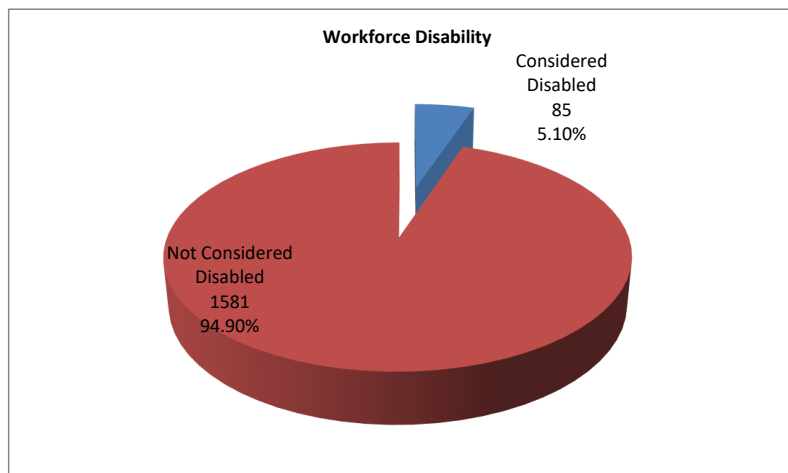
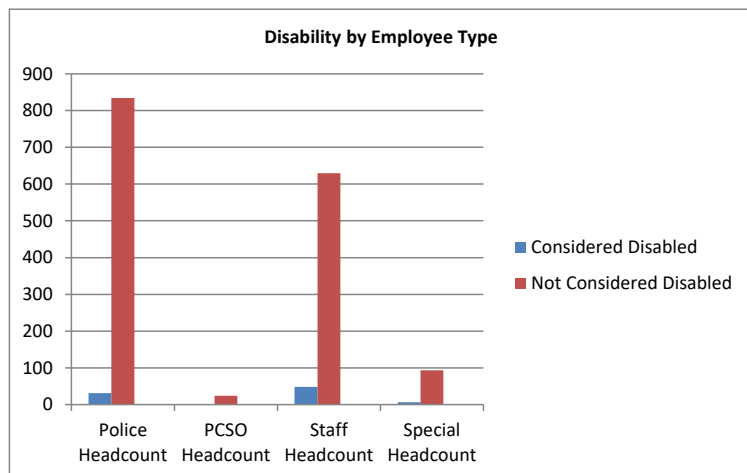


Orientation	Volunteers			
	Headcount	%	Headcount	%
Bisexual	2	1.12%	2	1.17%
Gay/Lesbian	2	1.12%	1	0.58%
Heterosexual	104	58.10%	106	61.99%
Prefer Not to Say/Not Stated	71	39.66%	62	36.26%
<b>Grand Total</b>	<b>179</b>		<b>171</b>	

**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	31	2.53%	0	0.00%	48	4.89%	6	4.80%	85	3.58%
Not Considered Disabled	834	67.97%	24	54.55%	630	64.22%	93	74.40%	1581	66.51%
Not Stated	362	29.50%	20	45.45%	303	30.89%	26	20.80%	711	29.91%
<b>Grand Total</b>	<b>1227</b>		<b>44</b>		<b>981</b>		<b>125</b>		<b>2377</b>	

Last Quarter	
Headcount	%
85	3.48%
1648	67.38%
713	29.15%
<b>2446</b>	



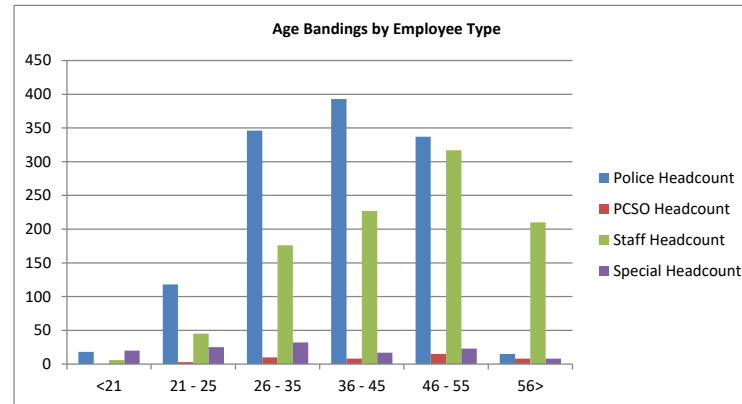
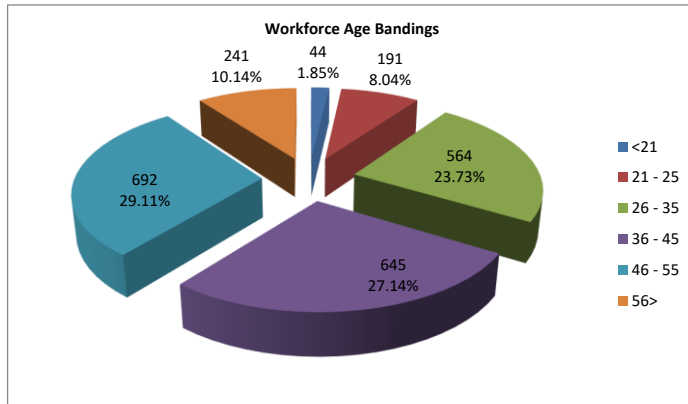
Disability	Volunteers			
	Headcount	%	Headcount	%
Considered Disabled	7	3.91%	8	4.68%
Not Considered Disabled	129	72.07%	132	77.19%
Not Stated	43	24.02%	31	18.13%
<b>Grand Total</b>	<b>179</b>		<b>171</b>	



AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	18	1.47%		0.00%	6	0.61%	20	16.00%	44	1.85%
21 - 25	118	9.62%	3	6.82%	45	4.59%	25	20.00%	191	8.04%
26 - 35	346	28.20%	10	22.73%	176	17.94%	32	25.60%	564	23.73%
36 - 45	393	32.03%	8	18.18%	227	23.14%	17	13.60%	645	27.14%
46 - 55	337	27.47%	15	34.09%	317	32.31%	23	18.40%	692	29.11%
56>	15	1.22%	8	18.18%	210	21.41%	8	6.40%	241	10.14%
<b>Grand Total</b>	<b>1227</b>		<b>44</b>		<b>981</b>		<b>125</b>		<b>2377</b>	

Last Quarter	
Last Qtr Headcount	%
42	1.79%
197	8.40%
546	23.27%
643	27.41%
687	29.28%
231	9.85%
<b>2346</b>	



Age	Volunteers			
	Headcount	%	Headcount	%
<21	11	6.15%	9	5.26%
21 - 25	21	11.73%	21	12.28%
26 - 35	17	9.50%	18	10.53%
36 - 45	19	10.61%	22	12.87%
46 - 55	30	16.76%	29	16.96%
56>	81	45.25%	72	42.11%
Not Disclosed		0.00%		0.00%
<b>Grand Total</b>	<b>179</b>		<b>171</b>	