



## Human Resources Management Information

### Diversity Programme Board

Q2 2018/19

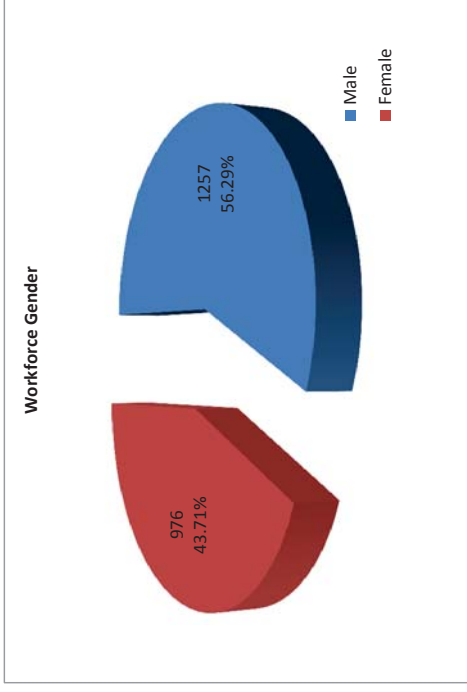
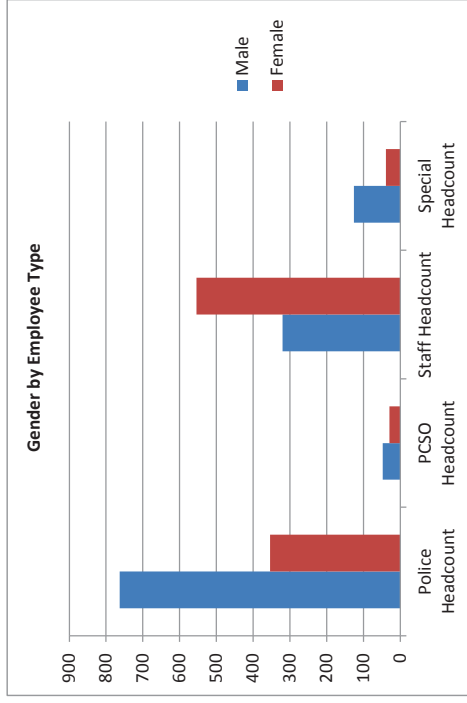
#### Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	35	27	39	12
PCSO's	1	2	2	13
Poice Staff	18	48	10	176
Specials	4	8	3	9
Volunteers	2	4	2	78
<b>Total</b>	<b>60</b>	<b>89</b>	<b>56</b>	<b>288</b>

**GENDER**

Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	763	68.31%	48	62.34%	320	36.61%	126	76.36%	1257	56.29%
Female	758	68.66%	53	60.92%	327	37.12%	129	75.44%	1267	56.49%
Male	354	31.69%	29	37.66%	554	63.39%	39	23.64%	976	43.71%
Female	346	31.34%	34	39.08%	554	62.88%	42	24.56%	976	43.51%

<b>Grand Total</b>	<b>1117</b>		<b>77</b>		<b>874</b>		<b>165</b>		<b>2233</b>	
<b>Last Quarter Total</b>	<b>1104</b>		<b>87</b>		<b>881</b>		<b>171</b>		<b>2243</b>	

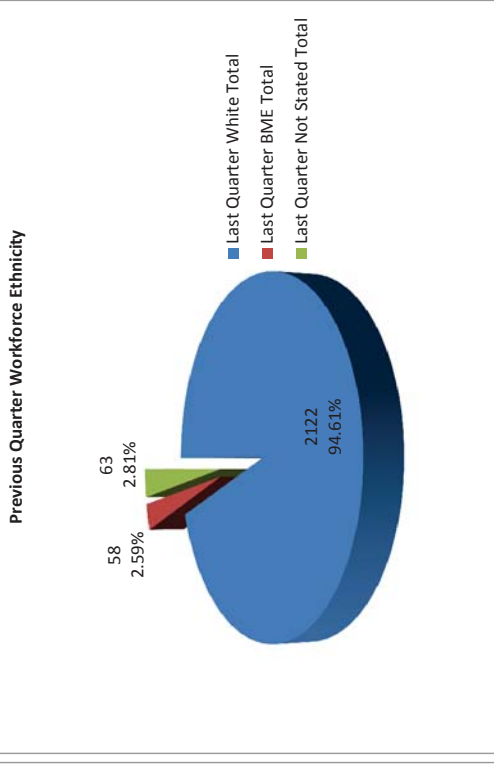
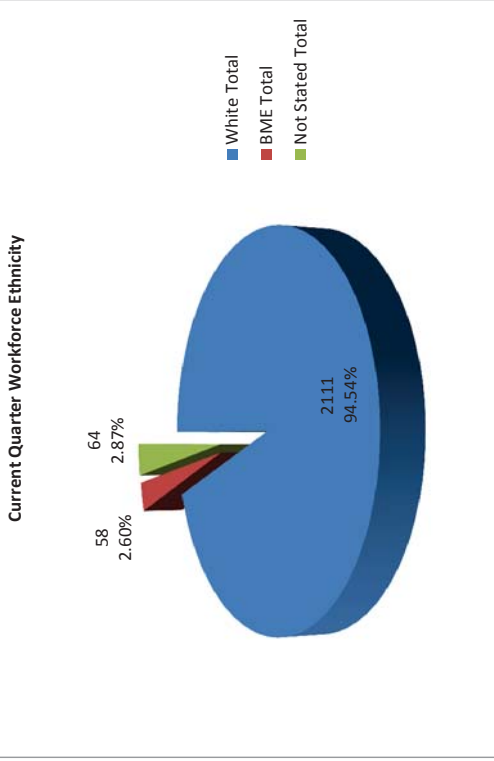


Gender	Volunteers	
	Headcount	%
Male	95	51.91%
Male (Last Quarter)	92	52.00%
Female	88	48.09%
Female (Last Quarter)	83	48.00%

<b>Grand Total</b>	<b>183</b>
<b>Last Quarter Total</b>	<b>175</b>

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1035	92.66%	74	96.10%	794	90.85%	153	92.73%	2056	92.07%
White - Irish	10	0.90%	1	1.30%	1	0.11%	0	0.00%	12	0.54%
White - Other	19	1.70%	0	0.00%	19	2.17%	5	3.03%	43	1.93%
<b>White Total</b>	<b>1064</b>	<b>95.26%</b>	<b>75</b>	<b>97.40%</b>	<b>814</b>	<b>93.14%</b>	<b>158</b>	<b>95.76%</b>	<b>2111</b>	<b>94.54%</b>
Last Quarter White Total	1051	95.20%	85	97.70%	822	93.30%	164	95.91%	2122	94.61%
Mixed	26	2.33%	1	1.30%	8	0.92%	2	1.21%	37	1.66%
Asian	3	0.27%	0	0.00%	7	0.80%	2	1.21%	12	0.54%
Black	4	0.36%	0	0.00%	3	0.34%	0	0.00%	7	0.31%
Other	2	0.18%	0	0.00%	0	0.00%	0	0.00%	2	0.09%
<b>BME Total</b>	<b>35</b>	<b>3.13%</b>	<b>1</b>	<b>1.30%</b>	<b>18</b>	<b>2.06%</b>	<b>4</b>	<b>2.42%</b>	<b>58</b>	<b>2.60%</b>
Last Quarter BME Total	35	3.17%	1	1.15%	18	2.04%	4	2.34%	58	2.59%
Not Stated	18	1.61%	1	1.30%	42	4.81%	3	1.82%	64	2.87%
Last Quarter Not Stated Total	18	1.63%	1	1.15%	41	4.65%	3	1.75%	63	2.81%
<b>Grand Total</b>	<b>1117</b>		<b>77</b>		<b>874</b>		<b>165</b>		<b>2233</b>	
Last Quarter Total	1104		87		881		171		2243	





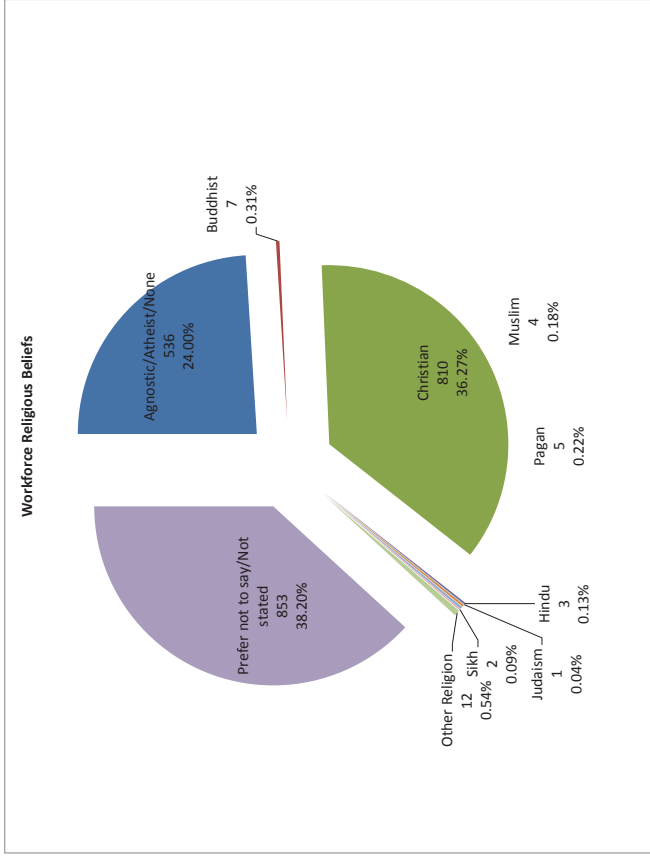
**ETHNICITY CONTINUED**

Ethnic Origin	Volunteers	
	Headcount	%
White - British	142	77.60%
White - Irish	0	0.00%
White - Other	9	4.92%
<b>White Total</b>	<b>151</b>	<b>82.51%</b>
<b>Last Quarter White Total</b>	<b>143</b>	<b>81.71%</b>
Mixed	2	1.09%
Asian	0	0.00%
Black	0	0.00%
Other	0	0.00%
<b>BME Total</b>	<b>2</b>	<b>1.09%</b>
<b>Last Quarter BME Total</b>	<b>2</b>	<b>1.71%</b>
Not Stated	30	16.39%
<b>Not Stated Total</b>	<b>30</b>	<b>16.39%</b>
<b>Last Quarter Not Stated Total</b>	<b>30</b>	<b>16.57%</b>
<b>Grand Total</b>	<b>183</b>	
<b>Last Quarter Total</b>	<b>175</b>	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	266	23.81%	9	11.69%	194	22.20%	67	40.61%	536	24.00%
Buddhist	4	0.36%	0	0.00%	2	0.23%	1	0.61%	7	0.31%
Christian	348	31.15%	40	51.95%	379	43.36%	43	26.06%	810	36.27%
Hindu	1	0.09%	0	0.00%	2	0.23%	0	0.00%	3	0.13%
Judaism	0	0.00%	0	0.00%	1	0.11%	0	0.00%	1	0.04%
Muslim	2	0.18%	0	0.00%	2	0.23%	0	0.00%	4	0.18%
Pagan	5	0.45%	0	0.00%	0	0.00%	0	0.00%	5	0.22%
Sikh	0	0.00%	0	0.00%	2	0.23%	0	0.00%	2	0.09%
Other Religion	1	0.09%	0	0.00%	8	0.92%	3	1.82%	12	0.53%
Prefer not to say/Not stated	490	43.87%	28	36.36%	284	32.49%	51	30.91%	853	38.20%
<b>Grand Total</b>	<b>1117</b>		<b>77</b>		<b>874</b>		<b>165</b>		<b>2233</b>	

Last Quarter	Headcount		%	
	Headcount	%	Headcount	%
	515	22.96%	7	0.31%
	823	36.69%	3	0.13%
	1	0.04%	1	0.04%
	3	0.13%	3	0.13%
	5	0.22%	5	0.22%
	2	0.09%	2	0.09%
	12	0.53%	12	0.53%
	872	38.88%	872	38.88%
	2243		2243	



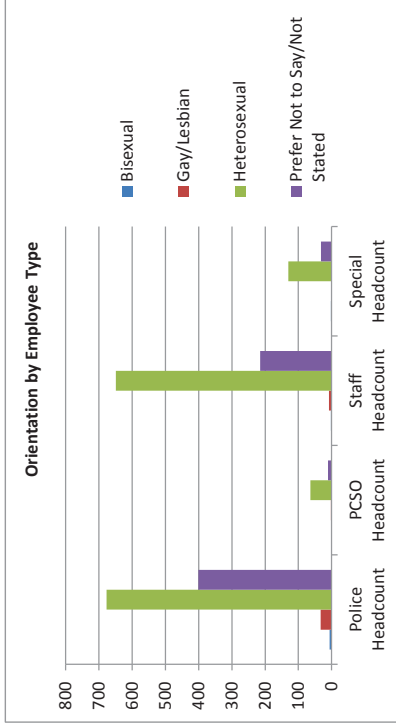
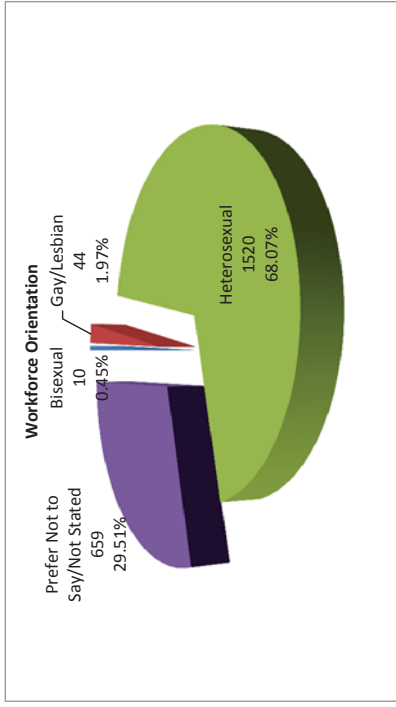
RELIGION CONTINUED

Religion	Volunteers		
	This Quarter Headcount	%	Last Quarter Headcount
Agnostic/Atheist/None	33	18.03%	27
Buddhist	4	2.19%	2
Christian	58	31.69%	56
Hindu	0	0.00%	0
Jehovahs Witness	0	0.00%	0
Judaism	0	0.00%	0
Muslim	0	0.00%	0
Pagan	0	0.00%	0
Other	7	3.83%	7
Prefer not to say/Not stated	81	44.26%	83
<b>Grand Total</b>	<b>183</b>		<b>175</b>

ORIENTATION

		Last Quarter	
Headcount	%	Headcount	%
9	0.40%		
46	2.05%		
1516	67.59%		
672	29.96%		
<b>2243</b>			

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	6	0.54%	0	0.00%	2	0.23%	2	1.21%	10	0.45%
Gay/Lesbian	33	2.95%	2	2.60%	8	0.92%	1	0.61%	44	1.97%
Heterosexual	677	60.61%	64	83.12%	649	74.26%	130	78.79%	1520	68.07%
Prefer Not to Say/Not Stated	401	35.90%	11	14.29%	215	24.60%	32	19.39%	659	29.51%
<b>Grand Total</b>	<b>1117</b>		<b>77</b>		<b>874</b>		<b>165</b>		<b>2233</b>	



Orientation	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Bisexual	1	0.55%	1	0.00%
Gay/Lesbian	1	0.55%	1	0.57%
Heterosexual	110	60.11%	101	58.29%
Prefer Not to Say/Not Stated	71	38.80%	72	41.14%
<b>Grand Total</b>	<b>183</b>		<b>175</b>	

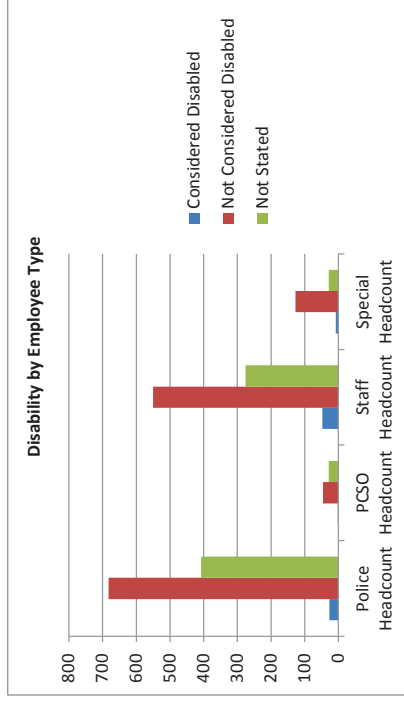
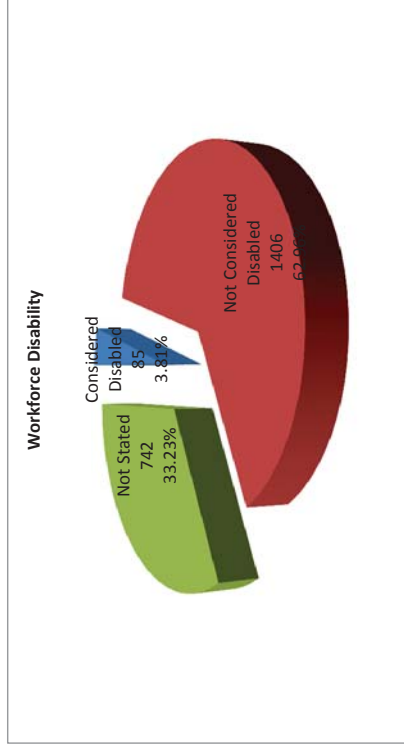


DISABILITY

Last Quarter	
Headcount	%
89	3.97%
1393	62.10%
761	33.93%

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	27	2.42%	2	2.60%	48	5.49%	8	4.85%	85	3.81%
Not Considered Disabled	682	61.06%	46	59.74%	550	62.93%	128	77.58%	1406	62.96%
Not Stated	408	36.53%	29	37.66%	276	31.58%	29	17.58%	742	33.23%
<b>Grand Total</b>	<b>1117</b>		<b>77</b>		<b>874</b>		<b>165</b>		<b>2233</b>	

<b>2243</b>
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Disability	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	4	2.19%	4	2.29%
Not Considered Disabled	150	81.97%	141	81.14%
Not Stated	29	15.85%	30	16.57%
<b>Grand Total</b>	<b>183</b>		<b>175</b>	

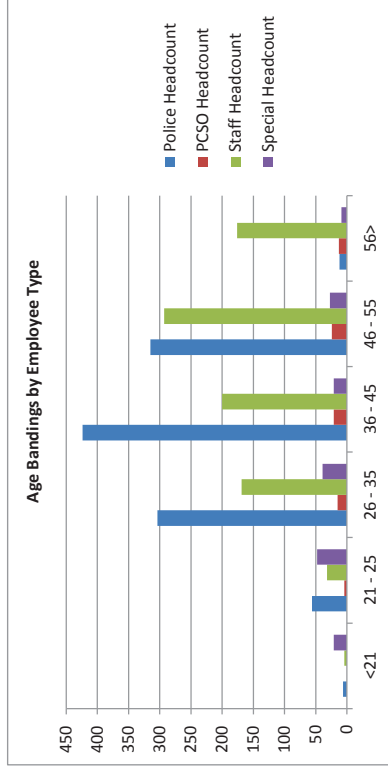
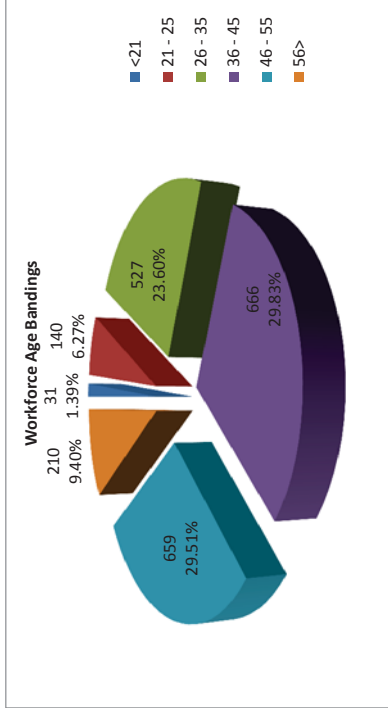
<b>175</b>
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<b>183</b>
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AGE

Age	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Grand Total Headcount	%
<21	6	0.54%	0	0.00%	4	0.46%	21	12.73%	31	1.39%
21 - 25	56	5.01%	4	5.19%	32	3.66%	48	29.09%	140	6.27%
26 - 35	304	27.22%	15	19.48%	169	19.34%	39	23.64%	527	23.60%
36 - 45	424	37.96%	21	27.27%	200	22.88%	21	12.73%	666	29.83%
46 - 55	315	28.20%	24	31.17%	293	33.52%	27	16.36%	659	29.51%
56>	12	1.07%	13	16.88%	176	20.14%	9	5.45%	210	9.40%
<b>Grand Total</b>	<b>1117</b>		<b>77</b>		<b>874</b>		<b>165</b>		<b>2233</b>	

Last Quarter	Last Qtr Headcount	%
	25	1.11%
	135	6.02%
	515	22.96%
	673	30.14%
	676	30.00%
	219	9.76%
<b>Grand Total</b>	<b>2243</b>	



Age	Volunteers	
	This Quarter	Last Quarter
<21	Headcount: 17, %: 9.29%	Headcount: 15, %: 8.57%
21 - 25	Headcount: 17, %: 9.29%	Headcount: 13, %: 7.43%
26 - 35	Headcount: 18, %: 9.84%	Headcount: 18, %: 10.29%
36 - 45	Headcount: 25, %: 13.66%	Headcount: 24, %: 13.71%
46 - 55	Headcount: 28, %: 15.30%	Headcount: 28, %: 16.00%
56>	Headcount: 78, %: 42.62%	Headcount: 77, %: 44.00%
Not Disclosed	Headcount: 0, %: 0.00%	Headcount: 0, %: 0.00%
<b>Grand Total</b>	<b>183</b>	<b>175</b>