



## Human Resources Management Information

### Diversity Programme Board

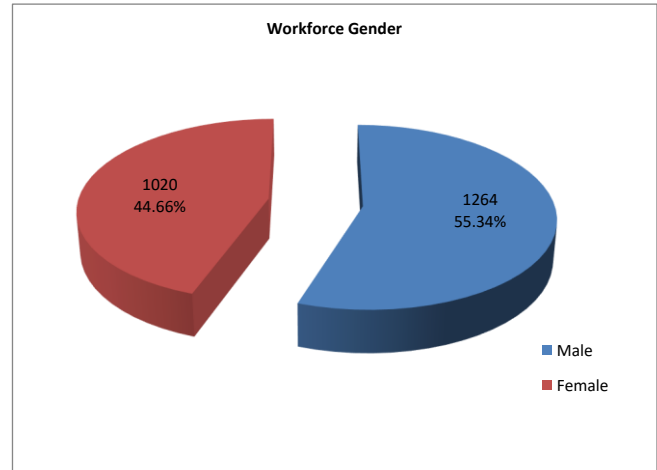
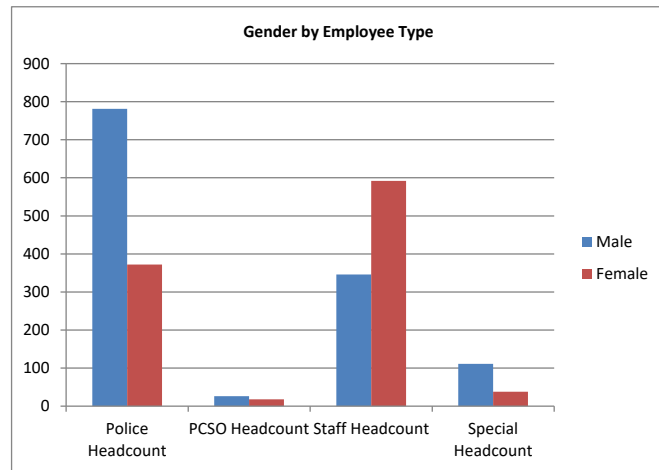
Q2 2019/20

#### Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	34	28	45	15
PCSO's	1	0	1	7
Poice Staff	15	49	16	202
Specials	6	5	5	7
Volunteers	3	8	3	77
<b>Total</b>	<b>59</b>	<b>90</b>	<b>70</b>	<b>308</b>

**GENDER**

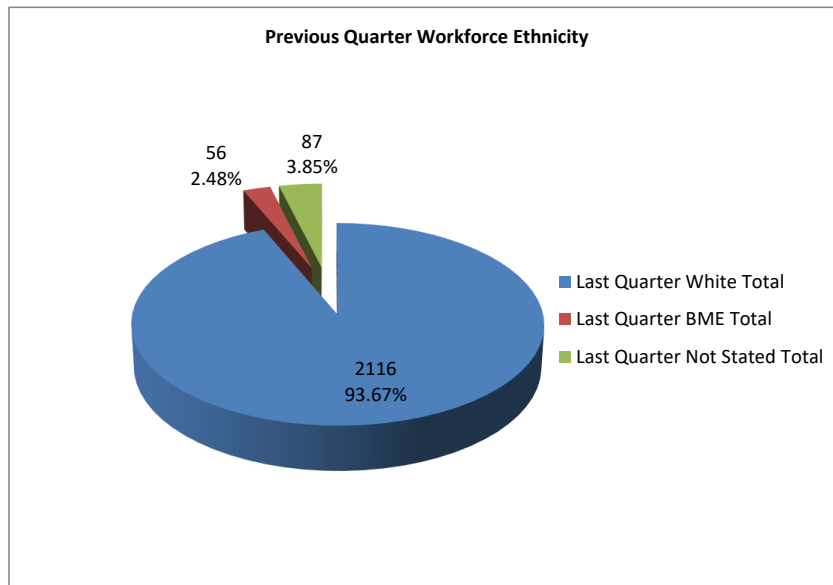
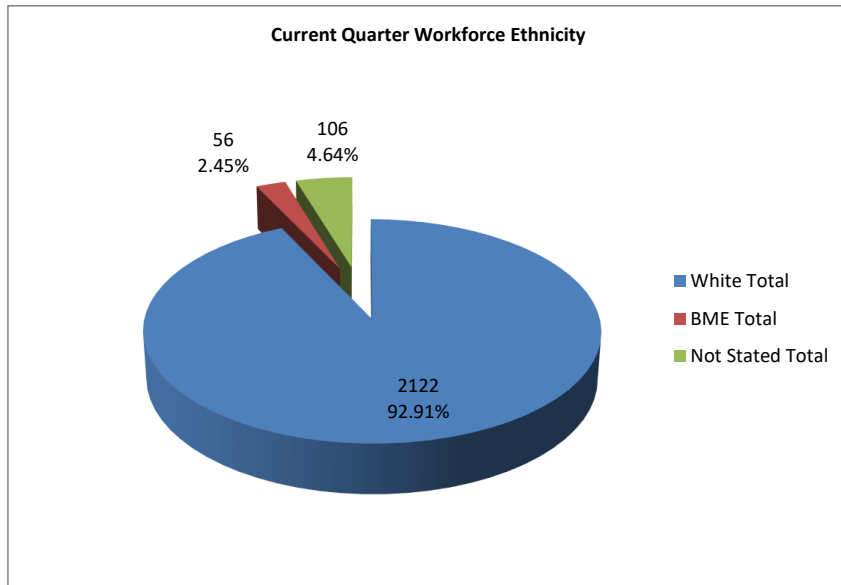
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	781	67.74%	26	59.09%	346	36.89%	111	74.50%	1264	55.34%
Male	779	67.98%	26	60.47%	336	37.46%	104	76.47%	1245	56.03%
Female	372	32.26%	18	40.91%	592	63.11%	38	25.50%	1020	44.66%
Female	367	32.02%	17	39.53%	561	62.54%	32	23.53%	977	43.97%
<b>Grand Total</b>	<b>1153</b>		<b>44</b>		<b>938</b>		<b>149</b>		<b>2284</b>	
<b>Last Quarter Total</b>	<b>1162</b>		<b>42</b>		<b>906</b>		<b>150</b>		<b>2260</b>	



Gender	Volunteers	
	Headcount	%
Male	85	46.96%
Male (Last Quarter)	94	49.21%
Female	96	53.04%
Female (Last Quarter)	97	50.79%
<b>Grand Total</b>	<b>181</b>	
<b>Last Quarter Total</b>	<b>177</b>	

**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1068	92.63%	37	84.09%	825	87.95%	132	88.59%	2062	90.28%
White - Irish	11	0.95%	0	0.00%	1	0.11%	0	0.00%	12	0.53%
White - Other	20	1.73%	0	0.00%	20	2.13%	8	5.37%	48	2.10%
<b>White Total</b>	<b>1099</b>	<b>95.32%</b>	<b>37</b>	<b>84.09%</b>	<b>846</b>	<b>90.19%</b>	<b>140</b>	<b>93.96%</b>	<b>2122</b>	<b>92.91%</b>
<b>Last Quarter White Total</b>	<b>1109</b>	<b>95.44%</b>	<b>35</b>	<b>83.33%</b>	<b>830</b>	<b>91.71%</b>	<b>142</b>	<b>94.67%</b>	<b>2116</b>	<b>93.67%</b>
Mixed	27	2.34%	1	2.27%	6	0.64%	3	2.01%	37	1.62%
Asian	3	0.26%	0	0.00%	6	0.64%	3	2.01%	12	0.53%
Black	3	0.26%	0	0.00%	3	0.32%	0	0.00%	6	0.26%
Other	1	0.09%	0	0.00%	0	0.00%	0	0.00%	1	0.04%
<b>BME Total</b>	<b>34</b>	<b>2.95%</b>	<b>1</b>	<b>2.27%</b>	<b>15</b>	<b>1.60%</b>	<b>6</b>	<b>4.03%</b>	<b>56</b>	<b>2.45%</b>
<b>Last Quarter BME Total</b>	<b>34</b>	<b>2.93%</b>	<b>1</b>	<b>2.38%</b>	<b>16</b>	<b>1.77%</b>	<b>5</b>	<b>3.33%</b>	<b>56</b>	<b>2.48%</b>
Not Stated	20	1.73%	6	13.64%	77	8.21%	3	2.01%	106	4.64%
<b>Not Stated Total</b>	<b>20</b>	<b>1.73%</b>	<b>6</b>	<b>13.64%</b>	<b>77</b>	<b>8.21%</b>	<b>3</b>	<b>2.01%</b>	<b>106</b>	<b>4.64%</b>
<b>Last Quarter Not Stated Total</b>	<b>19</b>	<b>1.64%</b>	<b>6</b>	<b>14.29%</b>	<b>59</b>	<b>6.52%</b>	<b>3</b>	<b>2.00%</b>	<b>87</b>	<b>3.85%</b>
<b>Grand Total</b>	<b>1153</b>		<b>44</b>		<b>938</b>		<b>149</b>		<b>2284</b>	
<b>Last Quarter Total</b>	<b>1162</b>		<b>42</b>		<b>905</b>		<b>150</b>		<b>2259</b>	





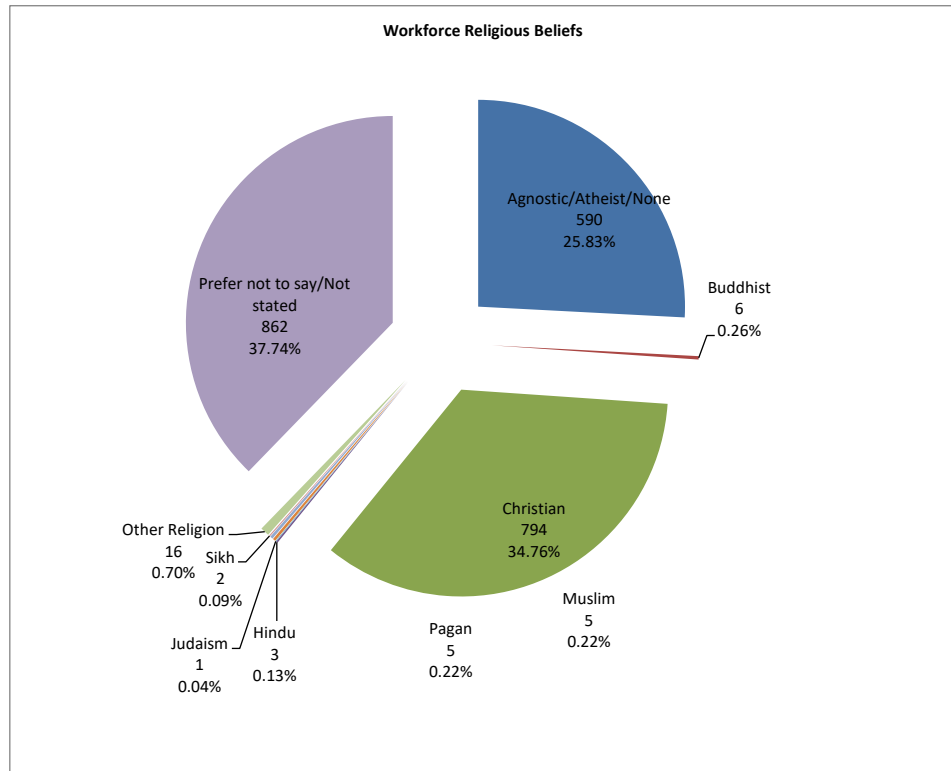
**ETHNICITY CONTINUED**

Ethnic Origin	Volunteers	
	Headcount	%
White - British	134	74.03%
White - Irish	0	0.00%
White - Other	8	4.42%
<b>White Total</b>	<b>142</b>	<b>78.45%</b>
<b>Last Quarter White Total</b>	<b>141</b>	<b>79.66%</b>
Mixed	2	1.10%
Asian	1	0.55%
Black	0	0.00%
Other	0	0.00%
<b>BME Total</b>	<b>3</b>	<b>1.66%</b>
<b>Last Quarter BME Total</b>	<b>2</b>	<b>1.13%</b>
Not Stated	36	19.89%
<b>Not Stated Total</b>	<b>36</b>	<b>19.89%</b>
<b>Last Quarter Not Stated Total</b>	<b>34</b>	<b>19.21%</b>
<b>Grand Total</b>	<b>181</b>	
<b>Last Quarter Total</b>	<b>177</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	317	27.49%	3	6.82%	208	22.17%	62	41.61%	590	25.83%
Buddhist	4	0.35%	0	0.00%	2	0.21%	0	0.00%	6	0.26%
Christian	350	30.36%	24	54.55%	388	41.36%	32	21.48%	794	34.76%
Hindu	1	0.09%	0	0.00%	2	0.21%	0	0.00%	3	0.13%
Judaism		0.00%	0	0.00%	1	0.11%	0	0.00%	1	0.04%
Muslim	3	0.26%	0	0.00%	1	0.11%	1	0.67%	5	0.22%
Pagan	5	0.43%	0	0.00%	0	0.00%	0	0.00%	5	0.22%
Sikh		0.00%	0	0.00%	2	0.21%	0	0.00%	2	0.09%
Other Religion	2	0.17%	0	0.00%	10	1.07%	4	2.68%	16	0.70%
Prefer not to say/Not stated	471	40.85%	17	38.64%	324	34.54%	50	33.56%	862	37.74%
<b>Grand Total</b>	<b>1153</b>		<b>44</b>		<b>938</b>		<b>149</b>		<b>2284</b>	

Last Quarter	
Headcount	%
574	25.40%
6	0.27%
792	35.04%
3	0.13%
1	0.04%
4	0.18%
5	0.22%
2	0.09%
16	0.71%
857	37.92%
<b>2260</b>	



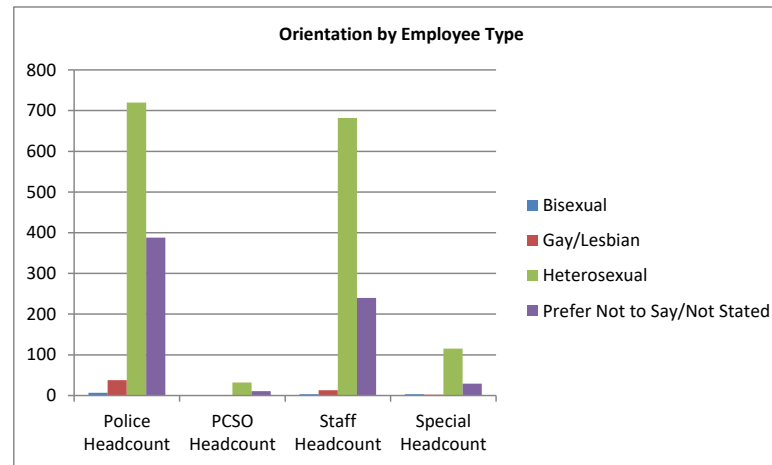
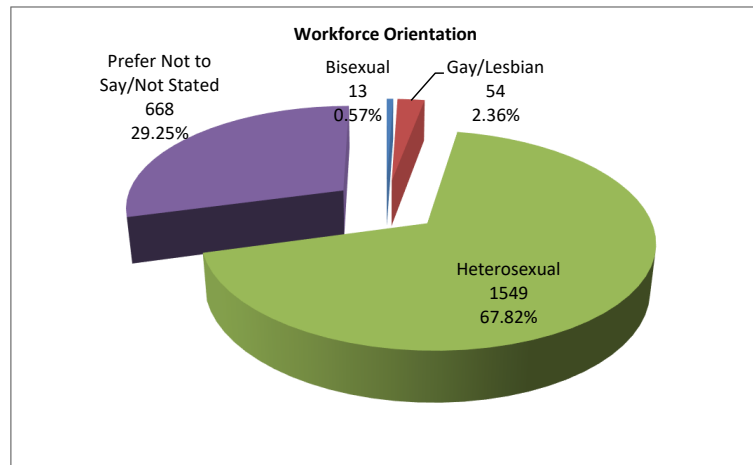
**RELIGION CONTINUED**

Religion	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Agnostic/Atheist/None	32	17.68%	34	19.21%
Buddhist	6	3.31%	5	2.82%
Christian	62	34.25%	56	31.64%
Hindu	1	0.55%	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	8	4.42%	7	3.95%
Prefer not to say/Not stated	72	39.78%	75	42.37%
<b>Grand Total</b>	<b>181</b>		<b>177</b>	

**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	7	0.61%	0	0.00%	3	0.32%	3	2.01%	13	0.57%
Gay/Lesbian	38	3.30%	1	2.27%	13	1.39%	2	1.34%	54	2.36%
Heterosexual	720	62.45%	32	72.73%	682	72.71%	115	77.18%	1549	67.82%
Prefer Not to Say/Not Stated	388	33.65%	11	25.00%	240	25.59%	29	19.46%	668	29.25%
<b>Grand Total</b>	<b>1153</b>		<b>44</b>		<b>938</b>		<b>149</b>		<b>2284</b>	

Last Quarter	
Headcount	%
11	0.49%
49	2.17%
1533	67.83%
667	29.51%
<b>2260</b>	



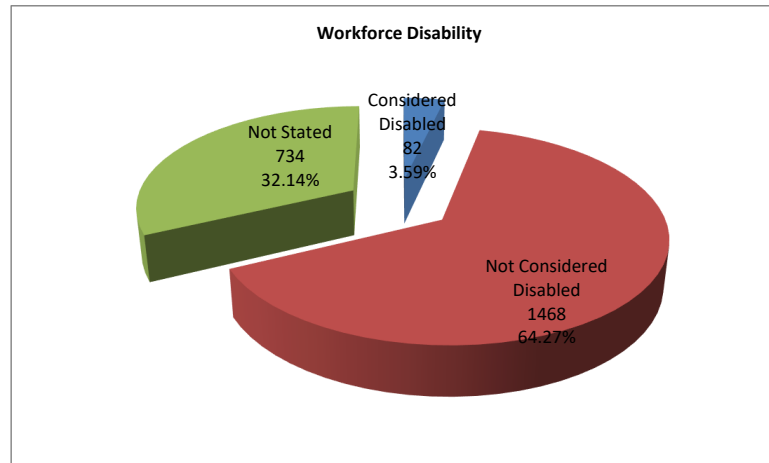
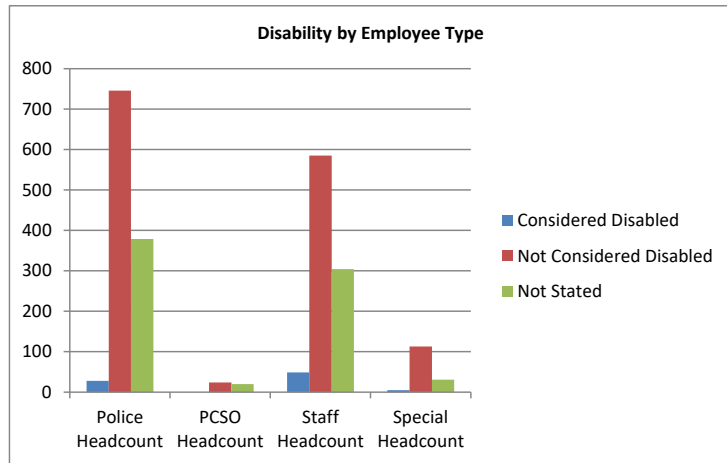
Orientation	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Bisexual	2	1.10%	2	1.13%
Gay/Lesbian	1	0.55%	1	0.56%
Heterosexual	115	63.54%	107	60.45%
Prefer Not to Say/Not Stated	63	34.81%	67	37.85%
<b>Grand Total</b>	<b>181</b>		<b>177</b>	



**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	28	2.43%	0	0.00%	49	5.22%	5	3.36%	82	3.59%
Not Considered Disabled	746	64.70%	24	54.55%	585	62.37%	113	75.84%	1468	64.27%
Not Stated	379	32.87%	20	45.45%	304	32.41%	31	20.81%	734	32.14%
<b>Grand Total</b>	<b>1153</b>		<b>44</b>		<b>938</b>		<b>149</b>		<b>2284</b>	

Last Quarter	
Headcount	%
83	3.67%
1436	63.54%
741	32.79%
<b>2260</b>	

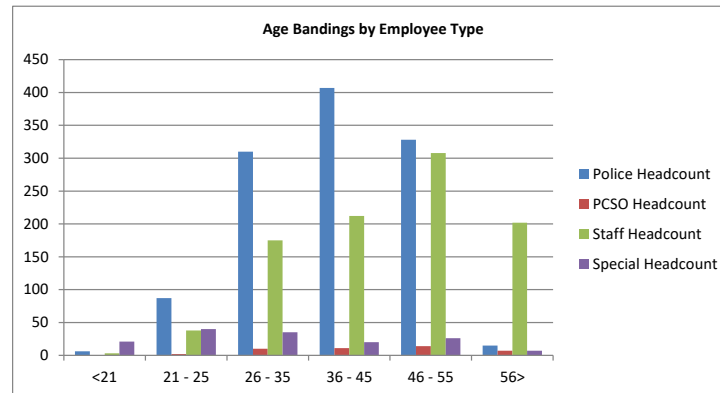
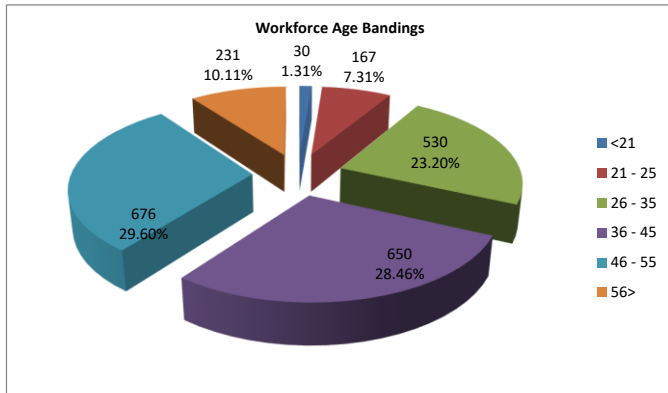


Disability	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	8	4.42%	6	3.39%
Not Considered Disabled	142	78.45%	138	77.97%
Not Stated	31	17.13%	33	18.64%
<b>Grand Total</b>	<b>181</b>		<b>177</b>	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	6	0.52%		0.00%	3	0.32%	21	14.09%	30	1.31%
21 - 25	87	7.55%	2	4.55%	38	4.05%	40	26.85%	167	7.31%
26 - 35	310	26.89%	10	22.73%	175	18.66%	35	23.49%	530	23.20%
36 - 45	407	35.30%	11	25.00%	212	22.60%	20	13.42%	650	28.46%
46 - 55	328	28.45%	14	31.82%	308	32.84%	26	17.45%	676	29.60%
56>	15	1.30%	7	15.91%	202	21.54%	7	4.70%	231	10.11%
<b>Grand Total</b>	<b>1153</b>		<b>44</b>		<b>938</b>		<b>149</b>		<b>2284</b>	

Last Quarter	
Last Qtr Headcount	%
35	1.55%
166	7.35%
522	23.10%
658	29.12%
664	29.38%
215	9.51%
<b>2260</b>	



Age	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
<21	15	8.29%	18	10.17%
21 - 25	21	11.60%	18	10.17%
26 - 35	17	9.39%	15	8.47%
36 - 45	23	12.71%	21	11.86%
46 - 55	28	15.47%	26	14.69%
56 >	77	42.54%	79	44.63%
Not Disclosed		0.00%		0.00%
<b>Grand Total</b>	<b>181</b>		<b>177</b>	