



## Human Resources Management Information

### Diversity Programme Board

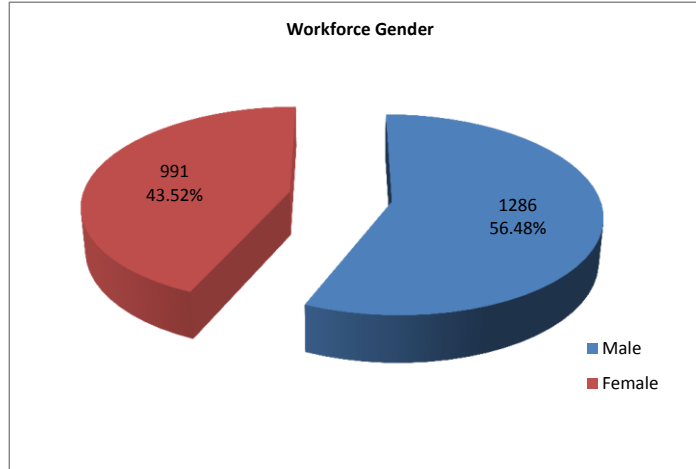
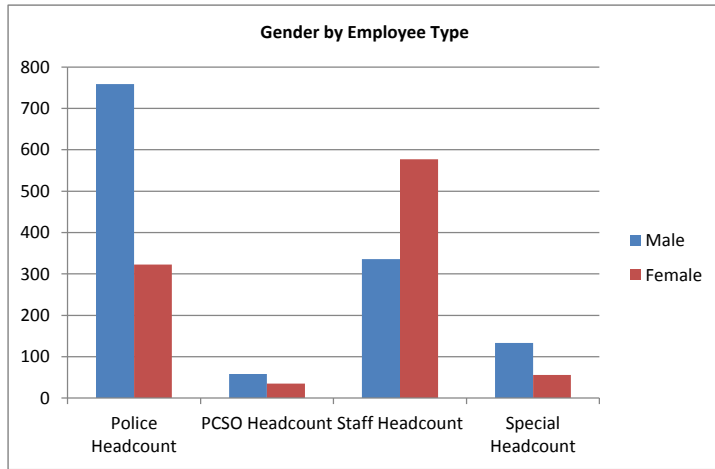
Q3 2017/18

#### Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	29	35	34	7
PCSO's	3	2	3	13
Poice Staff	18	51	12	169
Specials	4	10	5	9
Volunteers	3	4	1	67
<b>Total</b>	<b>57</b>	<b>102</b>	<b>55</b>	<b>265</b>

**GENDER**

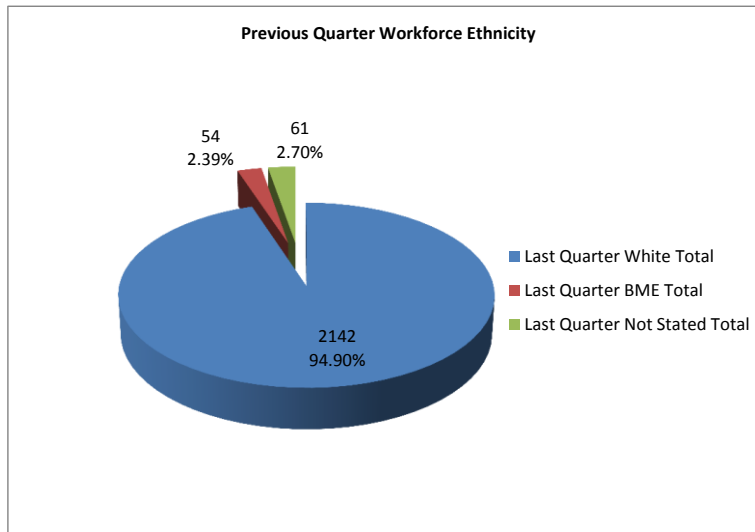
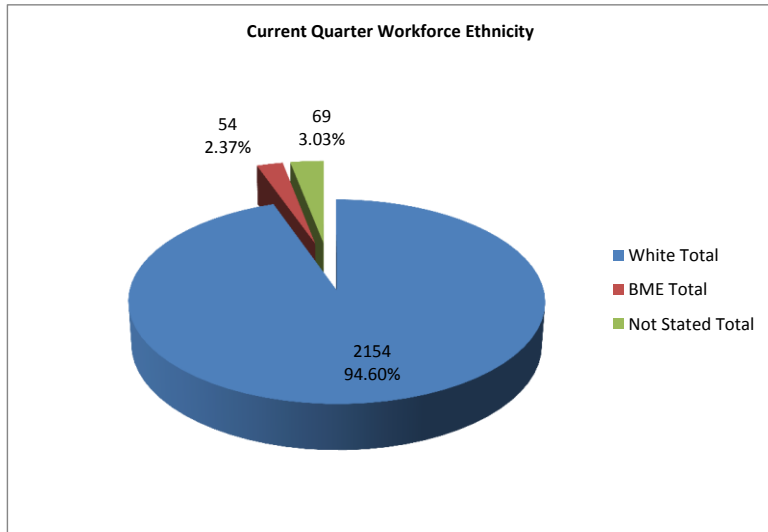
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	759	70.15%	58	62.37%	336	36.80%	133	70.37%	1286	56.48%
Male (Last Quarter)	755	70.83%	55	59.78%	335	36.98%	139	72.02%	1284	56.89%
Female	323	29.85%	35	37.63%	577	63.20%	56	29.63%	991	43.52%
Female (Last Quarter)	311	29.17%	37	40.22%	571	63.02%	54	27.98%	973	43.11%
<b>Grand Total</b>	<b>1082</b>		<b>93</b>		<b>913</b>		<b>189</b>		<b>2277</b>	
<b>Last Quarter Total</b>	<b>1066</b>		<b>92</b>		<b>906</b>		<b>193</b>		<b>2257</b>	



Gender	Volunteers	
	Headcount	%
Male	87	50.88%
Male (Last Quarter)	89	52.05%
Female	84	49.12%
Female (Last Quarter)	82	47.95%
<b>Grand Total</b>	<b>171</b>	
<b>Last Quarter Total</b>	<b>171</b>	

**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1008	93.16%	87	93.55%	827	90.58%	178	94.18%	2100	92.23%
White - Irish	10	0.92%	1	1.08%	1	0.11%		0.00%	12	0.53%
White - Other	15	1.39%	1	1.08%	22	2.41%	4	2.12%	42	1.84%
<b>White Total</b>	<b>1033</b>	<b>95.47%</b>	<b>89</b>	<b>95.70%</b>	<b>850</b>	<b>93.10%</b>	<b>182</b>	<b>96.30%</b>	<b>2154</b>	<b>94.60%</b>
<b>Last Quarter White Total</b>	<b>1021</b>	<b>95.78%</b>	<b>89</b>	<b>96.74%</b>	<b>845</b>	<b>93.27%</b>	<b>187</b>	<b>96.89%</b>	<b>2142</b>	<b>94.90%</b>
Mixed	24	2.22%	2	2.15%	8	0.88%	2	1.06%	36	1.58%
Asian	0	0.00%	1	1.08%	6	0.66%	2	1.06%	9	0.40%
Black	4	0.37%		0.00%	4	0.44%		0.00%	8	0.35%
Other	1	0.09%		0.00%		0.00%		0.00%	1	0.04%
<b>BME Total</b>	<b>29</b>	<b>2.68%</b>	<b>3</b>	<b>3.23%</b>	<b>18</b>	<b>1.97%</b>	<b>4</b>	<b>2.12%</b>	<b>54</b>	<b>2.37%</b>
<b>Last Quarter BME Total</b>	<b>29</b>	<b>2.72%</b>	<b>3</b>	<b>3.26%</b>	<b>18</b>	<b>1.99%</b>	<b>4</b>	<b>2.07%</b>	<b>54</b>	<b>2.39%</b>
Not Stated	20	1.85%	1	1.08%	45	4.93%	3	1.59%	69	3.03%
<b>Not Stated Total</b>	<b>20</b>	<b>1.85%</b>	<b>1</b>	<b>1.08%</b>	<b>45</b>	<b>4.93%</b>	<b>3</b>	<b>1.59%</b>	<b>69</b>	<b>3.03%</b>
<b>Last Quarter Not Stated Total</b>	<b>16</b>	<b>1.50%</b>	<b>0</b>	<b>0.00%</b>	<b>43</b>	<b>4.75%</b>	<b>2</b>	<b>1.04%</b>	<b>61</b>	<b>2.70%</b>
<b>Grand Total</b>	<b>1082</b>		<b>93</b>		<b>913</b>		<b>189</b>		<b>2277</b>	
<b>Last Quarter Total</b>	<b>1066</b>		<b>92</b>		<b>906</b>		<b>193</b>		<b>2257</b>	





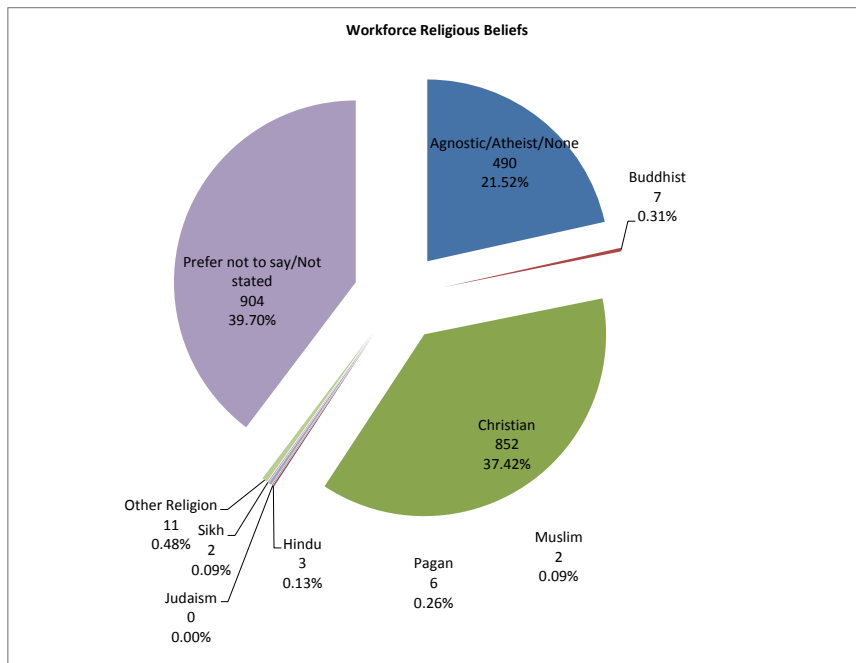
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White - British	132	77.19%
White - Irish		0.00%
White - Other	8	4.68%
<b>White Total</b>	<b>140</b>	<b>81.87%</b>
<b>Last Quarter White Total</b>	<b>135</b>	<b>78.95%</b>
Mixed	2	1.17%
Asian		0.00%
Black	1	0.58%
Other		0.00%
<b>BME Total</b>	<b>3</b>	<b>1.75%</b>
<b>Last Quarter BME Total</b>	<b>4</b>	<b>2.34%</b>
Not Stated	28	16.37%
<b>Not Stated Total</b>	<b>28</b>	<b>16.37%</b>
<b>Last Quarter Not Stated Total</b>	<b>32</b>	<b>18.71%</b>
<b>Grand Total</b>	<b>171</b>	
<b>Last Quarter Total</b>	<b>171</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	212	19.59%	11	11.83%	195	21.36%	72	38.10%	490	21.52%
Buddhist	4	0.37%		0.00%	2	0.22%	1	0.53%	7	0.31%
Christian	348	32.16%	48	51.61%	405	44.36%	51	26.98%	852	37.42%
Hindu		0.00%	1	1.08%	2	0.22%		0.00%	3	0.13%
Judaism		0.00%		0.00%		0.00%		0.00%	0	0.00%
Muslim	1	0.09%		0.00%	1	0.11%		0.00%	2	0.09%
Pagan	6	0.55%		0.00%		0.00%		0.00%	6	0.26%
Sikh		0.00%		0.00%	2	0.22%		0.00%	2	0.09%
Other Religion	1	0.09%		0.00%	8	0.88%	2	1.06%	11	0.48%
Prefer not to say/Not stated	510	47.13%	33	35.48%	298	32.64%	63	33.33%	904	39.70%
<b>Grand Total</b>	<b>1082</b>		<b>93</b>		<b>913</b>		<b>189</b>		<b>2277</b>	

Last Quarter	
Headcount	%
466	20.65%
7	0.31%
849	37.62%
3	0.13%
0	0.00%
1	0.04%
6	0.27%
2	0.09%
10	0.44%
913	40.45%
<b>2257</b>	





**RELIGION CONTINUED**

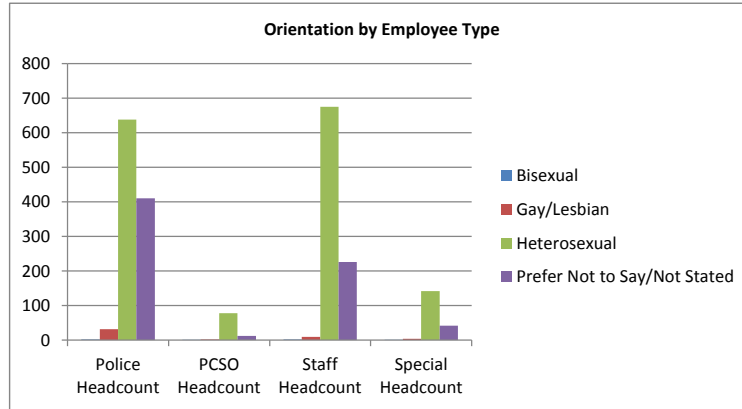
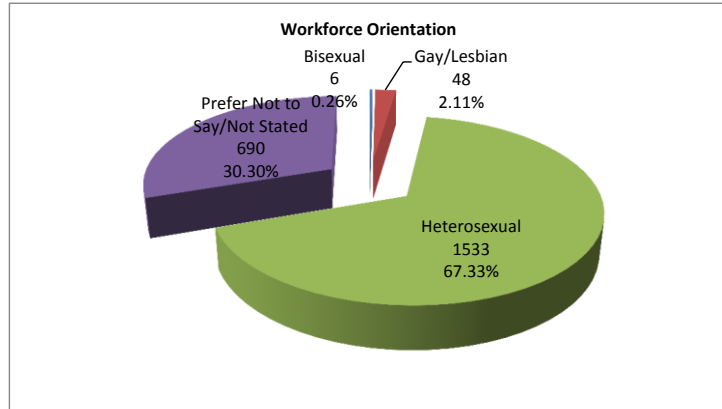
Religion	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Agnostic/Atheist/None	30	17.54%	26	15.20%
Buddhist	1	0.58%	1	0.58%
Christian	55	32.16%	55	32.16%
Hindu		0.00%		0.00%
Jehovahs Witness		0.00%		0.00%
Judaism		0.00%		0.00%
Muslim		0.00%	1	0.58%
Pagan		0.00%		0.00%
Other	5	2.92%	5	2.92%
Prefer not to say/Not stated	80	46.78%	83	48.54%
<b>Grand Total</b>	<b>171</b>		<b>171</b>	



**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	2	0.18%	1	1.08%	2	0.22%	1	0.53%	6	0.26%
Gay/Lesbian	32	2.96%	2	2.15%	10	1.10%	4	2.12%	48	2.11%
Heterosexual	638	58.96%	78	83.87%	675	73.93%	142	75.13%	1533	67.33%
Prefer Not to Say/Not Stated	410	37.89%	12	12.90%	226	24.75%	42	22.22%	690	30.30%
<b>Grand Total</b>	<b>1082</b>		<b>93</b>		<b>913</b>		<b>189</b>		<b>2277</b>	

Last Quarter	
Headcount	%
8	0.35%
46	2.01%
1527	66.77%
706	30.87%
<b>2287</b>	

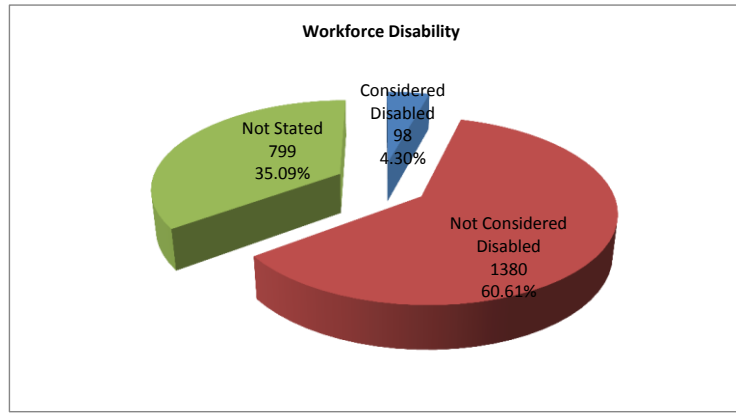
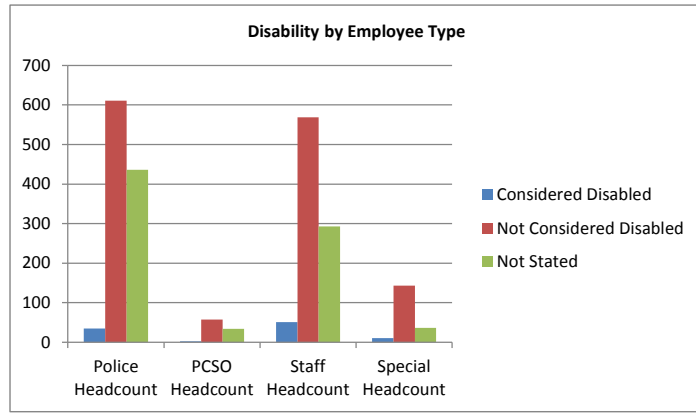


Orientation	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Bisexual		0.00%	1	0.57%
Gay/Lesbian	1	0.58%		0.00%
Heterosexual	99	57.89%	101	58.05%
Prefer Not to Say/Not Stated	71	41.52%	72	41.38%
<b>Grand Total</b>	<b>171</b>		<b>174</b>	

**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	35	3.23%	2	2.15%	51	5.59%	10	5.29%	98	4.30%
Not Considered Disabled	611	56.47%	57	61.29%	569	62.32%	143	75.66%	1380	60.61%
Not Stated	436	40.30%	34	36.56%	293	32.09%	36	19.05%	799	35.09%
<b>Grand Total</b>	<b>1082</b>		<b>93</b>		<b>913</b>		<b>189</b>		<b>2277</b>	

Last Quarter	
Headcount	%
100	4.43%
1339	59.33%
818	36.24%
<b>2257</b>	

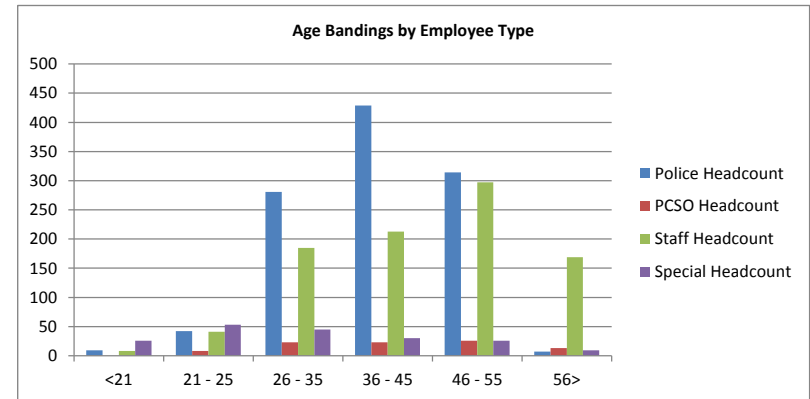
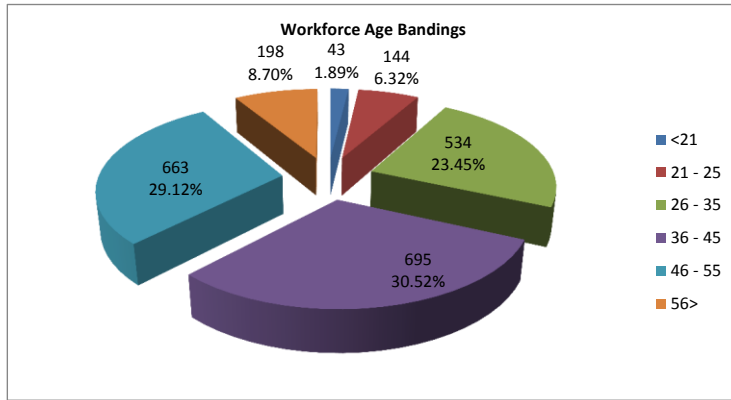


Disability	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	4	2.34%	6	3.51%
Not Considered Disabled	137	80.12%	136	79.53%
Not Stated	30	17.54%	29	16.96%
<b>Grand Total</b>	<b>171</b>		<b>171</b>	

**AGE**

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	9	0.83%		0.00%	8	0.88%	26	13.76%	43	1.89%
21 - 25	42	3.88%	8	8.60%	41	4.49%	53	28.04%	144	6.32%
26 - 35	281	25.97%	23	24.73%	185	20.26%	45	23.81%	534	23.45%
36 - 45	429	39.65%	23	24.73%	213	23.33%	30	15.87%	695	30.52%
46 - 55	314	29.02%	26	27.96%	297	32.53%	26	13.76%	663	29.12%
56>	7	0.65%	13	13.98%	169	18.51%	9	4.76%	198	8.70%
<b>Grand Total</b>	<b>1082</b>		<b>93</b>		<b>913</b>		<b>189</b>		<b>2277</b>	

Last Quarter	
Last Qtr Headcount	%
38	1.68%
143	6.34%
527	23.35%
688	30.48%
664	29.42%
197	8.73%
<b>2257</b>	



Age	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
<21	16	9.36%	15	8.77%
21 - 25	13	7.60%	12	7.02%
26 - 35	18	10.53%	17	9.94%
36 - 45	27	15.79%	27	15.79%
46 - 55	30	17.54%	29	16.96%
56>	67	39.18%	71	41.52%
Not Disclosed		0.00%		0.00%
<b>Grand Total</b>	<b>171</b>		<b>171</b>	