



Human Resources Management Information

Diversity Programme Board

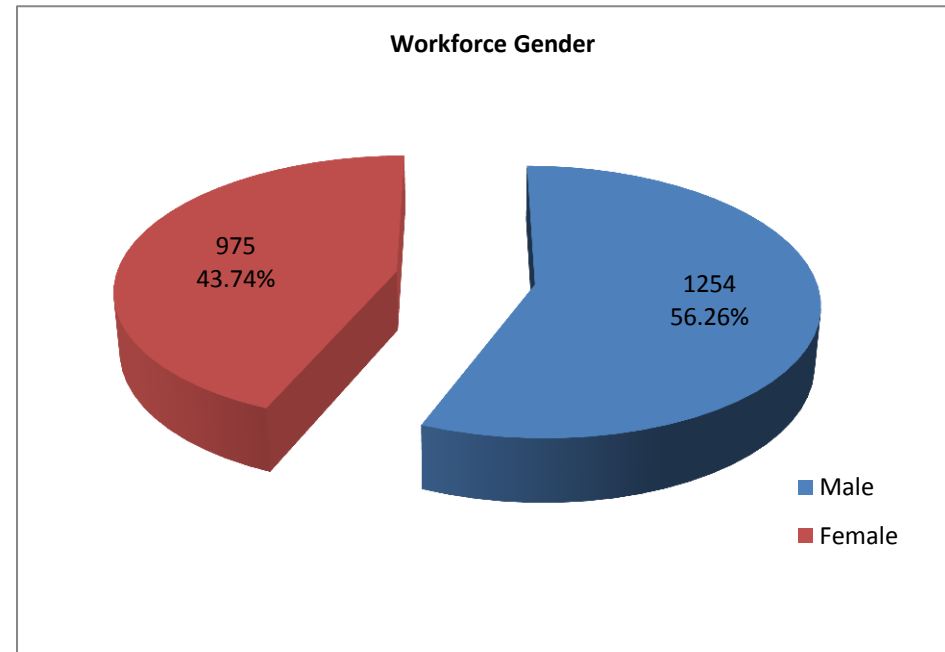
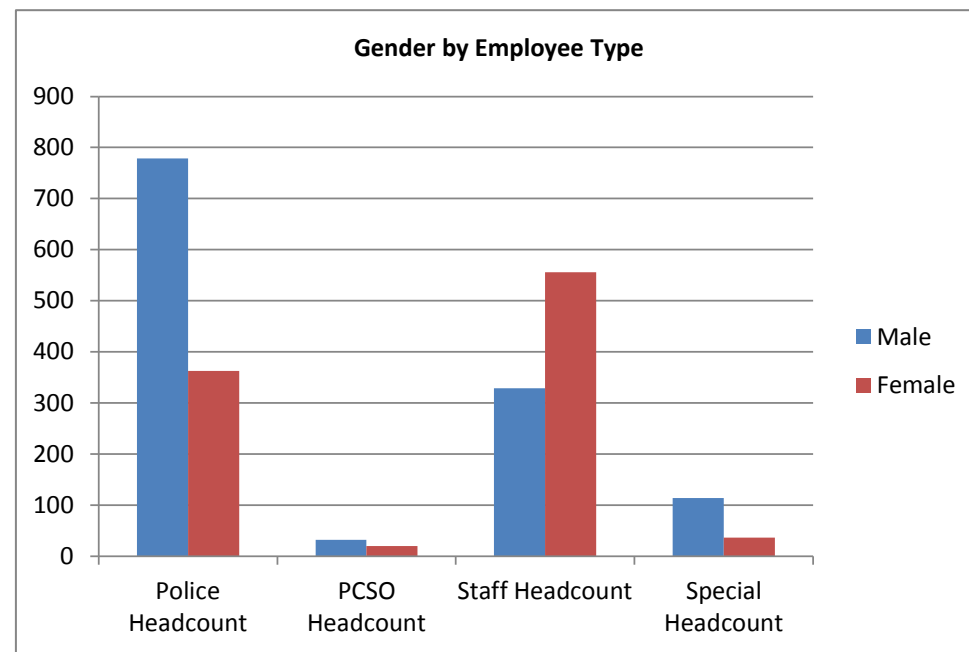
Q3 2018/19

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	35	28	39	19
PCSO's	1	1	2	14
Poice Staff	17	48	9	209
Specials	5	7	4	8
Volunteers	2	6	2	80
Total	60	90	56	330

GENDER

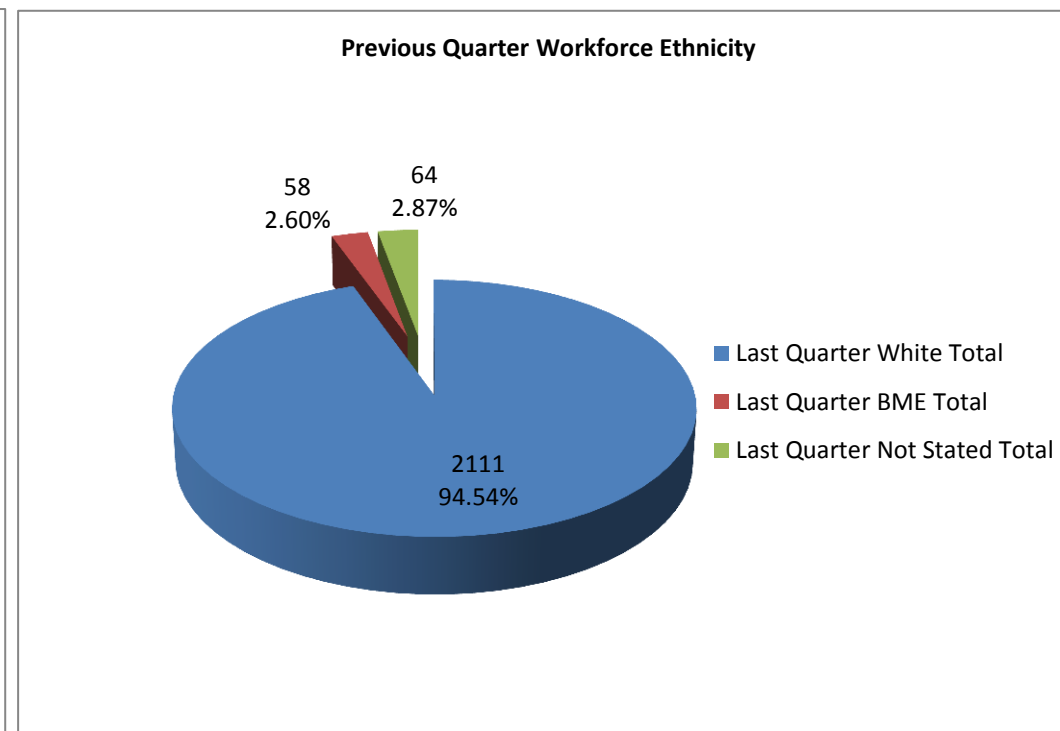
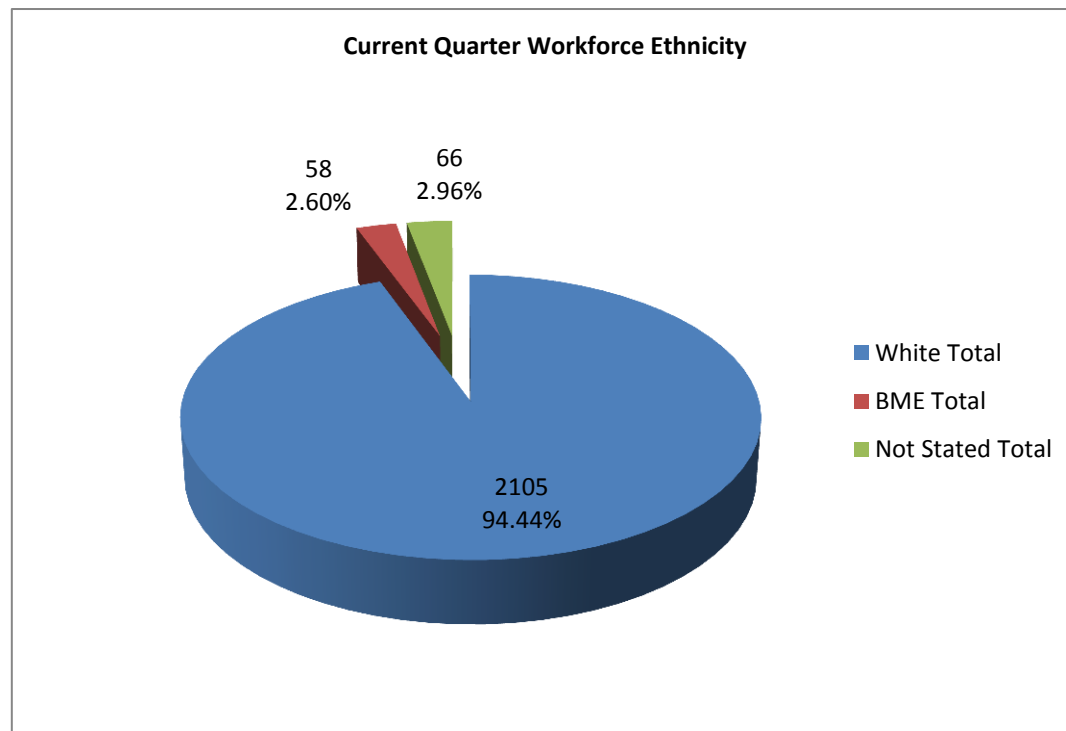
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	779	68.21%	32	61.54%	329	37.18%	114	76.00%	1254	56.26%
Male	763	68.31%	48	62.34%	320	36.61%	126	76.36%	1257	56.29%
Female	363	31.79%	20	38.46%	556	62.82%	36	24.00%	975	43.74%
Female	354	31.69%	29	37.66%	554	63.39%	39	23.64%	976	43.71%
Grand Total	1142		52		885		150		2229	
Last Quarter Total	1117		77		874		165		2233	



Gender	Volunteers	
	Headcount	%
Male	91	50.28%
Male (Last Quarter)	95	51.91%
Female	90	49.72%
Female (Last Quarter)	88	48.09%
Grand Total	181	
Last Quarter Total	183	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1059	92.73%	49	94.23%	802	90.62%	138	92.00%	2048	91.88%
White - Irish	11	0.96%	1	1.92%	1	0.11%	0	0.00%	13	0.58%
White - Other	19	1.66%	0	0.00%	20	2.26%	5	3.33%	44	1.97%
White Total	1089	95.36%	50	96.15%	823	92.99%	143	95.33%	2105	94.44%
Last Quarter White Total	1064	95.26%	75	97.40%	814	93.14%	158	95.76%	2111	94.54%
Mixed	26	2.28%	1	1.92%	7	0.79%	2	1.33%	36	1.62%
Asian	3	0.26%	0	0.00%	7	0.79%	3	2.00%	13	0.58%
Black	4	0.35%	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%
BME Total	35	3.06%	1	1.92%	17	1.92%	5	3.33%	58	2.60%
Last Quarter BME Total	35	3.13%	1	1.30%	18	2.06%	4	2.42%	58	2.60%
Not Stated	18	1.58%	1	1.92%	45	5.08%	2	1.33%	66	2.96%
Not Stated Total	18	1.58%	1	1.92%	45	5.08%	2	1.33%	66	2.96%
Last Quarter Not Stated Total	18	1.61%	1	1.30%	42	4.81%	3	1.82%	64	2.87%
Grand Total	1142		52		885		150		2229	
Last Quarter Total	1117		77		874		165		2233	



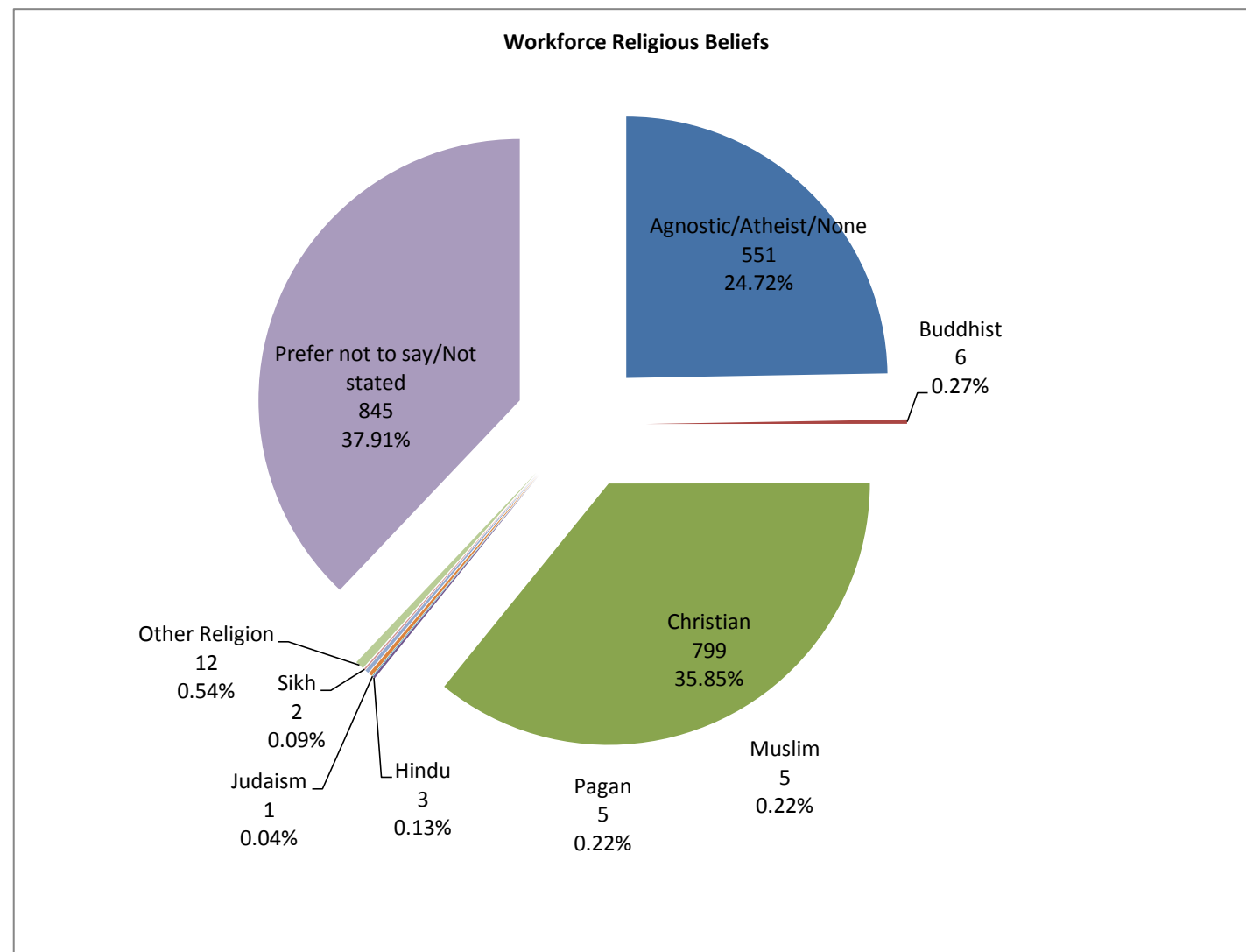
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White - British	141	77.90%
White - Irish	0	0.00%
White - Other	9	4.97%
White Total	150	82.87%
Last Quarter White Total	151	82.51%
Mixed	2	1.10%
Asian	0	0.00%
Black	0	0.00%
Other	0	0.00%
BME Total	2	1.10%
Last Quarter BME Total	2	1.09%
Not Stated	29	16.02%
Not Stated Total	29	16.02%
Last Quarter Not Stated Total	30	16.39%
Grand Total	181	
Last Quarter Total	183	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	289	25.31%	3	5.77%	197	22.26%	62	41.33%	551	24.72%
Buddhist	4	0.35%	0	0.00%	2	0.23%	0	0.00%	6	0.27%
Christian	351	30.74%	32	61.54%	378	42.71%	38	25.33%	799	35.85%
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%	1	0.67%	5	0.22%
Pagan	5	0.44%	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	0.90%	3	2.00%	12	0.54%
Prefer not to say/Not stated	489	42.82%	17	32.69%	293	33.11%	46	30.67%	845	37.91%
Grand Total	1142		52		885		150		2229	

Last Quarter	
Headcount	%
536	24.00%
7	0.31%
810	36.27%
3	0.13%
1	0.04%
4	0.18%
5	0.22%
2	0.09%
12	0.54%
853	38.20%
2233	



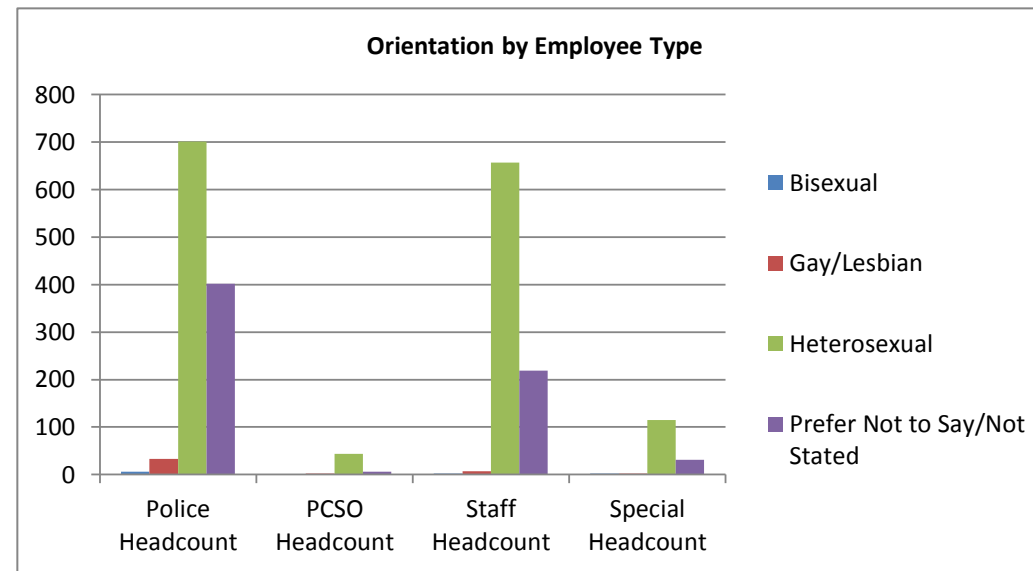
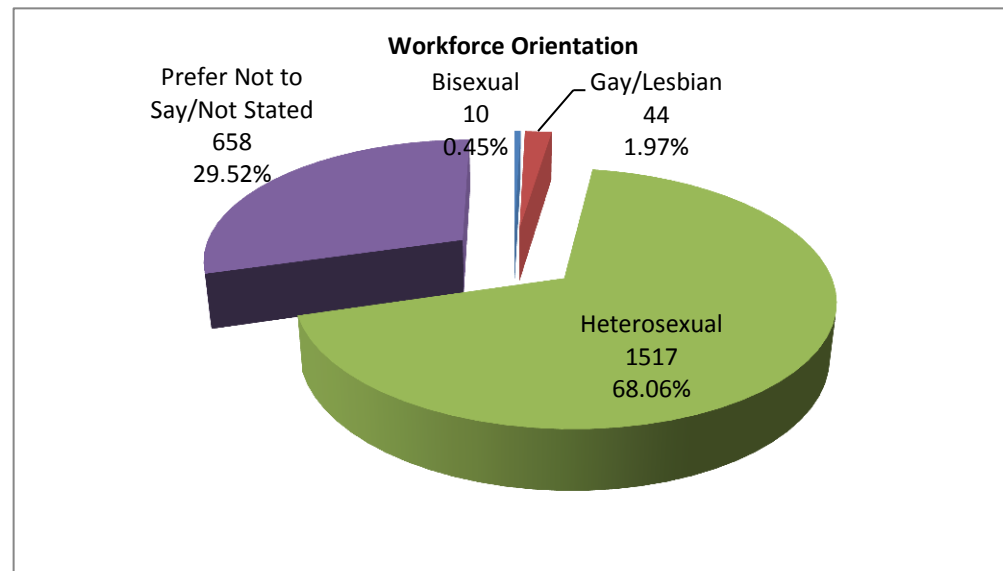
RELIGION CONTINUED

Religion	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Agnostic/Atheist/None	35	19.34%	33	18.03%
Buddhist	4	2.21%	4	2.19%
Christian	58	32.04%	58	31.69%
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	6	3.31%	7	3.83%
Prefer not to say/Not stated	78	43.09%	81	44.26%
Grand Total	181		183	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	6	0.53%	0	0.00%	2	0.23%	2	1.33%	10	0.45%
Gay/Lesbian	33	2.89%	2	3.85%	7	0.79%	2	1.33%	44	1.97%
Heterosexual	701	61.38%	44	84.62%	657	74.24%	115	76.67%	1517	68.06%
Prefer Not to Say/Not Stated	402	35.20%	6	11.54%	219	24.75%	31	20.67%	658	29.52%
Grand Total	1142		52		885		150		2229	

Last Quarter	
Headcount	%
10	0.45%
44	1.97%
1520	68.07%
659	29.51%
2233	

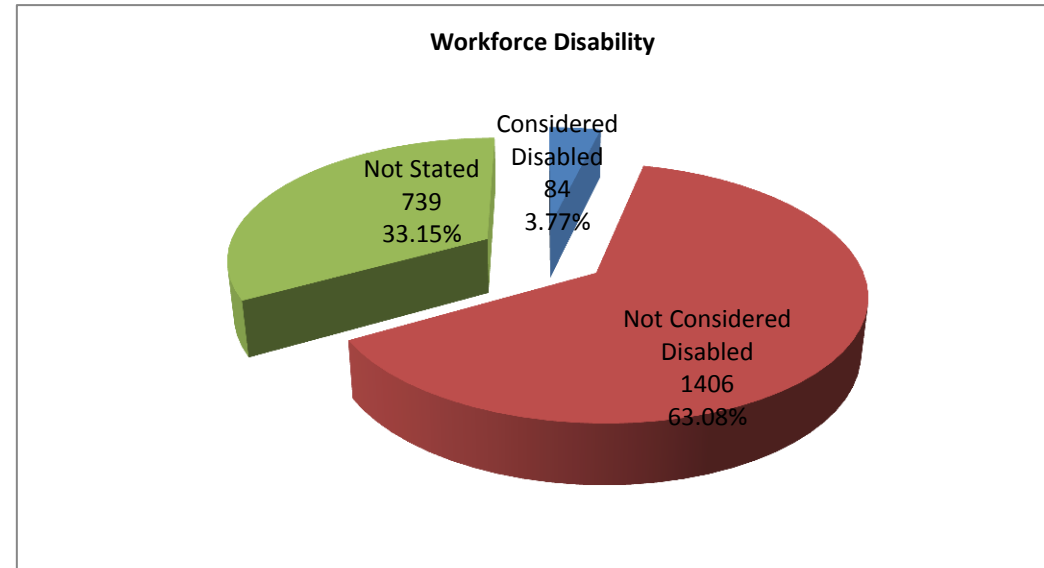
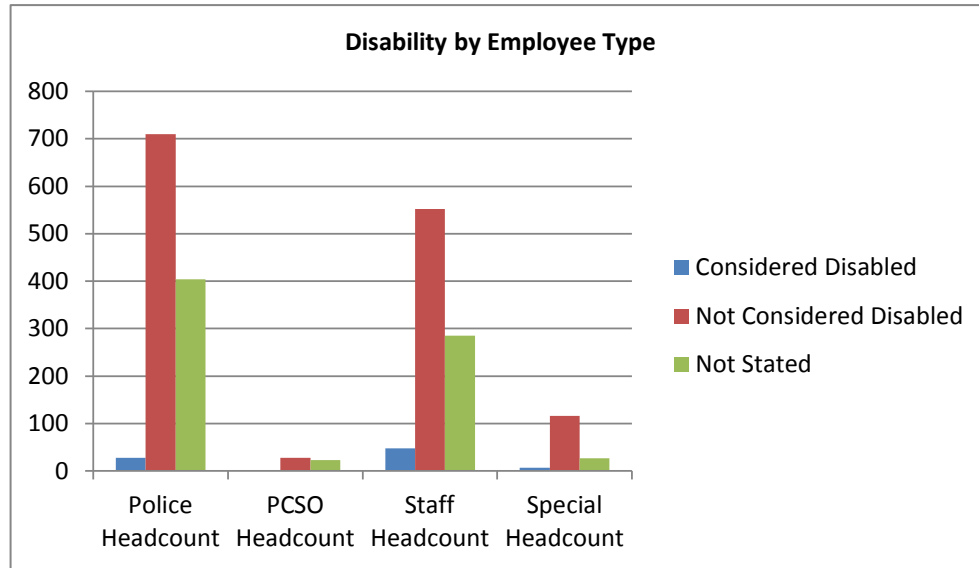


Orientation	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Bisexual	1	0.55%	1	0.55%
Gay/Lesbian	1	0.55%	1	0.55%
Heterosexual	112	61.88%	110	60.11%
Prefer Not to Say/Not Stated	67	37.02%	71	38.80%
Grand Total	181		183	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	28	2.45%	1	1.92%	48	5.42%	7	4.67%	84	3.77%
Not Considered Disabled	710	62.17%	28	53.85%	552	62.37%	116	77.33%	1406	63.08%
Not Stated	404	35.38%	23	44.23%	285	32.20%	27	18.00%	739	33.15%
Grand Total	1142		52		885		150		2229	

Last Quarter	
Headcount	%
85	3.81%
1406	62.96%
742	33.23%
2233	

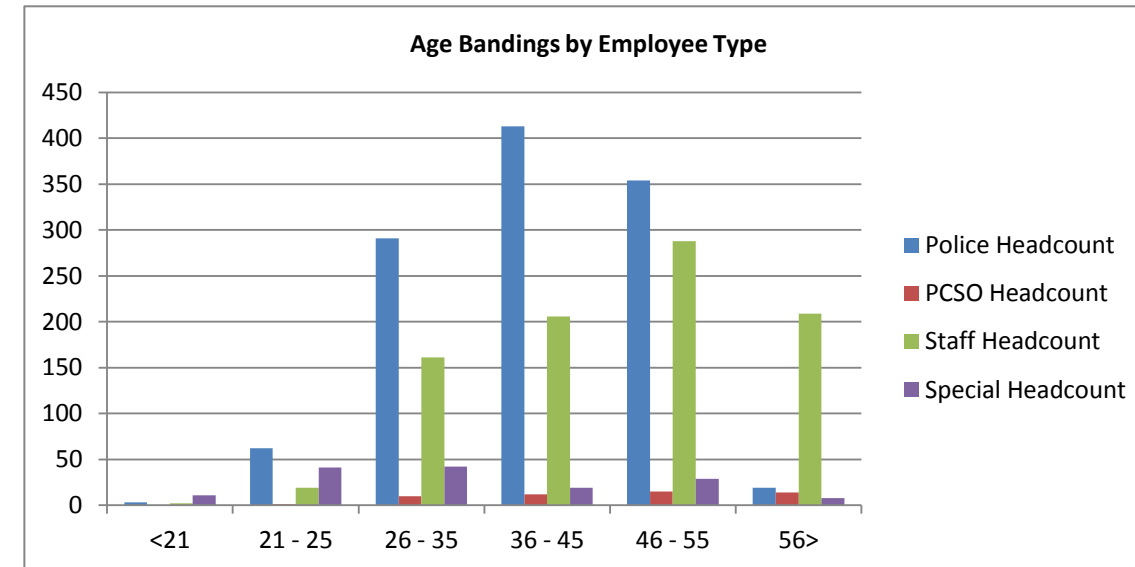
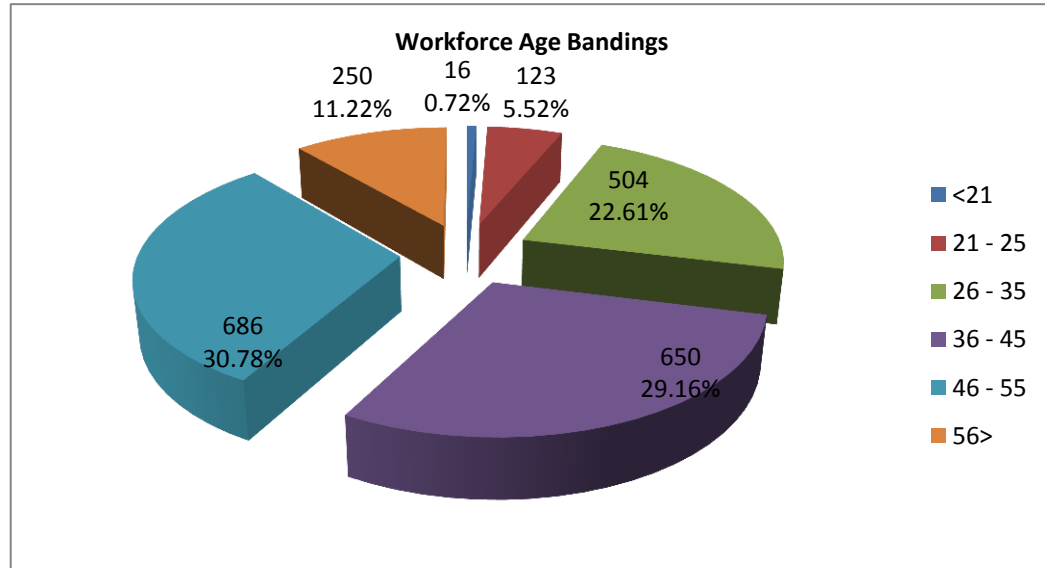


Disability	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	6	3.31%	4	2.19%
Not Considered Disabled	148	81.77%	150	81.97%
Not Stated	27	14.92%	29	15.85%
Grand Total	181		183	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	3	0.26%	0	0.00%	2	0.23%	11	7.33%	16	0.72%
21 - 25	62	5.43%	1	1.92%	19	2.15%	41	27.33%	123	5.52%
26 - 35	291	25.48%	10	19.23%	161	18.19%	42	28.00%	504	22.61%
36 - 45	413	36.16%	12	23.08%	206	23.28%	19	12.67%	650	29.16%
46 - 55	354	31.00%	15	28.85%	288	32.54%	29	19.33%	686	30.78%
56>	19	1.66%	14	26.92%	209	23.62%	8	5.33%	250	11.22%
Grand Total	1142		52		885		150		2229	

Last Quarter	
Last Qtr Headcount	%
31	1.39%
140	6.27%
527	23.60%
666	29.83%
659	29.51%
210	9.40%
2233	



Age	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
<21	12	6.63%	17	9.29%
21 - 25	21	11.60%	17	9.29%
26 - 35	18	9.94%	18	9.84%
36 - 45	23	12.71%	25	13.66%
46 - 55	27	14.92%	28	15.30%
56>	80	44.20%	78	42.62%
Not Disclosed		0.00%		0.00%
Grand Total	181		183	