

# SUFFOLK CONSTABULARY

## Human Resources Management Information

### Diversity Report

Q3 2019-20

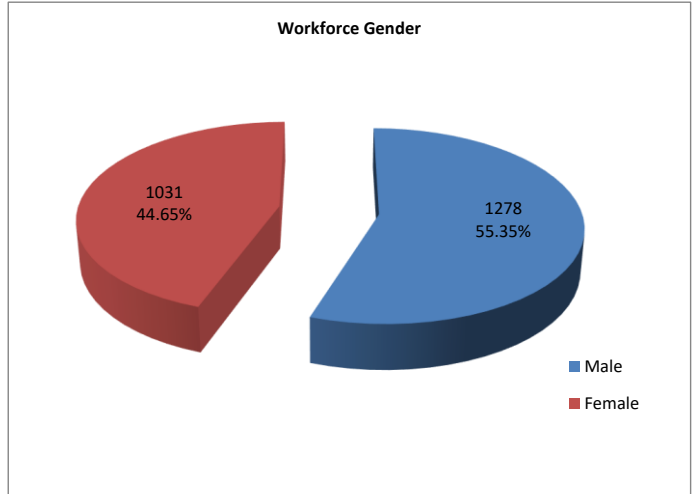
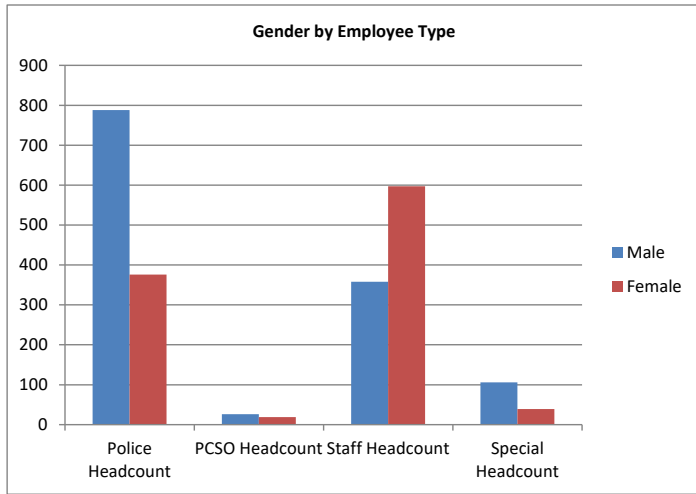
#### Summary Data

	BME	BME %	Disability	Disability %	LGB	LGB %	Aged 56+	Aged 56+ %
Police Officers	34	2.92%	29	2.49%	48	4.12%	14	1.20%
Poice Staff	17	1.78%	48	5.03%	19	1.99%	200	20.94%
Specials	5	3.45%	5	3.45%	5	3.45%	7	4.83%
Volunteers	3	1.66%	9	#DIV/0!	4	2.21%	75	55.56%
Suffolk Data		3.50%		20.1%*		2%**		26.1%***
Total	59	2.41%	91	4.02%	76	3.11%	296	12.11%

- \* 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**

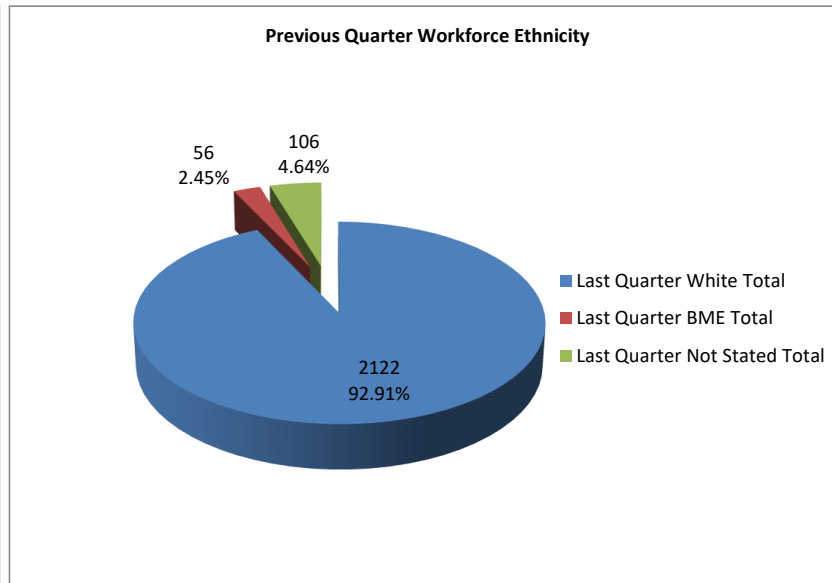
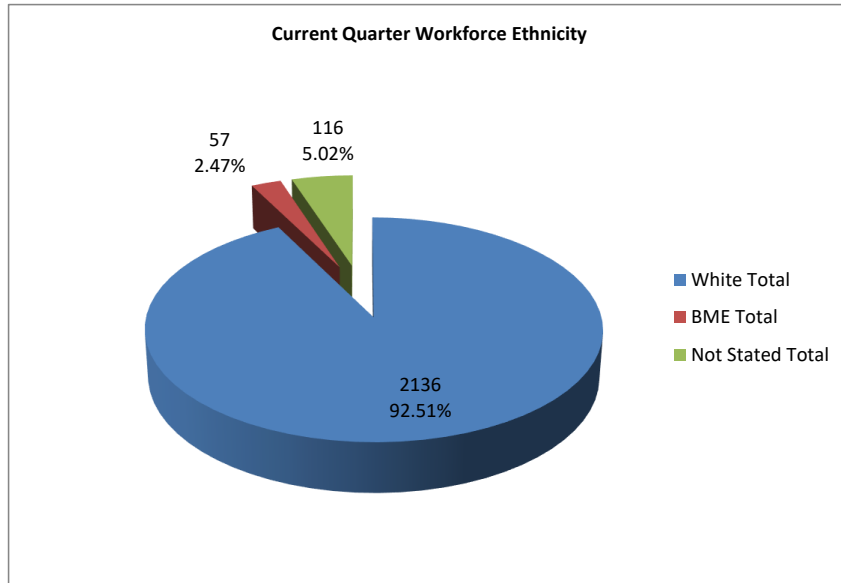
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	788	67.70%	26		358	37.49%	106	73.10%	1278	55.35%
Male (Last Quarter)	781	67.74%	26	59.09%	346	36.89%	111	74.50%	1264	55.34%
Female	376	32.30%	19		597	62.51%	39	26.90%	1031	44.65%
Female (Last Quarter)	372	32.26%	18	40.91%	592	63.11%	38	25.50%	1020	44.66%
<b>Grand Total</b>	<b>1164</b>		<b>45</b>		<b>955</b>		<b>145</b>		<b>2309</b>	
<b>Last Quarter Total</b>	<b>1153</b>		<b>44</b>		<b>938</b>		<b>149</b>		<b>2284</b>	



Gender	Volunteers	
	Headcount	%
Male	84	46.41%
Female	97	53.59%
<b>Grand Total</b>	<b>181</b>	

**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1110	95.36%	38	84.44%	852	89.21%	136	93.79%	2136	92.51%
<b>White Total</b>	<b>1110</b>	<b>95.36%</b>	<b>38</b>	<b>84.44%</b>	<b>852</b>	<b>89.21%</b>	<b>136</b>	<b>93.79%</b>	<b>2136</b>	<b>92.51%</b>
Last Quarter White Total	1099	95.32%	37	84.09%	846	90.19%	140	93.96%	2122	92.91%
Mixed	26	2.23%	1	2.22%	7	0.73%	3	2.07%	37	1.60%
Asian	4	0.34%			7	0.73%	2	1.38%	13	0.56%
Black	3	0.26%			3	0.31%	0	0.00%	6	0.26%
Other	1	0.09%			0	0.00%	0	0.00%	1	0.04%
<b>BME Total</b>	<b>34</b>	<b>2.92%</b>	<b>1</b>	<b>2.22%</b>	<b>17</b>	<b>1.78%</b>	<b>5</b>	<b>3.45%</b>	<b>57</b>	<b>2.47%</b>
Last Quarter BME Total	34	2.95%	1	2.27%	15	1.60%	6	4.03%	56	2.45%
Not Stated	20	1.72%	6	13.33%	86	9.01%	4	2.76%	116	5.02%
<b>Not Stated Total</b>	<b>20</b>	<b>1.72%</b>	<b>6</b>	<b>13.33%</b>	<b>86</b>	<b>9.01%</b>	<b>4</b>	<b>2.76%</b>	<b>116</b>	<b>5.02%</b>
Last Quarter Not Stated Total	20	1.73%	6	13.64%	77	8.21%	3	2.01%	106	4.64%
<b>Grand Total</b>	<b>1164</b>		<b>45</b>		<b>955</b>		<b>145</b>		<b>2309</b>	
Last Quarter Total	1153		44		938		149		2284	





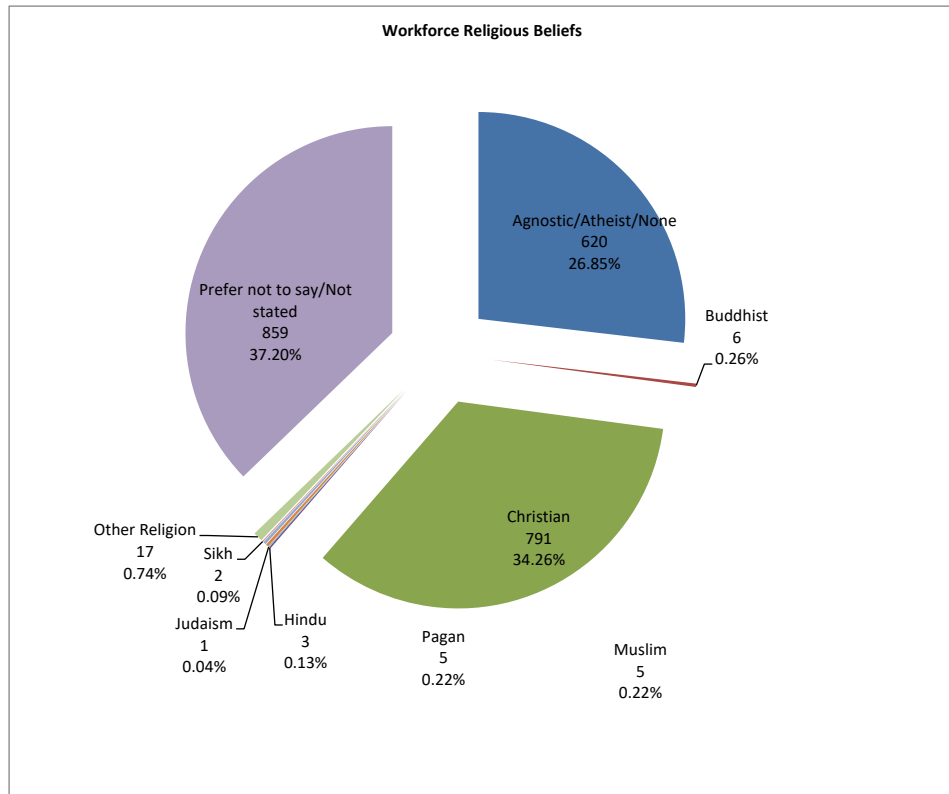
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	133	73.48%
<b>White Total</b>	<b>133</b>	<b>73.48%</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>
Not Stated	45	24.86%
<b>Not Stated Total</b>	<b>45</b>	<b>24.86%</b>
<b>Grand Total</b>	<b>181</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	331	28.44%	3	6.67%	224	23.46%	62	42.76%	620	26.85%
Buddhist	4	0.34%		0.00%	2	0.21%	0	0.00%	6	0.26%
Christian	351	30.15%	25	55.56%	386	40.42%	29	20.00%	791	34.26%
Hindu	1	0.09%		0.00%	2	0.21%		0.00%	3	0.13%
Judaism		0.00%		0.00%	1	0.10%		0.00%	1	0.04%
Muslim	4	0.34%		0.00%	1	0.10%	0	0.00%	5	0.22%
Pagan	5	0.43%		0.00%	0	0.00%		0.00%	5	0.22%
Sikh	0	0.00%		0.00%	2	0.21%		0.00%	2	0.09%
Other Religion	2	0.17%		0.00%	11	1.15%	4	2.76%	17	0.74%
Prefer not to say/Not stated	466	40.03%	17	37.78%	326	34.14%	50	34.48%	859	37.20%
<b>Grand Total</b>	<b>1164</b>		<b>45</b>		<b>955</b>		<b>145</b>		<b>2309</b>	

Last Quarter	
Headcount	%
590	25.83%
6	0.26%
794	34.76%
3	0.13%
1	0.04%
5	0.22%
5	0.22%
2	0.09%
16	0.70%
862	37.74%
<b>2284</b>	

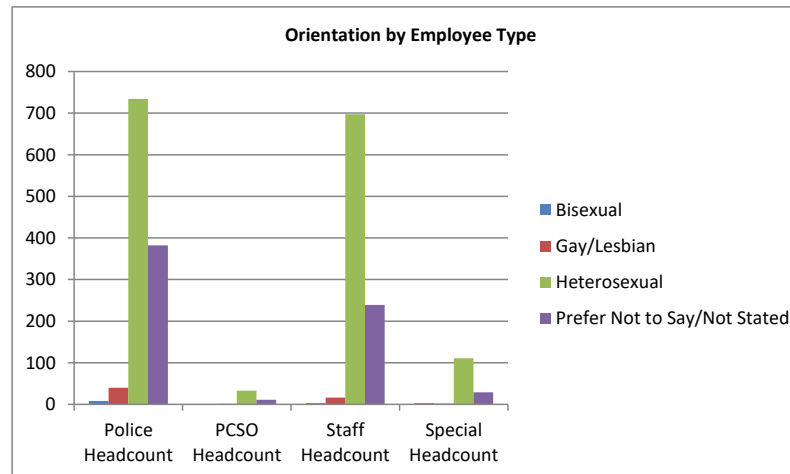
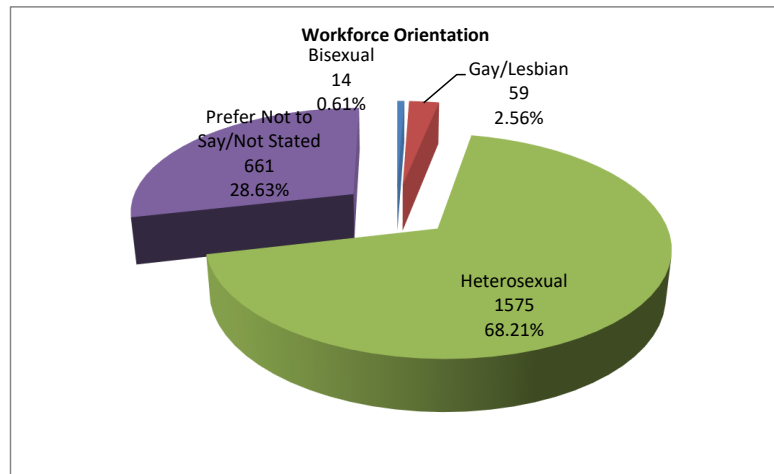


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	33	18.23%
Buddhist	6	3.31%
Christian	60	33.15%
Hindu	1	0.55%
Judaism	0	0.00%
Muslim	0	0.00%
Other	7	3.87%
Prefer not to say/Not stated	74	40.88%
<b>Grand Total</b>	<b>181</b>	

**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	8	0.69%	0	0.00%	3	0.31%	3	2.07%	14	0.61%
Gay/Lesbian	40	3.44%	1	2.22%	16	1.68%	2	1.38%	59	2.56%
Heterosexual	734	63.06%	33	73.33%	697	72.98%	111	76.55%	1575	68.21%
Prefer Not to Say/Not Stated	382	32.82%	11	24.44%	239	25.03%	29	20.00%	661	28.63%
<b>Grand Total</b>	<b>1164</b>		<b>45</b>		<b>955</b>		<b>145</b>		<b>2309</b>	

Last Quarter	
Headcount	%
13	0.57%
54	2.36%
1549	67.82%
668	29.25%
<b>2284</b>	

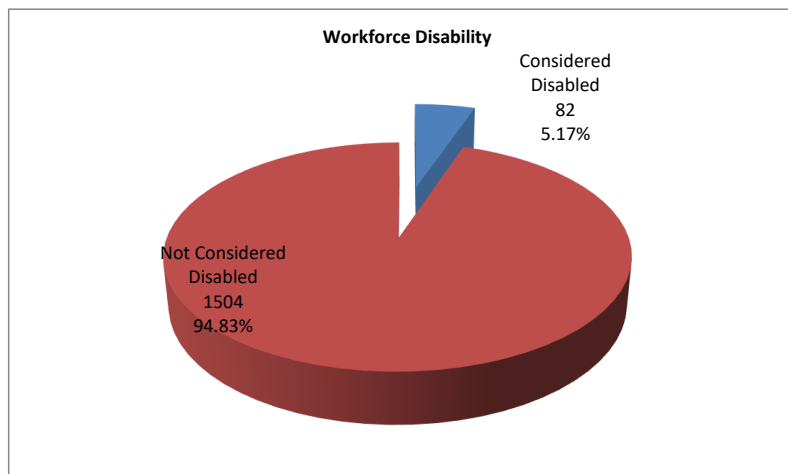
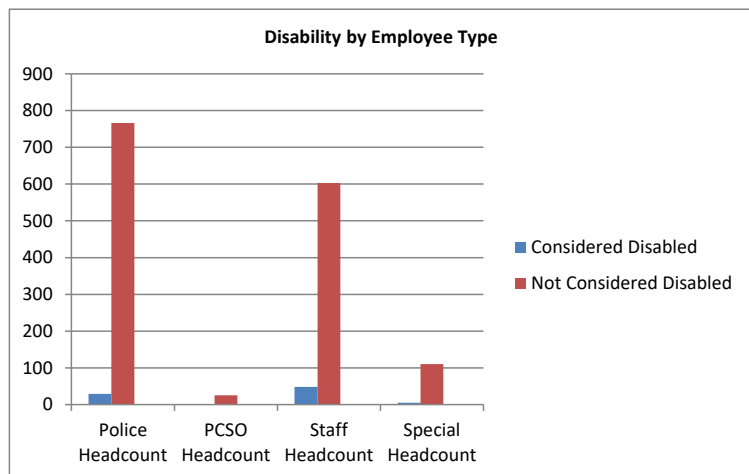


Orientation	Volunteers			
	Headcount	%	Headcount	%
Bisexual	3	1.66%	2	1.10%
Gay/Lesbian	1	0.55%	1	0.55%
Heterosexual	110	60.77%	115	63.54%
Prefer Not to Say/Not Stated	67	37.02%	63	34.81%
<b>Grand Total</b>	<b>181</b>		<b>181</b>	

**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	29	2.49%	0	0.00%	48	5.03%	5	3.45%	82	3.55%
Not Considered Disabled	766	65.81%	25	55.56%	603	63.14%	110	75.86%	1504	65.14%
Not Stated	369	31.70%	20	44.44%	304	31.83%	30	20.69%	723	31.31%
<b>Grand Total</b>	<b>1164</b>		<b>45</b>		<b>955</b>		<b>145</b>		<b>2309</b>	

Last Quarter	
Headcount	%
82	3.59%
1468	64.27%
734	32.14%
<b>2284</b>	



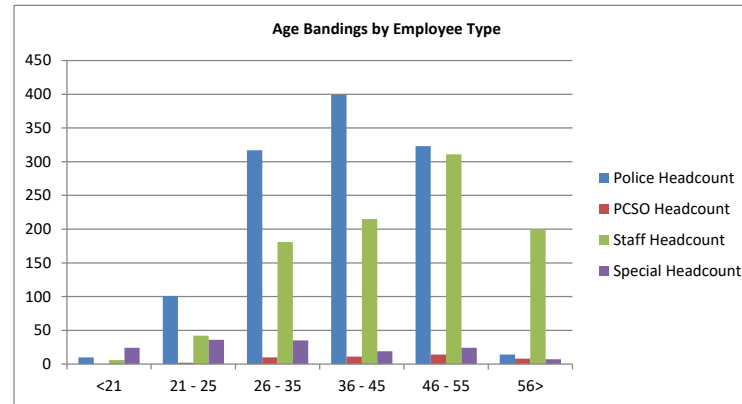
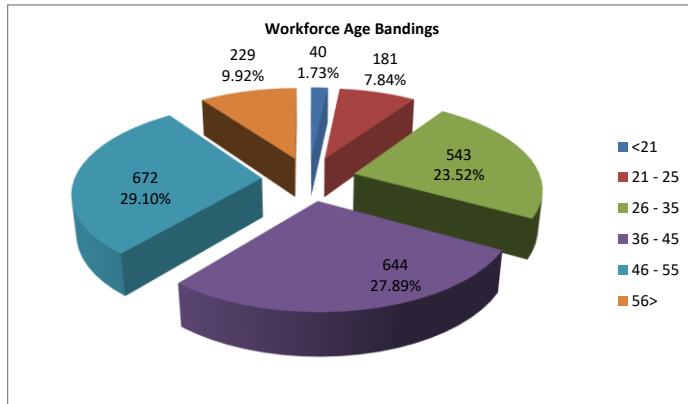
Disability	Volunteers			
	Headcount	%	Headcount	%
Considered Disabled	9	4.97%	8	4.42%
Not Considered Disabled	139	76.80%	142	78.45%
Not Stated	33	18.23%	31	17.13%
<b>Grand Total</b>	<b>181</b>		<b>181</b>	



**AGE**

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	10	0.86%		0.00%	6	0.63%	24	16.55%	40	1.73%
21 - 25	101	8.68%	2	4.44%	42	4.40%	36	24.83%	181	7.84%
26 - 35	317	27.23%	10	22.22%	181	18.95%	35	24.14%	543	23.52%
36 - 45	399	34.28%	11	24.44%	215	22.51%	19	13.10%	644	27.89%
46 - 55	323	27.75%	14	31.11%	311	32.57%	24	16.55%	672	29.10%
56>	14	1.20%	8	17.78%	200	20.94%	7	4.83%	229	9.92%
<b>Grand Total</b>	<b>1164</b>		<b>45</b>		<b>955</b>		<b>145</b>		<b>2309</b>	

Last Quarter	
Last Qtr Headcount	%
30	1.31%
167	7.31%
530	23.20%
650	28.46%
676	29.60%
231	10.11%
<b>2284</b>	



Age	Volunteers			
	Headcount	%	Headcount	%
<21	15	8.29%	15	8.29%
21 - 25	23	12.71%	21	11.60%
26 - 35	17	9.39%	17	9.39%
36 - 45	21	11.60%	23	12.71%
46 - 55	30	16.57%	28	15.47%
56>	75	41.44%	77	42.54%
Not Disclosed		0.00%		0.00%
<b>Grand Total</b>	<b>181</b>		<b>181</b>	