



Human Resources Management Information

Diversity Programme Board

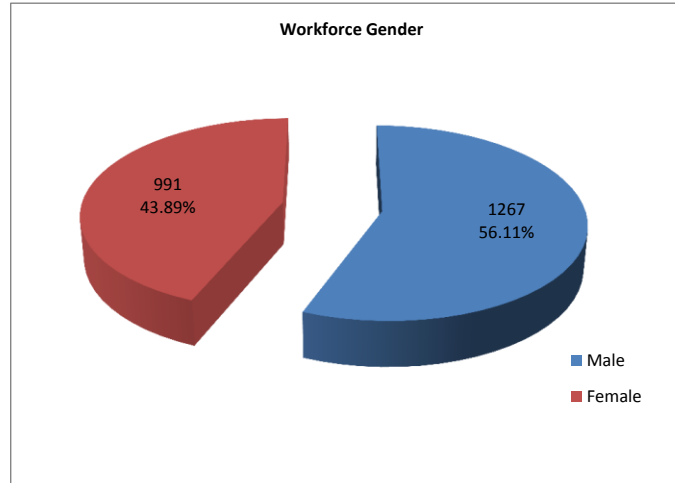
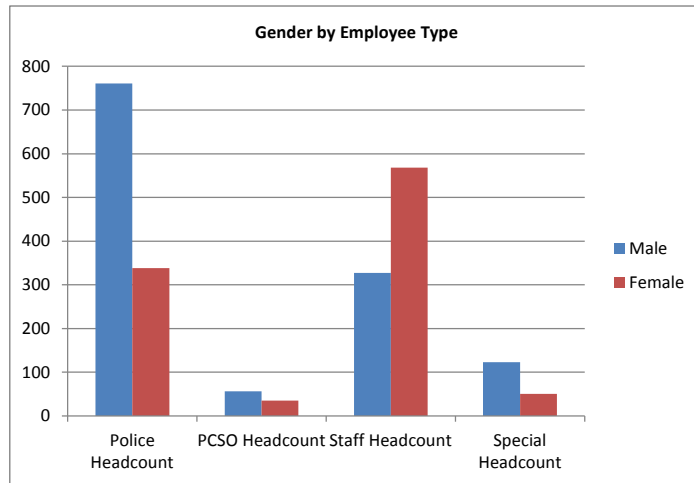
Q4 2017/18

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	32	33	36	14
PCSO's	2	2	3	15
Poice Staff	18	52	11	188
Specials	4	8	4	9
Volunteers	3	4	1	76
Total	59	99	55	302

GENDER

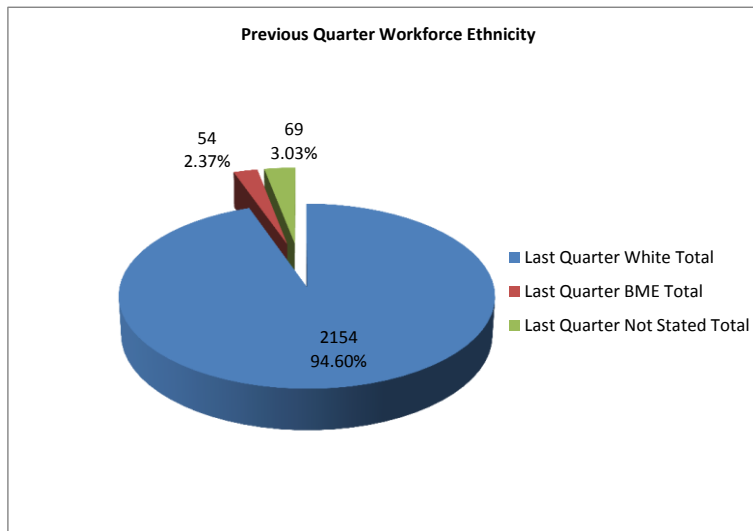
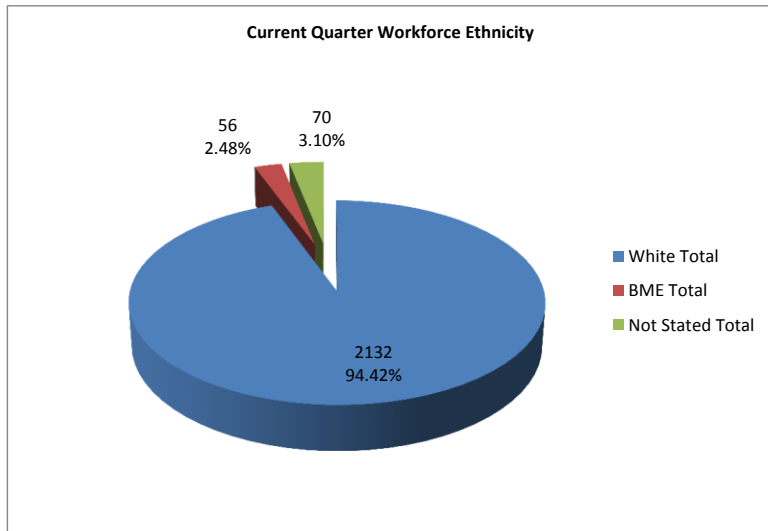
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	761	69.24%	56	61.54%	327	36.54%	123	71.10%	1267	56.11%
Male	759	70.15%	58	62.37%	336	36.80%	133	70.37%	1286	56.48%
Female	338	30.76%	35	38.46%	568	63.46%	50	28.90%	991	43.89%
Female	323	29.85%	35	37.63%	577	63.20%	56	29.63%	991	43.52%
Grand Total	1099		91		895		173		2258	
Last Quarter Total	1082		93		913		189		2277	



Gender	Volunteers	
	Headcount	%
Male	91	52.00%
Male (Last Quarter)	87	50.88%
Female	84	48.00%
Female (Last Quarter)	84	49.12%
Grand Total	175	
Last Quarter Total	171	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1018	92.63%	86	94.51%	810	90.50%	162	93.64%	2076	91.94%
White - Irish	10	0.91%	1	1.10%	1	0.11%		0.00%	12	0.53%
White - Other	17	1.55%	1	1.10%	22	2.46%	4	2.31%	44	1.95%
White Total	1045	95.09%	88	96.70%	833	93.07%	166	95.95%	2132	94.42%
Last Quarter White Total	1033	95.47%	89	95.70%	850	93.10%	182	96.30%	2154	94.60%
Mixed	25	2.27%	2	2.20%	8	0.89%	2	1.16%	37	1.64%
Asian	2	0.18%		0.00%	6	0.67%	2	1.16%	10	0.44%
Black	4	0.36%		0.00%	4	0.45%		0.00%	8	0.35%
Other	1	0.09%		0.00%		0.00%		0.00%	1	0.04%
BME Total	32	2.91%	2	2.20%	18	2.01%	4	2.31%	56	2.48%
Last Quarter BME Total	29	2.68%	3	3.23%	18	1.97%	4	2.12%	54	2.37%
Not Stated	22	2.00%	1	1.10%	44	4.92%	3	1.73%	70	3.10%
Not Stated Total	22	2.00%	1	1.10%	44	4.92%	3	1.73%	70	3.10%
Last Quarter Not Stated Total	20	1.85%	1	1.08%	45	4.93%	3	1.59%	69	3.03%
Grand Total	1099		91		895		173		2258	
Last Quarter Total	1082		93		913		189		2277	



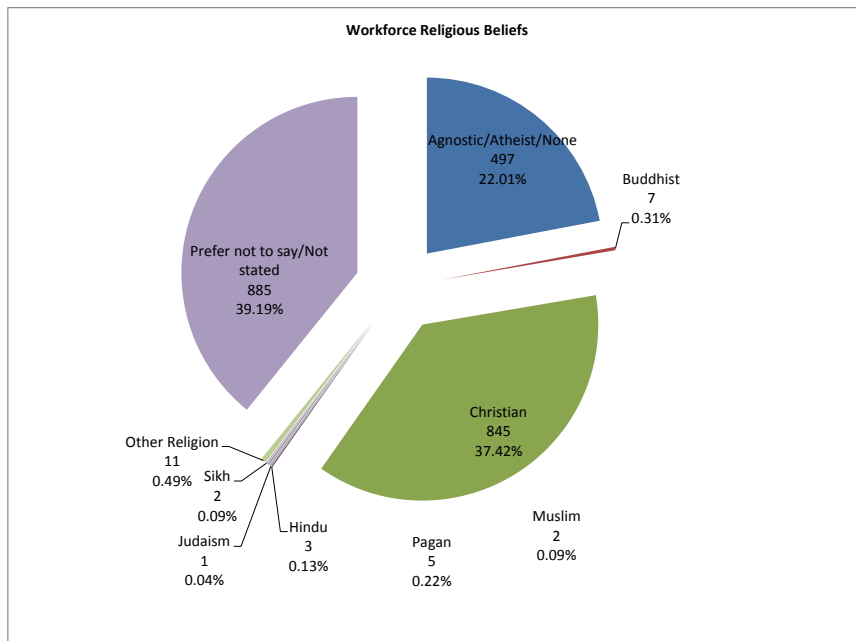
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White - British	135	77.14%
White - Irish		0.00%
White - Other	8	4.57%
White Total	143	81.71%
Last Quarter White Total	140	81.87%
Mixed	2	1.14%
Asian		0.00%
Black	1	0.57%
Other		0.00%
BME Total	3	1.71%
Last Quarter BME Total	3	1.75%
Not Stated	29	16.57%
Not Stated Total	29	16.57%
Last Quarter Not Stated Total	28	16.37%
Grand Total	175	
Last Quarter Total	171	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	232	21.11%	11	12.09%	190	21.23%	64	36.99%	497	22.01%
Buddhist	4	0.36%		0.00%	2	0.22%	1	0.58%	7	0.31%
Christian	353	32.12%	47	51.65%	397	44.36%	48	27.75%	845	37.42%
Hindu	1	0.09%		0.00%	2	0.22%		0.00%	3	0.13%
Judaism		0.00%		0.00%	1	0.11%		0.00%	1	0.04%
Muslim	1	0.09%		0.00%	1	0.11%		0.00%	2	0.09%
Pagan	5	0.45%		0.00%		0.00%		0.00%	5	0.22%
Sikh		0.00%		0.00%	2	0.22%		0.00%	2	0.09%
Other Religion	1	0.09%		0.00%	8	0.89%	2	1.16%	11	0.49%
Prefer not to say/Not stated	502	45.68%	33	36.26%	292	32.63%	58	33.53%	885	39.19%
Grand Total	1099		91		895		173		2258	

Last Quarter	
Headcount	%
490	21.52%
7	0.31%
852	37.42%
3	0.13%
0	0.00%
2	0.09%
6	0.26%
2	0.09%
11	0.48%
904	39.70%
2277	



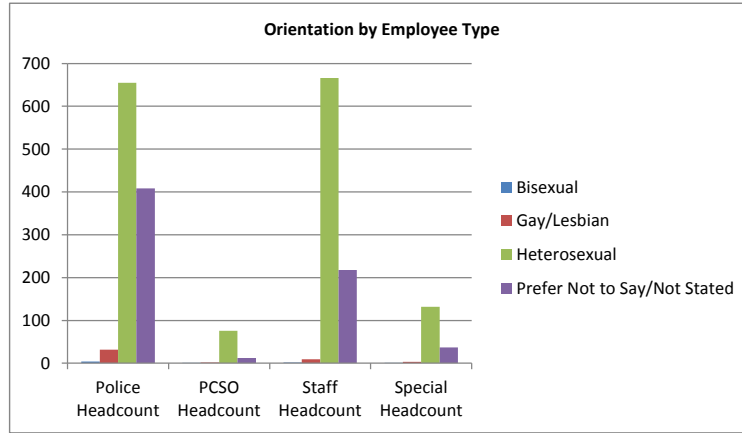
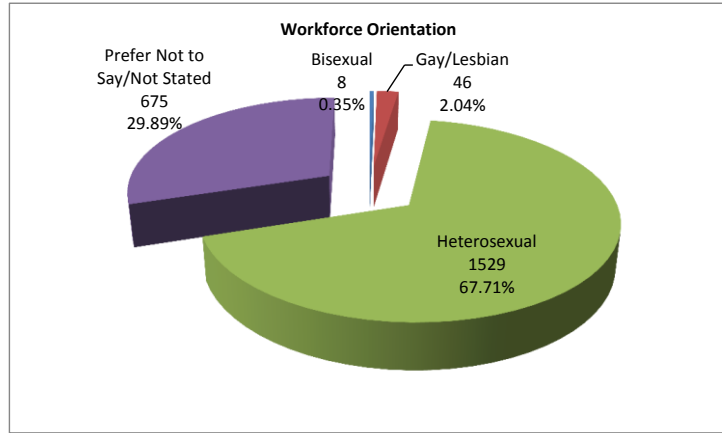
RELIGION CONTINUED

Religion	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Agnostic/Atheist/None	29	16.57%	30	17.54%
Buddhist	1	0.57%	1	0.58%
Christian	57	32.57%	55	32.16%
Hindu		0.00%		0.00%
Jehovahs Witness		0.00%		0.00%
Judaism		0.00%		0.00%
Muslim		0.00%		0.00%
Pagan		0.00%		0.00%
Other	6	3.43%	5	2.92%
Prefer not to say/Not stated	82	46.86%	80	46.78%
Grand Total	175		171	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	4	0.36%	1	1.10%	2	0.22%	1	0.58%	8	0.35%
Gay/Lesbian	32	2.91%	2	2.20%	9	1.01%	3	1.73%	46	2.04%
Heterosexual	655	59.60%	76	83.52%	666	74.41%	132	76.30%	1529	67.71%
Prefer Not to Say/Not Stated	408	37.12%	12	13.19%	218	24.36%	37	21.39%	675	29.89%
Grand Total	1099		91		895		173		2258	

Last Quarter	
Headcount	%
6	0.26%
48	2.11%
1533	67.33%
690	30.30%
2277	

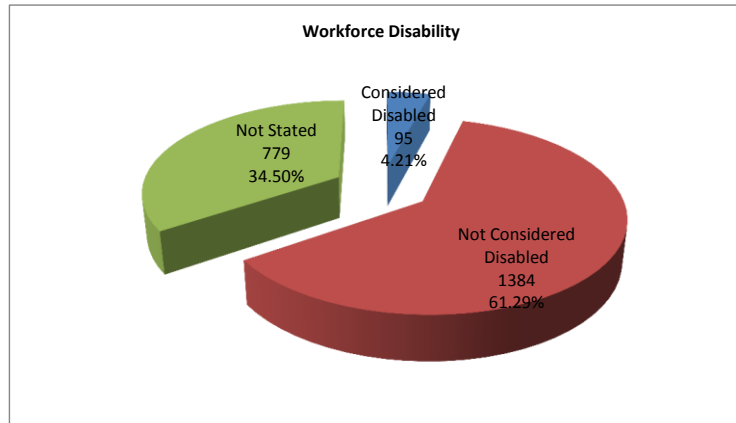
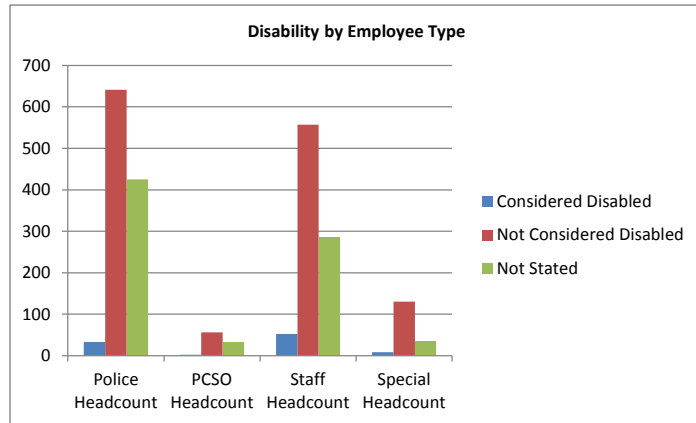


Orientation	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Bisexual		0.00%		0.00%
Gay/Lesbian	1	0.57%	1	0.58%
Heterosexual	102	58.29%	99	57.89%
Prefer Not to Say/Not Stated	72	41.14%	71	41.52%
Grand Total	175		171	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	33	3.00%	2	2.20%	52	5.81%	8	4.62%	95	4.21%
Not Considered Disabled	641	58.33%	56	61.54%	557	62.23%	130	75.14%	1384	61.29%
Not Stated	425	38.67%	33	36.26%	286	31.96%	35	20.23%	779	34.50%
Grand Total	1099		91		895		173		2258	

Last Quarter	
Headcount	%
98	4.30%
1380	60.61%
799	35.09%
2277	

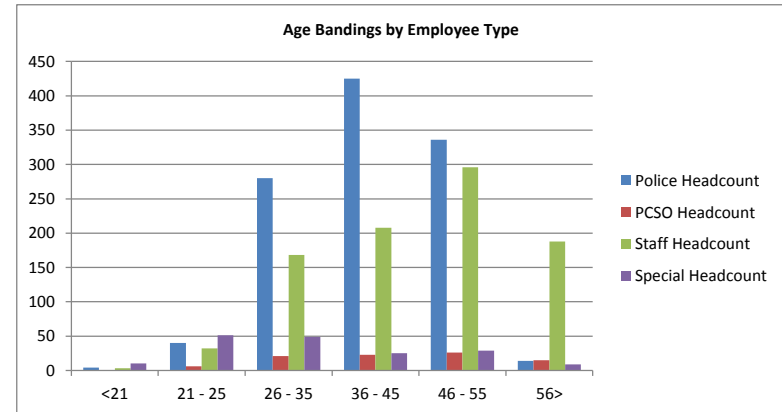
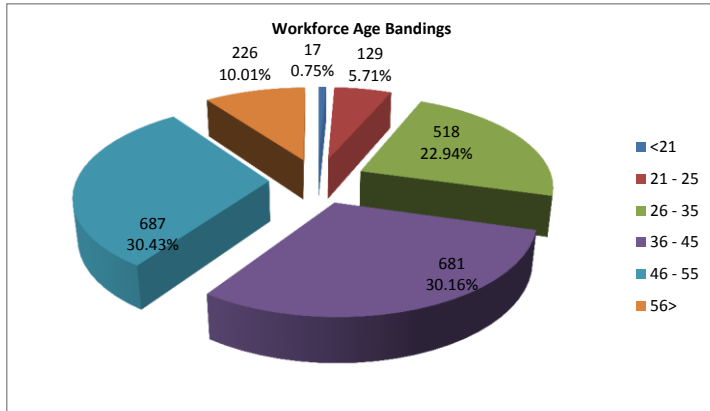


Disability	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	4	2.29%	4	2.34%
Not Considered Disabled	142	81.14%	137	80.12%
Not Stated	29	16.57%	30	17.54%
Grand Total	175		171	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	4	0.36%		0.00%	3	0.34%	10	5.78%	17	0.75%
21 - 25	40	3.64%	6	6.59%	32	3.58%	51	29.48%	129	5.71%
26 - 35	280	25.48%	21	23.08%	168	18.77%	49	28.32%	518	22.94%
36 - 45	425	38.67%	23	25.27%	208	23.24%	25	14.45%	681	30.16%
46 - 55	336	30.57%	26	28.57%	296	33.07%	29	16.76%	687	30.43%
56>	14	1.27%	15	16.48%	188	21.01%	9	5.20%	226	10.01%
Grand Total	1099		91		895		173		2258	

Last Quarter	
Last Qtr Headcount	%
43	1.89%
144	6.32%
534	23.45%
695	30.52%
663	29.12%
198	8.70%
2277	



Age	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
<21	13	7.43%	16	9.36%
21 - 25	14	8.00%	13	7.60%
26 - 35	19	10.86%	18	10.53%
36 - 45	25	14.29%	27	15.79%
46 - 55	28	16.00%	30	17.54%
56>	76	43.43%	67	39.18%
Not Disclosed		0.00%		0.00%
Grand Total	175		171	