



Human Resources Management Information

Diversity Programme Board

Q3 2018/19

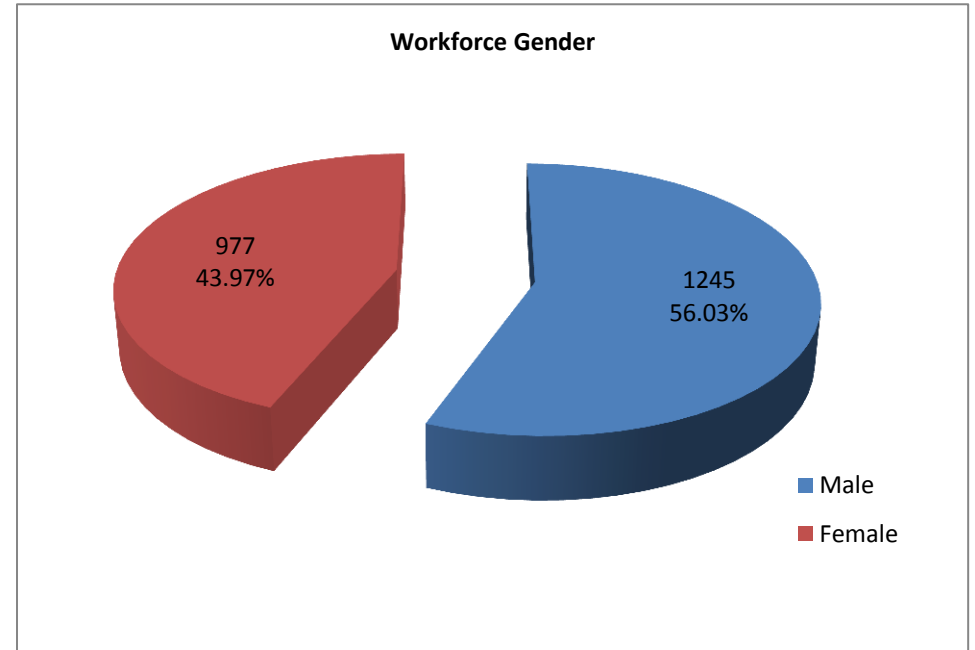
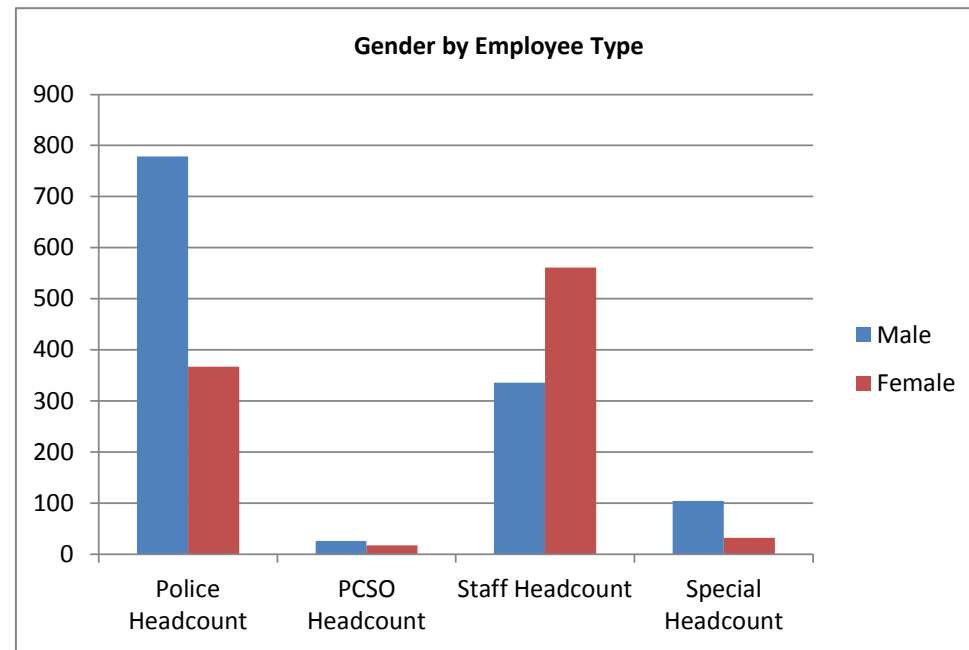
Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	35	29	38	18
PCSO's	1	0	0	7
Poice Staff	18	48	11	206
Specials	5	6	4	6
Volunteers	3	6	4	86
Total	62	89	57	323

GENDER

Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	779	67.98%	26	60.47%	336	37.46%	104	76.47%	1245	56.03%
Male	763	68.31%	48	62.34%	320	36.61%	126	76.36%	1257	56.29%
Female	367	32.02%	17	39.53%	561	62.54%	32	23.53%	977	43.97%
Female	354	31.69%	29	37.66%	554	63.39%	39	23.64%	976	43.71%

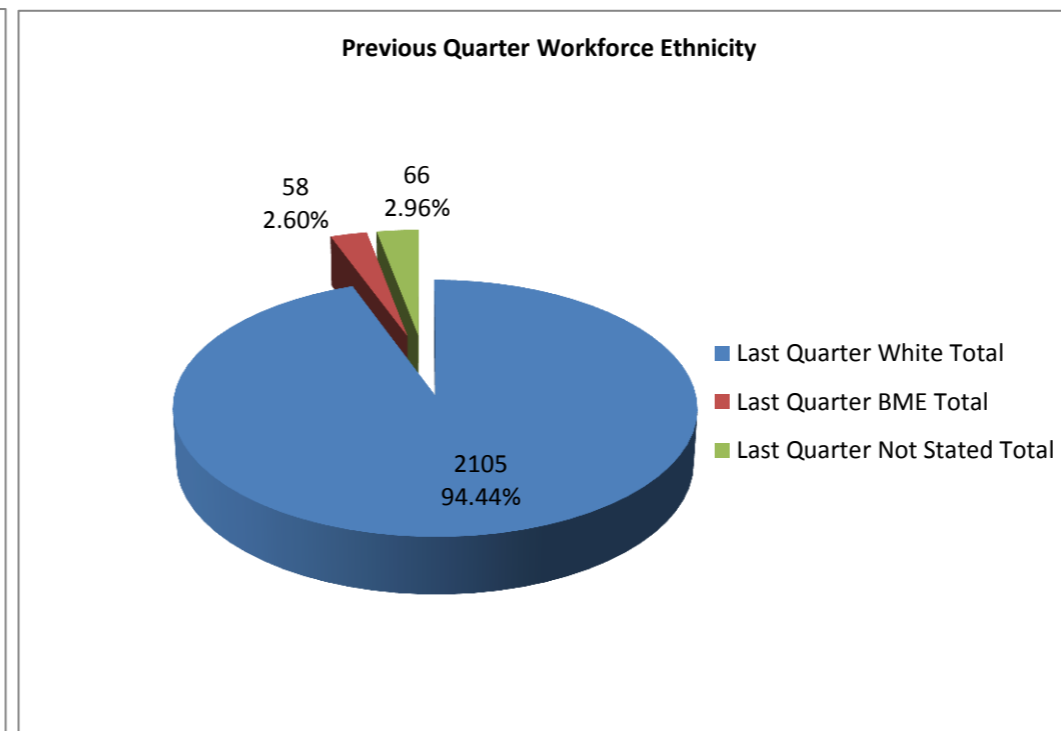
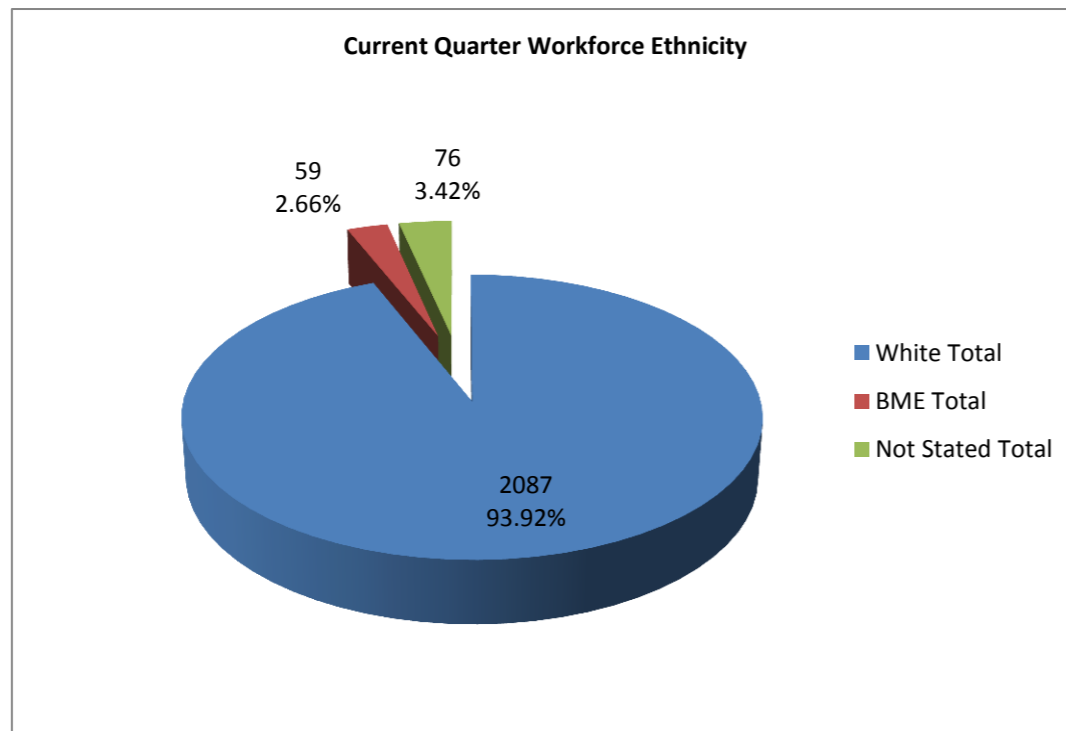
Grand Total	1146		43		897		136		2222	
Last Quarter Total	1142		52		885		150		2229	



Gender	Volunteers	
	Headcount	%
Male	94	49.21%
Male (Last Quarter)	91	50.28%
Female	97	50.79%
Female (Last Quarter)	90	49.72%
Grand Total	191	
Last Quarter Total	181	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White - British	1063	92.76%	36	83.72%	809	90.19%	122	89.71%	2030	91.36%
White - Irish	11	0.96%	0	0.00%	1	0.11%	0	0.00%	12	0.54%
White - Other	20	1.75%	0	0.00%	19	2.12%	6	4.41%	45	2.03%
White Total	1094	95.46%	36	83.72%	829	92.42%	128	94.12%	2087	93.92%
Last Quarter White Total	1089	95.36%	50	96.15%	823	92.99%	143	95.33%	2105	94.44%
Mixed	26	2.27%	1	2.33%	8	0.89%	2	1.47%	37	1.67%
Asian	3	0.26%	0	0.00%	7	0.78%	3	2.21%	13	0.59%
Black	4	0.35%	0	0.00%	3	0.33%	0	0.00%	7	0.32%
Other	2	0.17%	0	0.00%	0	0.00%	0	0.00%	2	0.09%
BME Total	35	3.05%	1	2.33%	18	2.01%	5	3.68%	59	2.66%
Last Quarter BME Total	35	3.06%	1	1.92%	17	1.92%	5	3.33%	58	2.60%
Not Stated	17	1.48%	6	13.95%	50	5.57%	3	2.21%	76	3.42%
Not Stated Total	17	1.48%	6	13.95%	50	5.57%	3	2.21%	76	3.42%
Last Quarter Not Stated Total	18	1.58%	1	1.92%	45	5.08%	2	1.33%	66	2.96%
Grand Total	1146		43		897		136		2222	
Last Quarter Total	1142		52		885		150		2229	



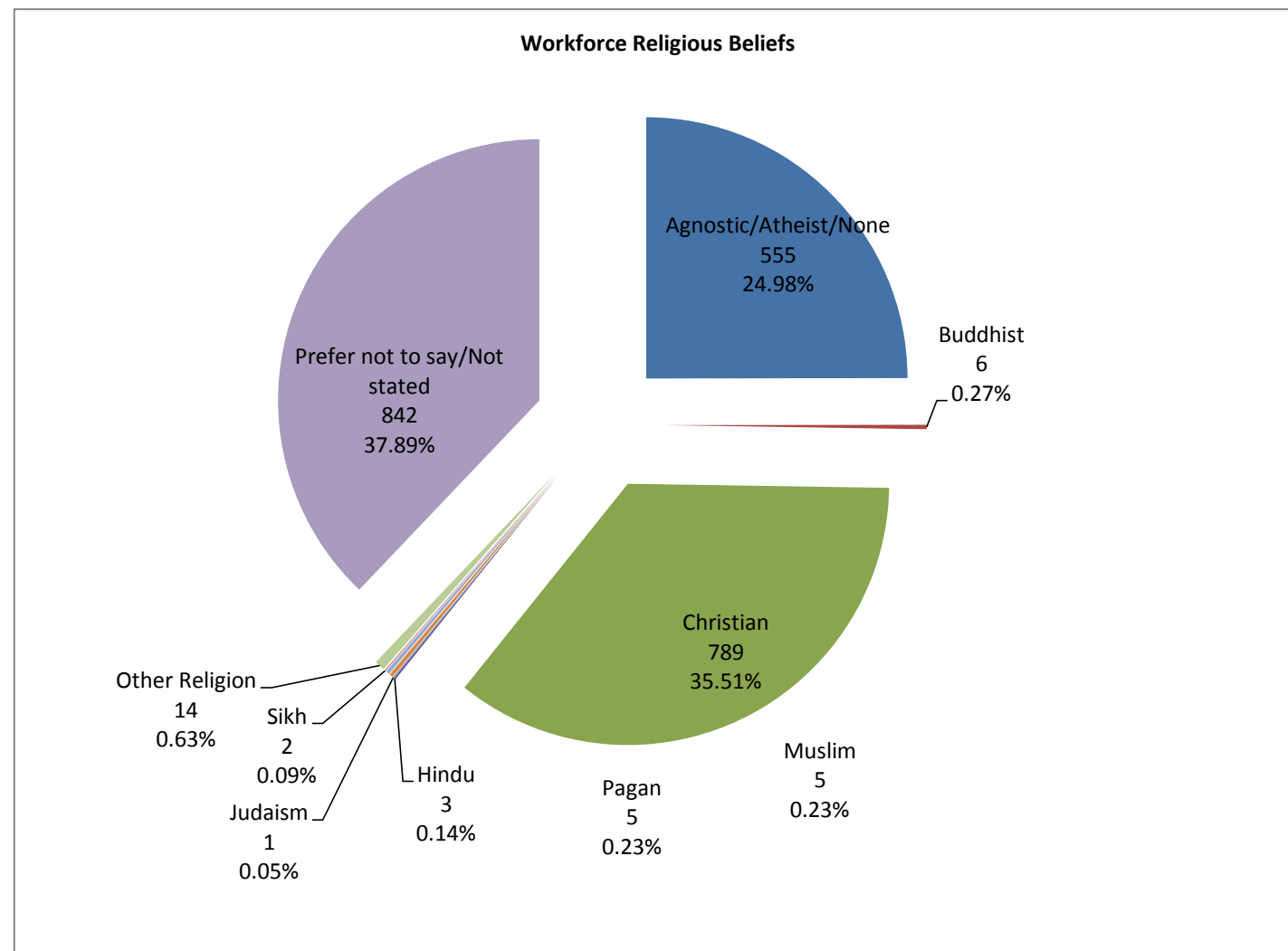
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White - British	146	76.44%
White - Irish	0	0.00%
White - Other	11	5.76%
White Total	157	82.20%
Last Quarter White Total	150	82.87%
Mixed	3	1.57%
Asian	0	0.00%
Black	0	0.00%
Other	0	0.00%
BME Total	3	1.57%
Last Quarter BME Total	2	1.10%
Not Stated	31	16.23%
Not Stated Total	31	16.23%
Last Quarter Not Stated Total	29	16.02%
Grand Total	191	
Last Quarter Total	181	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	296	25.83%	2	4.65%	201	22.41%	56	41.18%	555	24.98%
Buddhist	4	0.35%	0	0.00%	2	0.22%	0	0.00%	6	0.27%
Christian	352	30.72%	23	53.49%	379	42.25%	35	25.74%	789	35.51%
Hindu	1	0.09%	0	0.00%	2	0.22%	0	0.00%	3	0.14%
Judaism	0	0.00%	0	0.00%	1	0.11%	0	0.00%	1	0.05%
Muslim	2	0.17%	0	0.00%	2	0.22%	1	0.74%	5	0.23%
Pagan	5	0.44%	0	0.00%	0	0.00%	0	0.00%	5	0.23%
Sikh	0	0.00%	0	0.00%	2	0.22%	0	0.00%	2	0.09%
Other Religion	1	0.09%	0	0.00%	9	1.00%	4	2.94%	14	0.63%
Prefer not to say/Not stated	485	42.32%	18	41.86%	299	33.33%	40	29.41%	842	37.89%
Grand Total	1146		43		897		136		2222	

Last Quarter	
Headcount	%
551	24.72%
6	0.27%
799	35.85%
3	0.13%
1	0.04%
5	0.22%
5	0.22%
2	0.09%
12	0.54%
845	37.91%
2229	



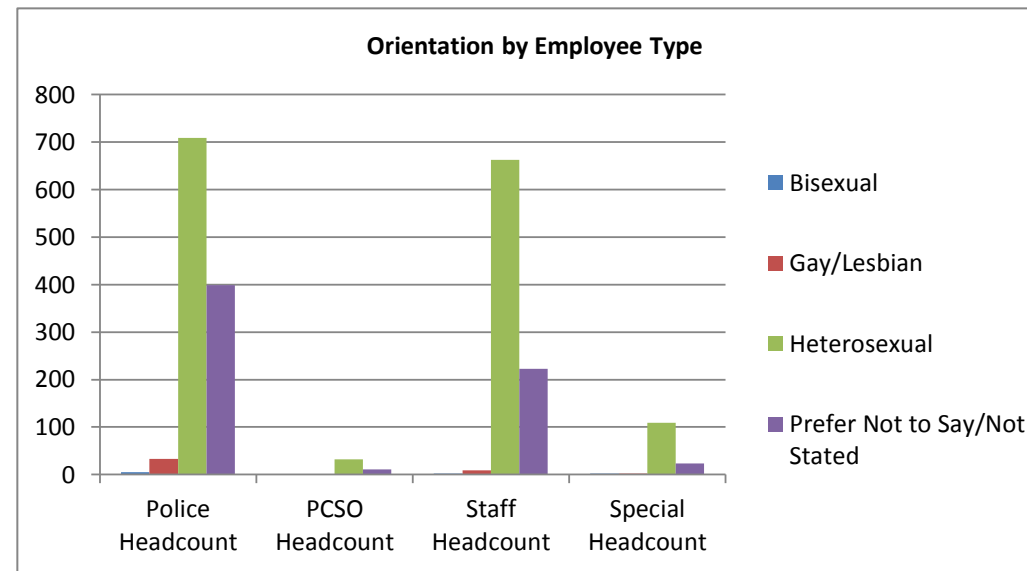
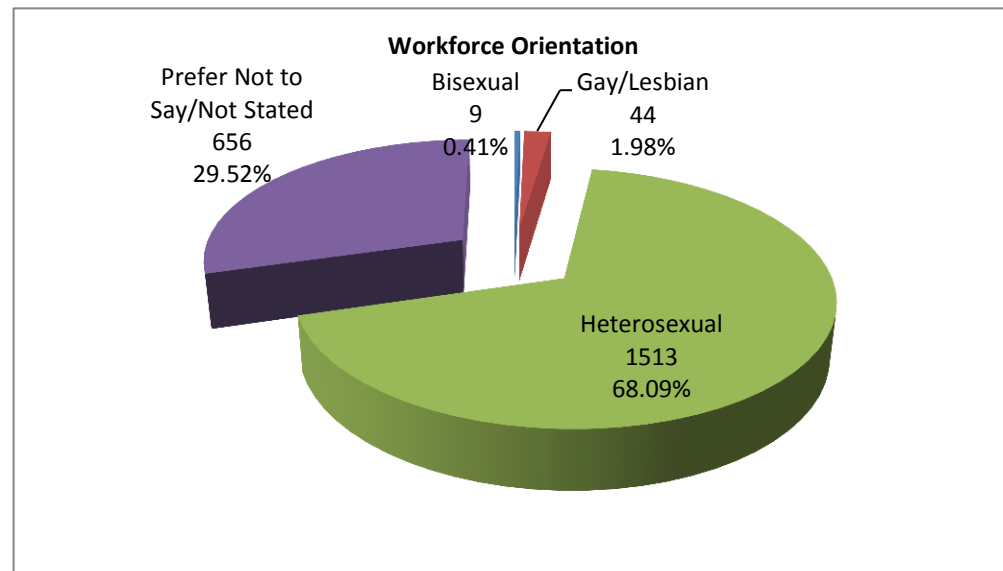
RELIGION CONTINUED

Religion	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Agnostic/Atheist/None	37	19.37%	35	19.34%
Buddhist	5	2.62%	4	2.21%
Christian	62	32.46%	58	32.04%
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	7	3.66%	6	3.31%
Prefer not to say/Not stated	80	41.88%	78	43.09%
Grand Total	191		181	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	5	0.44%	0	0.00%	2	0.22%	2	1.47%	9	0.41%
Gay/Lesbian	33	2.88%	0	0.00%	9	1.00%	2	1.47%	44	1.98%
Heterosexual	709	61.87%	32	74.42%	663	73.91%	109	80.15%	1513	68.09%
Prefer Not to Say/Not Stated	399	34.82%	11	25.58%	223	24.86%	23	16.91%	656	29.52%
Grand Total	1146		43		897		136		2222	

Last Quarter	
Headcount	%
10	0.45%
44	1.97%
1517	68.06%
658	29.52%
2229	

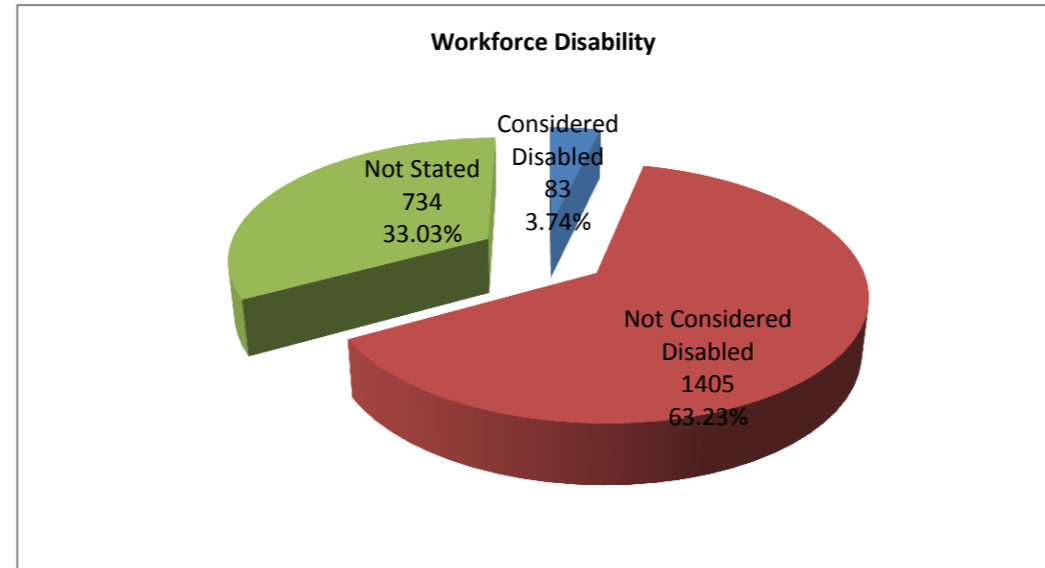
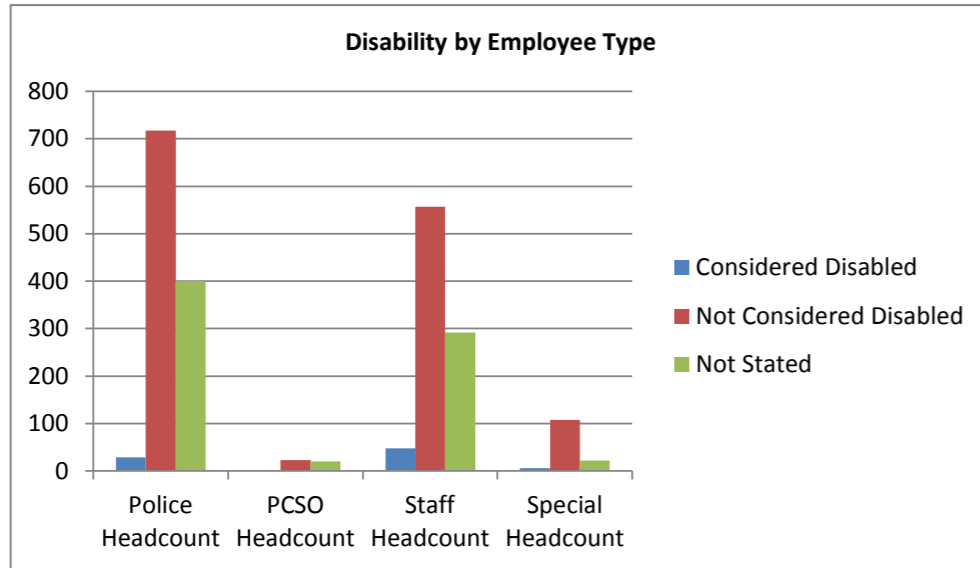


Orientation	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Bisexual	3	1.57%	1	0.55%
Gay/Lesbian	1	0.52%	1	0.55%
Heterosexual	117	61.26%	112	61.88%
Prefer Not to Say/Not Stated	70	36.65%	67	37.02%
Grand Total	191		181	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	29	2.53%	0	0.00%	48	5.35%	6	4.41%	83	3.74%
Not Considered Disabled	717	62.57%	23	53.49%	557	62.10%	108	79.41%	1405	63.23%
Not Stated	400	34.90%	20	46.51%	292	32.55%	22	16.18%	734	33.03%
Grand Total	1146		43		897		136		2222	

Last Quarter	
Headcount	%
84	3.77%
1406	63.08%
739	33.15%
2229	

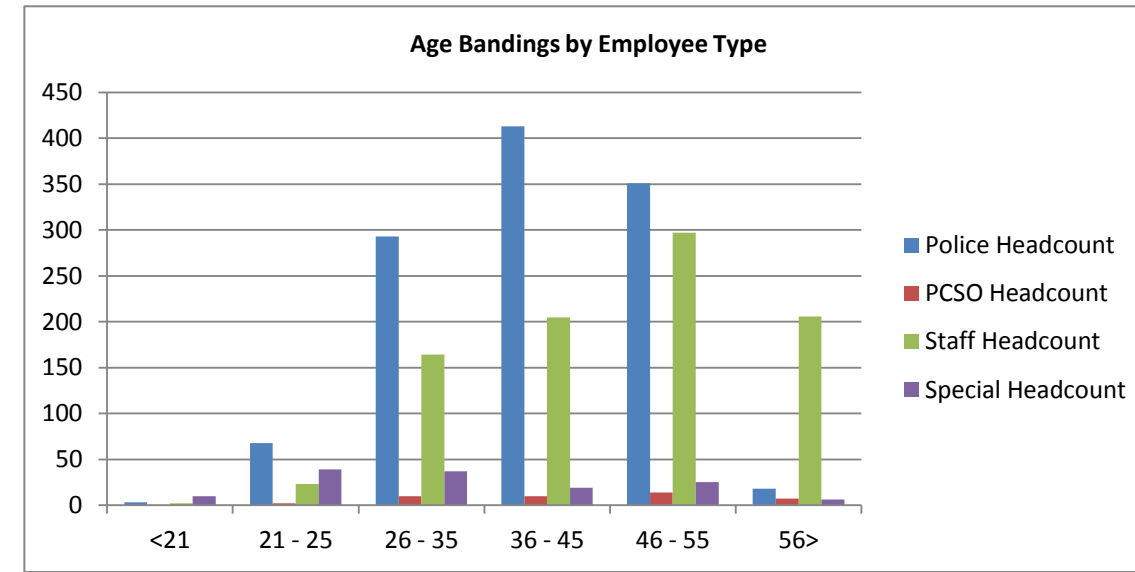
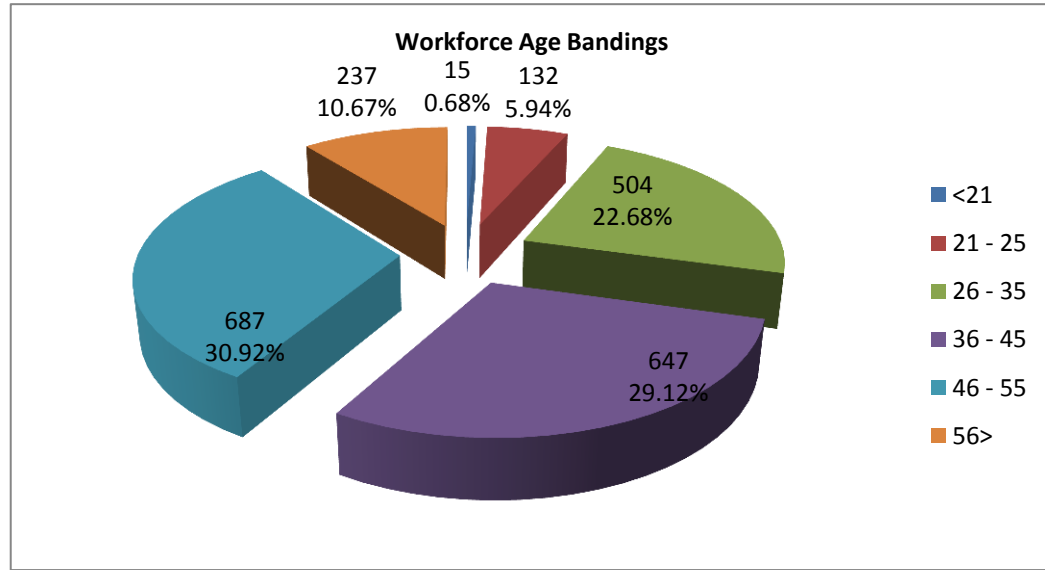


Disability	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
Considered Disabled	6	3.14%	6	3.31%
Not Considered Disabled	153	80.10%	148	81.77%
Not Stated	32	16.75%	27	14.92%
Grand Total	191		181	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	3	0.26%		0.00%	2	0.22%	10	7.35%	15	0.68%
21 - 25	68	5.93%	2	4.65%	23	2.56%	39	28.68%	132	5.94%
26 - 35	293	25.57%	10	23.26%	164	18.28%	37	27.21%	504	22.68%
36 - 45	413	36.04%	10	23.26%	205	22.85%	19	13.97%	647	29.12%
46 - 55	351	30.63%	14	32.56%	297	33.11%	25	18.38%	687	30.92%
56>	18	1.57%	7	16.28%	206	22.97%	6	4.41%	237	10.67%
Grand Total	1146		43		897		136		2222	

Last Quarter	
Last Qtr Headcount	%
16	0.72%
123	5.52%
504	22.61%
650	29.16%
686	30.78%
250	11.22%
2229	



Age	Volunteers			
	This Quarter		Last Quarter	
	Headcount	%	Headcount	%
<21	14	7.33%	12	6.63%
21 - 25	22	11.52%	21	11.60%
26 - 35	18	9.42%	18	9.94%
36 - 45	21	10.99%	23	12.71%
46 - 55	30	15.71%	27	14.92%
56>	86	45.03%	80	44.20%
Not Disclosed		0.00%		0.00%
Grand Total	191		181	