

SUFFOLK CONSTABULARY

Human Resources Management Information

Diversity Report

Q4 2019-20

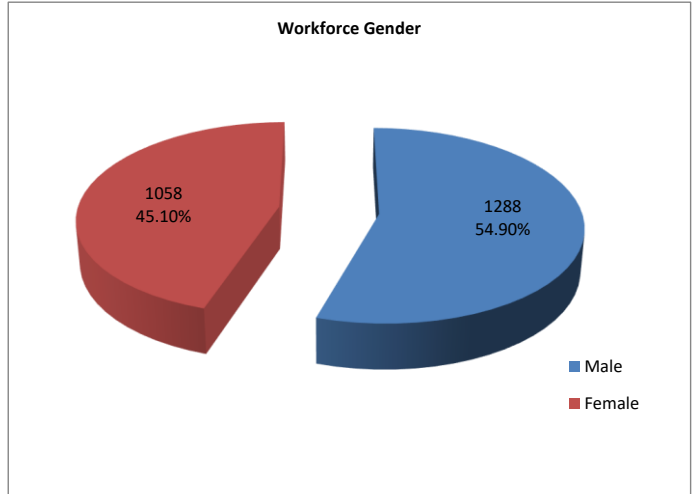
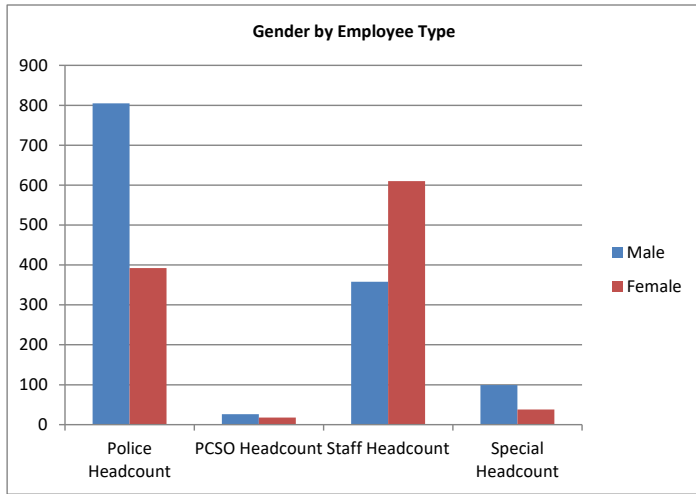
Summary Data

	BME	BME %	Disability	Disability %	LGB	LGB %	Aged 56+	Aged 56+ %
Police Officers	38	3.17%	30	2.31%	49	4.09%	13	1.09%
Poice Staff	16	1.65%	49	5.06%	18	1.86%	202	20.87%
Specials	3	2.19%	6	4.38%	6	4.38%	8	5.84%
Volunteers	3	1.75%	8	#DIV/0!	3	1.75%	72	53.33%
Suffolk Data		3.50%		20.1%*		2%**		26.1%***
Total	60	2.43%	93	3.87%	76	3.07%	295	11.93%

- * 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

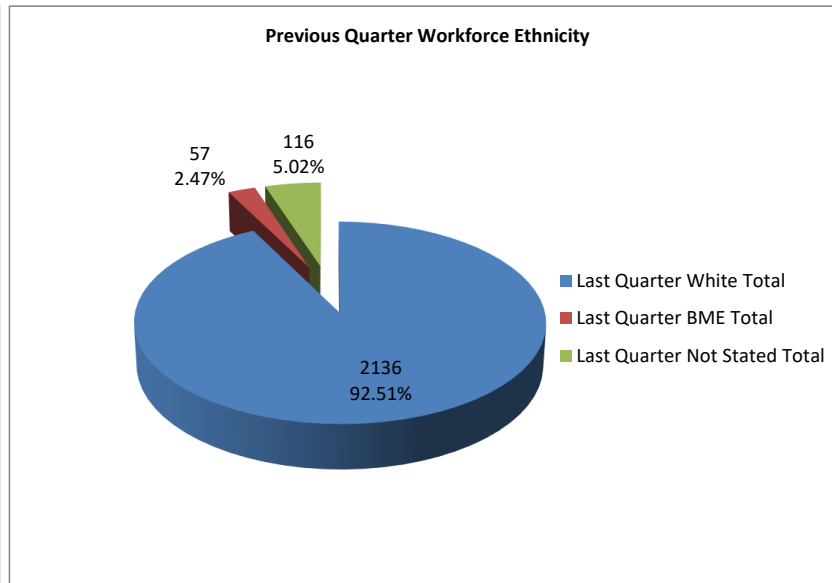
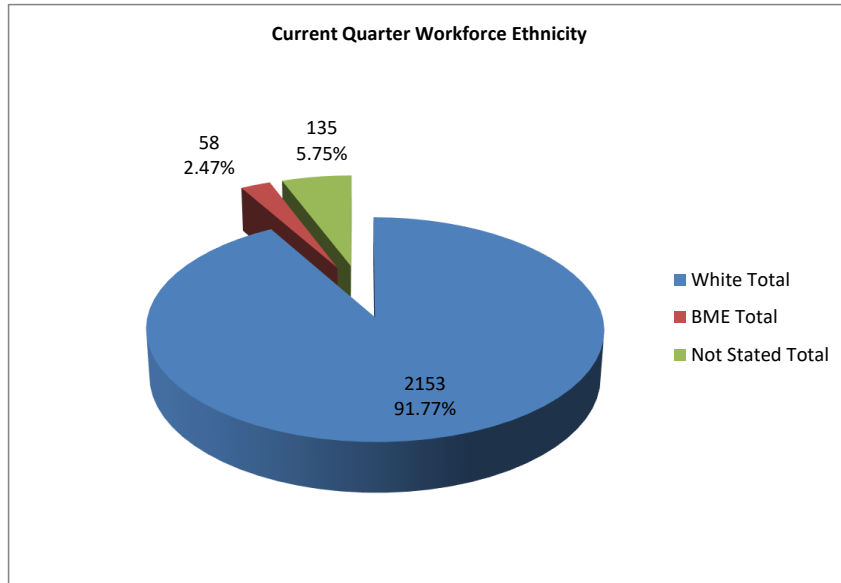
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	805	67.25%	26		358	36.98%	99	72.26%	1288	54.90%
Male (Last Quarter)	788	67.70%	26		358	37.49%	106	73.10%	1278	55.35%
Female	392	32.75%	18		610	63.02%	38	27.74%	1058	45.10%
Female (Last Quarter)	376	32.30%	19		597	62.51%	39	26.90%	1031	44.65%
Grand Total	1197		44		968		137		2346	
Last Quarter Total	1164		45		955		145		2309	



Gender	Volunteers	
	Headcount	%
Male	83	48.54%
Female	88	51.46%
Grand Total	171	

ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1135	94.82%	39	88.64%	852	88.02%	127	92.70%	2153	91.77%
White Total	1135	94.82%	39	88.64%	852	88.02%	127	92.70%	2153	91.77%
Last Quarter White Total	1110	95.36%	38	84.44%	852	89.21%	136	93.79%	2136	92.51%
Mixed	27	2.26%	1	2.27%	7	0.72%	2	1.46%	37	1.58%
Asian	7	0.58%			6	0.62%	1	0.73%	14	0.60%
Black	3	0.25%			3	0.31%	0	0.00%	6	0.26%
Other	1	0.08%			0	0.00%	0	0.00%	1	0.04%
BME Total	38	3.17%	1	2.27%	16	1.65%	3	2.19%	58	2.47%
Last Quarter BME Total	34	2.92%	1	2.22%	17	1.78%	5	3.45%	57	2.47%
Not Stated	24	2.01%	4	9.09%	100	10.33%	7	5.11%	135	5.75%
Not Stated Total	24	2.01%	4	9.09%	100	10.33%	7	5.11%	135	5.75%
Last Quarter Not Stated Total	20	1.72%	6	13.33%	86	9.01%	4	2.76%	116	5.02%
Grand Total	1197		44		968		137		2346	
Last Quarter Total	1164		45		955		145		2309	



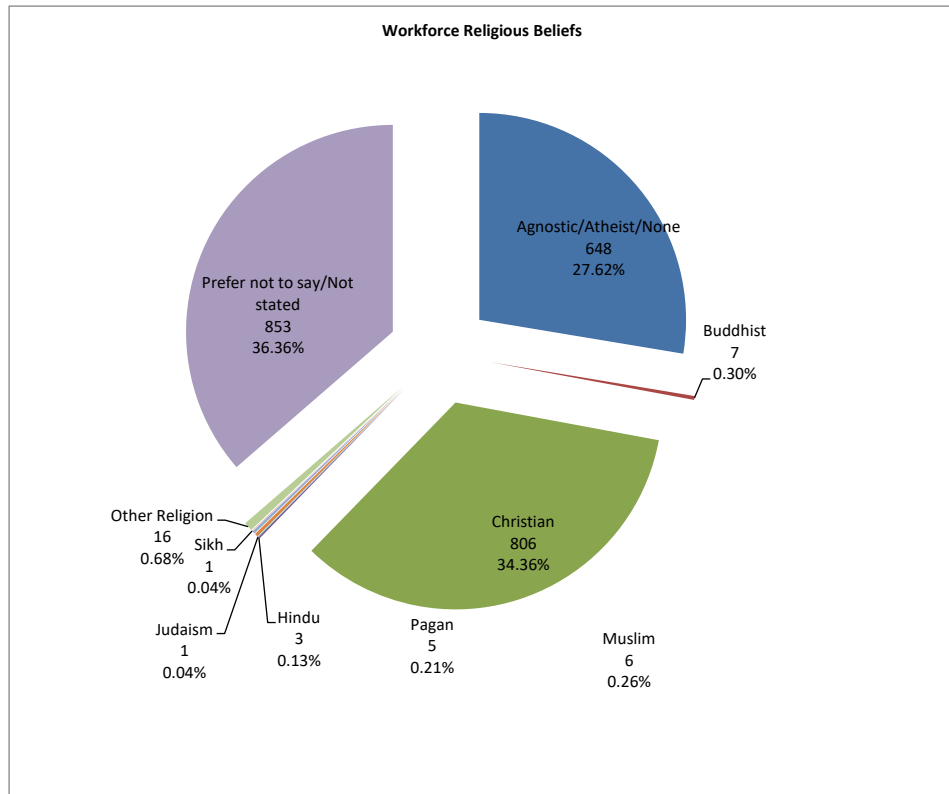
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	127	74.27%
White Total	127	74.27%
Mixed	2	1.17%
Asian	1	0.58%
Black	0	0.00%
Other	0	0.00%
BME Total	3	1.75%
Not Stated	41	23.98%
Not Stated Total	41	23.98%
Grand Total	171	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	358	29.91%	3	6.82%	233	24.07%	54	39.42%	648	27.62%
Buddhist	5	0.42%		0.00%	2	0.21%	0	0.00%	7	0.30%
Christian	358	29.91%	23	52.27%	394	40.70%	31	22.63%	806	34.36%
Hindu	1	0.08%		0.00%	2	0.21%		0.00%	3	0.13%
Judaism		0.00%		0.00%	1	0.10%		0.00%	1	0.04%
Muslim	5	0.42%		0.00%	1	0.10%	0	0.00%	6	0.26%
Pagan	5	0.42%		0.00%	0	0.00%		0.00%	5	0.21%
Sikh	0	0.00%		0.00%	1	0.10%		0.00%	1	0.04%
Other Religion	2	0.17%		0.00%	11	1.14%	3	2.19%	16	0.68%
Prefer not to say/Not stated	463	38.68%	18	40.91%	323	33.37%	49	35.77%	853	36.36%
Grand Total	1197		44		968		137		2346	

Last Quarter	
Headcount	%
620	26.85%
6	0.26%
791	34.26%
3	0.13%
1	0.04%
5	0.22%
5	0.22%
2	0.09%
17	0.74%
859	37.20%
2309	

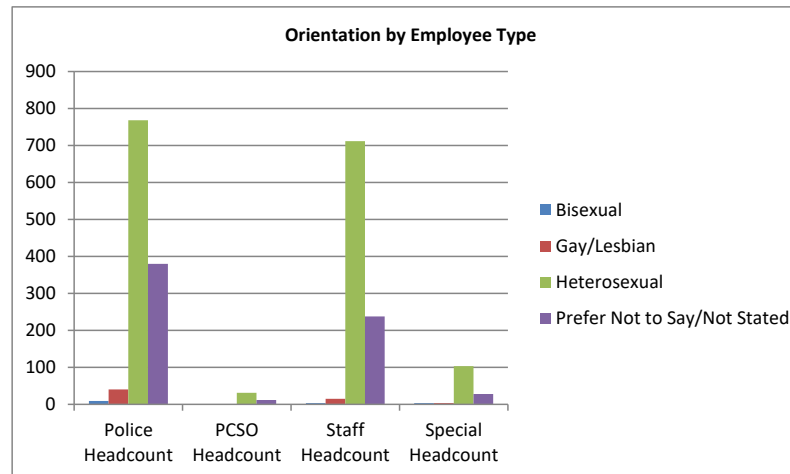
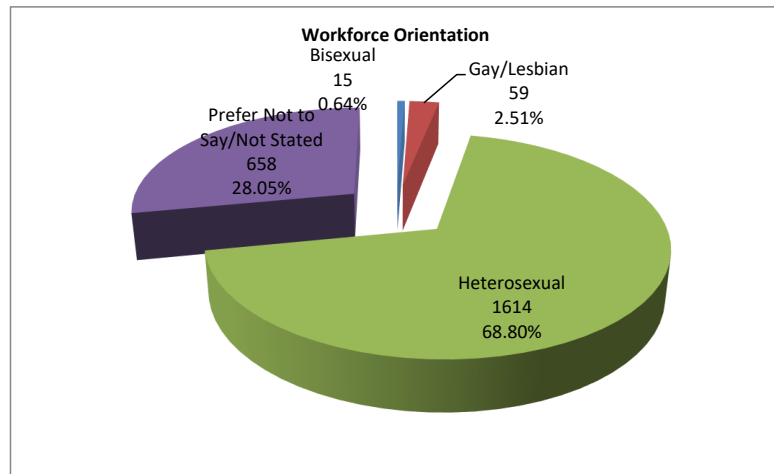


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	29	16.96%
Buddhist	6	3.51%
Christian	59	34.50%
Hindu	1	0.58%
Judaism	0	0.00%
Muslim	0	0.00%
Other	6	3.51%
Prefer not to say/Not stated	70	40.94%
Grand Total	171	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	9	0.75%	0	0.00%	3	0.31%	3	2.19%	15	0.64%
Gay/Lesbian	40	3.34%	1	2.27%	15	1.55%	3	2.19%	59	2.51%
Heterosexual	768	64.16%	31	70.45%	712	73.55%	103	75.18%	1614	68.80%
Prefer Not to Say/Not Stated	380	31.75%	12	27.27%	238	24.59%	28	20.44%	658	28.05%
Grand Total	1197		44		968		137		2346	

Last Quarter	
Headcount	%
14	0.61%
59	2.56%
1575	68.21%
661	28.63%
2309	

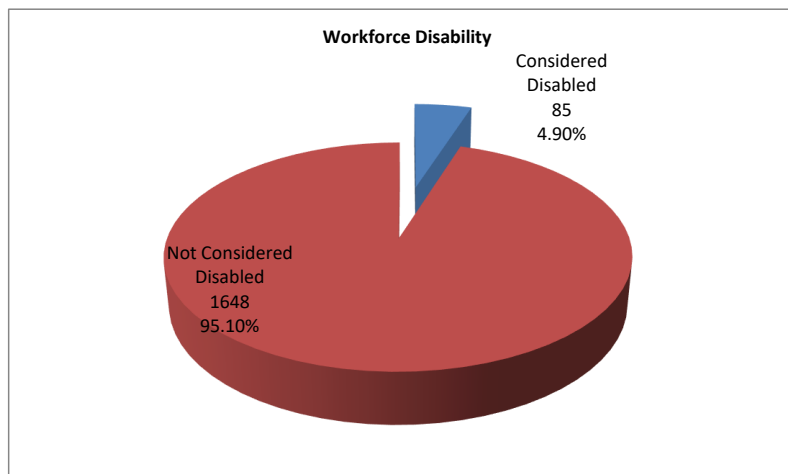
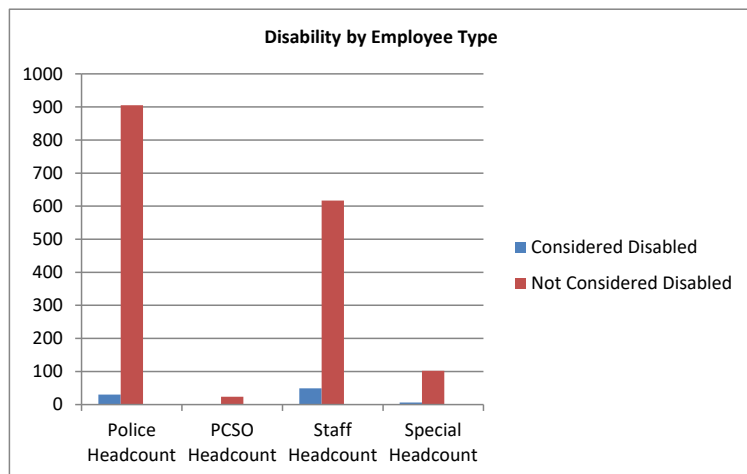


Orientation	Volunteers			
	Headcount	%	Headcount	%
Bisexual	2	1.17%	3	1.66%
Gay/Lesbian	1	0.58%	1	0.55%
Heterosexual	106	61.99%	110	60.77%
Prefer Not to Say/Not Stated	62	36.26%	67	37.02%
Grand Total	171		181	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	30	2.31%	0	0.00%	49	5.06%	6	4.38%	85	3.48%
Not Considered Disabled	905	69.78%	24	54.55%	617	63.74%	102	74.45%	1648	67.38%
Not Stated	362	27.91%	20	45.45%	302	31.20%	29	21.17%	713	29.15%
Grand Total	1297		44		968		137		2446	

Last Quarter	
Headcount	%
82	3.55%
1504	65.14%
723	31.31%
2309	

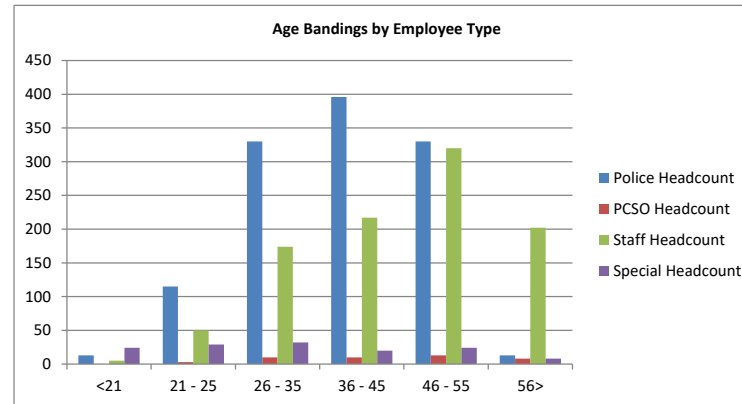
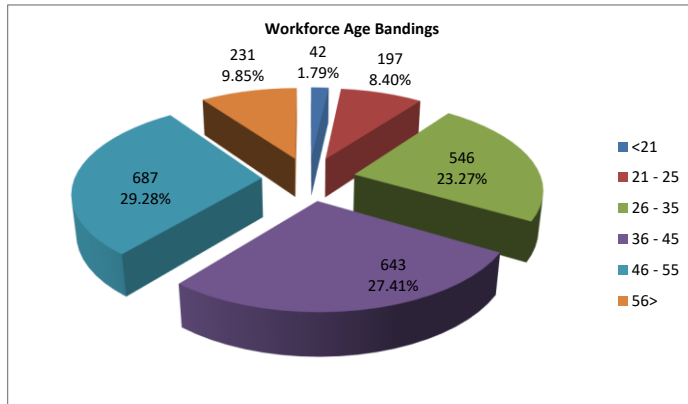


Disability	Volunteers			
	Headcount	%	Headcount	%
Considered Disabled	8	4.68%	9	4.97%
Not Considered Disabled	132	77.19%	139	76.80%
Not Stated	31	18.13%	33	18.23%
Grand Total	171		181	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	13	1.09%		0.00%	5	0.52%	24	17.52%	42	1.79%
21 - 25	115	9.61%	3	6.82%	50	5.17%	29	21.17%	197	8.40%
26 - 35	330	27.57%	10	22.73%	174	17.98%	32	23.36%	546	23.27%
36 - 45	396	33.08%	10	22.73%	217	22.42%	20	14.60%	643	27.41%
46 - 55	330	27.57%	13	29.55%	320	33.06%	24	17.52%	687	29.28%
56>	13	1.09%	8	18.18%	202	20.87%	8	5.84%	231	9.85%
Grand Total	1197		44		968		137		2346	

Last Quarter	
Last Qtr Headcount	%
40	1.73%
181	7.84%
543	23.52%
644	27.89%
672	29.10%
229	9.92%
2309	



Age	Volunteers			
	Headcount	%	Headcount	%
<21	9	5.26%	15	8.77%
21 - 25	21	12.28%	23	13.45%
26 - 35	18	10.53%	17	9.94%
36 - 45	22	12.87%	21	12.28%
46 - 55	29	16.96%	30	17.54%
56>	72	42.11%	75	43.86%
Not Disclosed		0.00%		0.00%
Grand Total	171		181	