

Full Diversity Data Report

February 2020 Edition

In an emergency call **999**
For non emergencies call **101**



www.northants.police.uk



Northamptonshire Police

Fighting crime, protecting people

Table of Contents:

Current Workforce Data

• Workforce Ethnicity Figures	Page 3
• Workforce Gender Figures	Page 3
• Workforce Current Ethnicity /Gender Split	Page 4
• Workforce Age Profile	Page 5
• Workforce Disability Profile	Page 6
• Workforce Marital Status Profile	Page 7
• Workforce Religion Profile	Page 8
• Workforce Sexuality Profile	Page 9
• Workforce Type Profile	Page 10

Key:

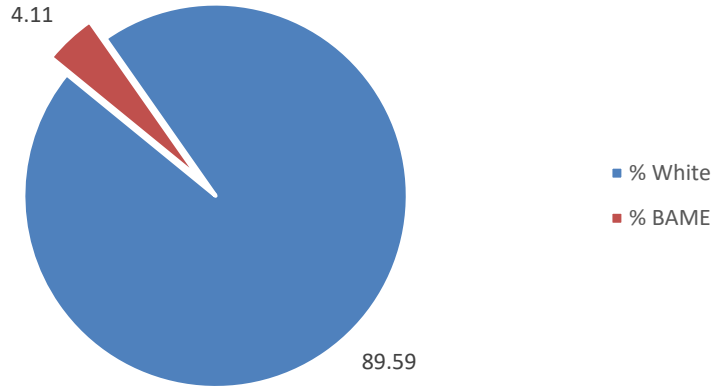
BAME = Black, Asian and Minority Ethnic

For the purposes of this report, we have used Headcount for all employees

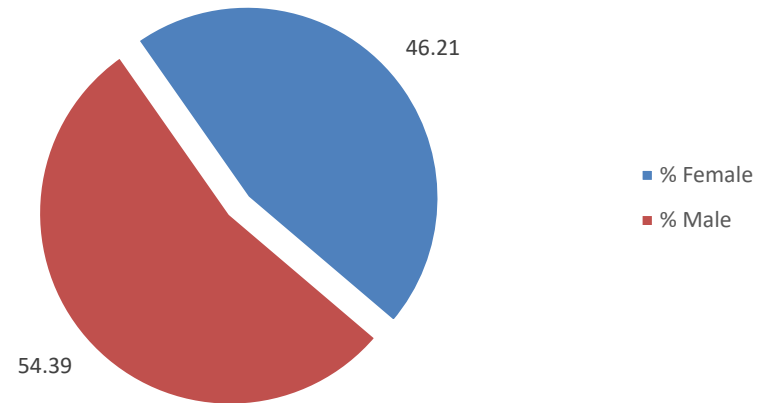
Workforce Ethnicity/Gender Figures

(All data as of: 31st January 2020)

Ethnicity across the Force



Gender Split across the Force



ETHNICITY

Employee type	BAME	Not Stated	White	%BAME	Total
PCSO	5	1	92	5.10	98
Police Officer	52	56	1207	3.95	1315
Special	9	48	195	3.57	252
Staff	37	55	837	3.98	929
Volunteer	7	25	69	6.93	101
Total	110	185	2400	4.08	2695

GENDER

Employee type	Female	Male	% Female	% Male	Total
PCSO	46	52	46.94	53.06	98
Police Officer	444	871	33.76	66.24	1315
Special	68	184	26.98	73.02	252
Staff	630	299	67.81	32.19	929
Volunteer	50	51	49.50	50.50	101
Total	1238	1457	45.94	54.06	2695

Workforce Ethnicity/Gender Split

(All data as of: 31st January 2020)

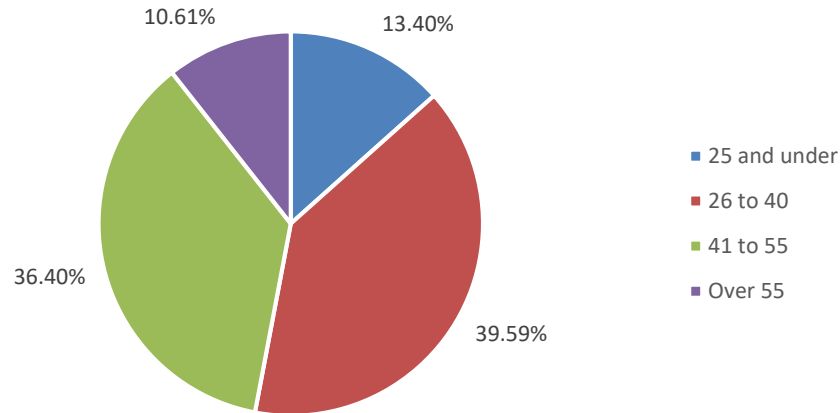
Employee type	Gender	BAME	Not Stated	White	% BAME in Gender	Total
PCSO	Female	1	1	44	2.2%	46
	Male	4		48	7.7%	52
Police Officer	Female	15	17	412	3.4%	444
	Male	37	39	795	4.2%	871
Special	Female	3	11	54	4.4%	68
	Male	6	37	141	3.3%	184
Staff	Female	29	41	560	4.6%	630
	Male	8	14	277	2.7%	299
Volunteer	Female	3	11	36	6.0%	50
	Male	4	14	33	7.8%	51
Total		110	185	2400	4.08%	2695

Workforce Age Profile

(All data as of: 31st January 2020)

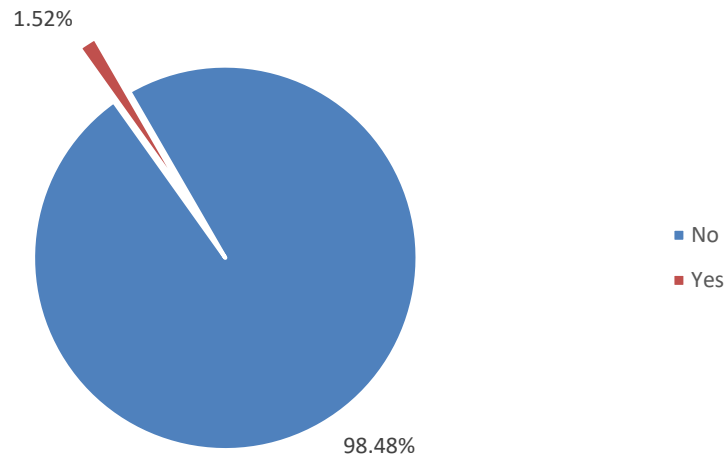
Employee type	25 and under		26 to 40		41 to 55		Over 55		Total
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	
PCSO	10	10.20%	38	38.78%	37	37.76%	13	13.27%	98
Police Officer	155	11.79%	602	45.78%	546	41.52%	12	0.91%	1315
Special	124	49.21%	94	37.30%	26	10.32%	8	3.17%	252
Staff	56	6.03%	310	33.37%	349	37.57%	214	23.04%	929
Volunteer	16	15.84%	23	22.77%	23	22.77%	39	38.61%	101
Total	361	13.40%	1067	39.59%	981	36.40%	286	10.61%	2695

Overall Workforce Age Profile



Employee type	Not declared		Yes Declared		Total
	Count	Percentage	Count	Percentage	
PCSO	96	98%	2	2%	98
Police Officer	1302	99%	13	1%	1315
Special	252	100%	0	0%	252
Staff	903	97%	0	0%	929
Volunteer	101	100%	26	26%	101
Total	2654	98.48%	41	1.52%	2695

Overall Disability Profile

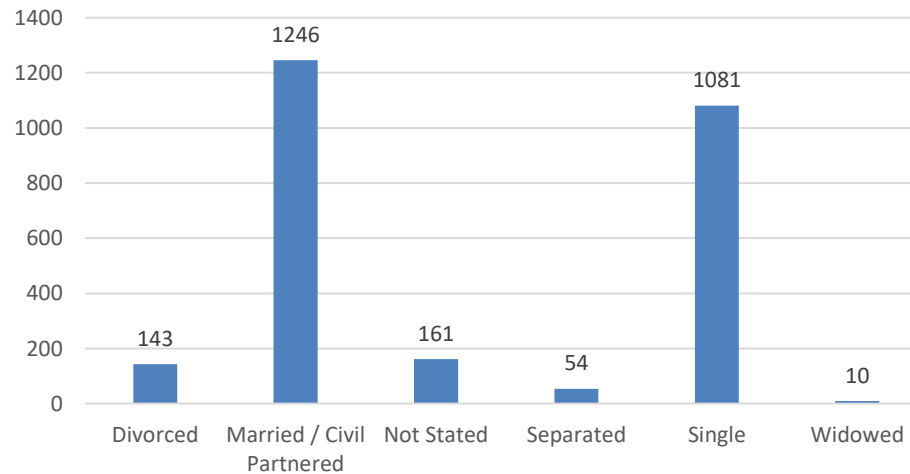


Workforce Marital Status Profile

(All data as of: 31st January 2020)

Employee type	Divorced	Married / Civil Partnered	Not Stated	Separated	Single	Widowed	Total
PCSO	9	50	4	3	32		98
Police Officer	47	643	52	24	548	1	1315
Special	5	38	46	4	159		252
Staff	78	486	33	21	303	8	929
Volunteer	4	29	26	2	39	1	101
Total	143	1246	161	54	1081	10	2695

Overall Marital Status Profile



Workforce Religion Profile

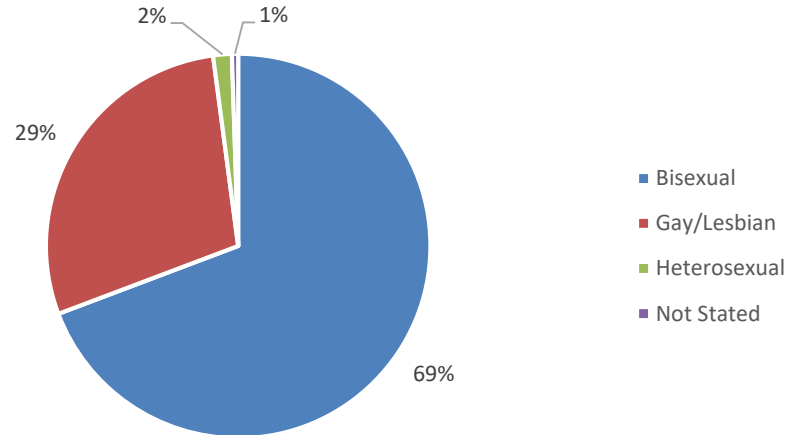
(All data as of: 31st January 2020)

Employee type	Christian	Hindu	Jewish	Muslim	Sikh	Zoroastrianism	Not Stated	No Religion	Total
PCSO	41			1			22	34	98
Police Officer	316	1		7	2	1	627	361	1315
Special	48			2	2		102	98	252
Staff	219	2	1	3	4		453	247	929
Volunteer	26	1					48	26	101
Grand Total	650	4	1	13	8	1	1252	766	2695

Employee type	Christian	Hindu	Jewish	Muslim	Sikh	Zoroastrianism	Not Stated	No Religion	Total
PCSO	41.8%	0.0%	0.0%	1.0%	0.0%	0.0%	22.4%	34.7%	98
Police Officer	24.0%	0.1%	0.0%	0.5%	0.2%	0.1%	47.7%	27.5%	1315
Special	19.0%	0.0%	0.0%	0.8%	0.8%	0.0%	40.5%	38.9%	252
Staff	23.6%	0.2%	0.1%	0.3%	0.4%	0.0%	48.8%	26.6%	929
Volunteer	25.7%	1.0%	0.0%	0.0%	0.0%	0.0%	47.5%	25.7%	101
Total	24.12%	0.15%	0.04%	0.48%	0.30%	0.04%	46.46%	28.42%	2695

Employee type	Bisexual	Gay/Lesbian	Heterosexual	Not Stated	Total
PCSO		4	15	79	98
Police Officer	10	17	370	918	1315
Special	2	7	90	153	252
Staff	1	13	220	695	929
Volunteer	1	2	37	61	101
Total	14	43	732	1906	2695

Overall Sexuality Profile



Workforce Type Profile

(All data as of: 31st January 2020)

Employee type	Full time	Part Time	Zero Hours	Career Break	Special	Volunteer	Total
PCSO	75	23					98
Police Officer	1179	121		15			1315
Special					252		252
Staff	685	208	33	3			929
Volunteer						101	101
Total	1939	352	33	18	252	101	2695

Employee type	Full time	Part Time	Zero Hours	Career Break	Special	Volunteer	Total
PCSO	76.53%	23.47%	0.00%	0.00%	0.00%	0.00%	98
Police Officer	89.66%	9.20%	0.00%	1.14%	0.00%	0.00%	1315
Special	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	252
Staff	73.74%	22.39%	3.55%	0.32%	0.00%	0.00%	929
Volunteer	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	101
Total	71.95%	13.06%	1.22%	0.67%	9.35%	3.75%	2695