

Full Diversity Data Report

October 2019 Edition

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



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Northamptonshire Police

Fighting crime, protecting people

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Key:

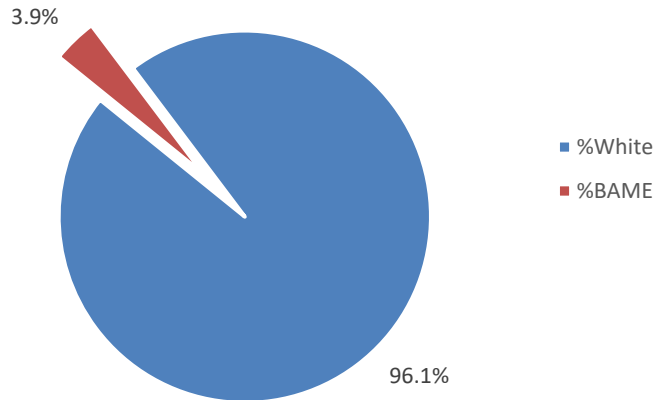
BAME = Black, Asian and Minority Ethnic

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

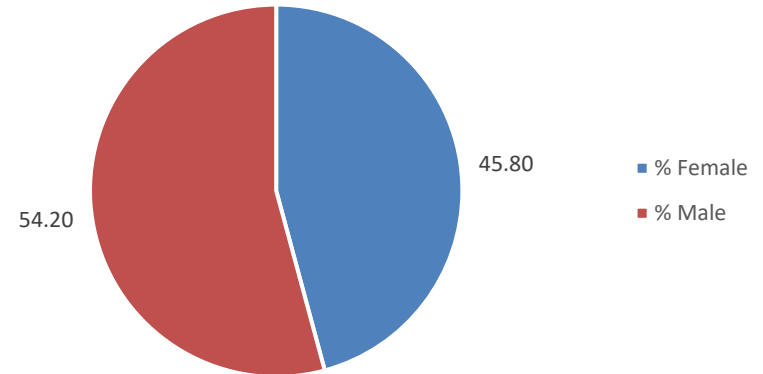
Workforce Ethnicity/Gender Figures

(All data as of: **October 2019**)

Ethnicity across the Force



Gender Split across the Force



ETHNICITY

Employee type	BAME	Not Stated	White	%BAME	Total
PCSO	5	1	95	4.95	101
Police Officer	49	54	1191	3.79	1294
Special	11	60	195	4.14	266
Staff	34	54	833	3.69	921
Volunteer	7	23	67	7.22	97
Total	106	192	2381	3.96	2679

GENDER

Employee type	Female	Male	% Female	% Male	Total
PCSO	47	54	46.53	53.47	101
Police Officer	443	851	34.23	65.77	1294
Special	60	206	22.56	77.44	266
Staff	628	293	68.19	31.81	921
Volunteer	49	48	50.52	49.48	97
Total	1227	1452	45.80	54.20	2679

Workforce Ethnicity/Gender Split

(All data as of: **October 2019**)

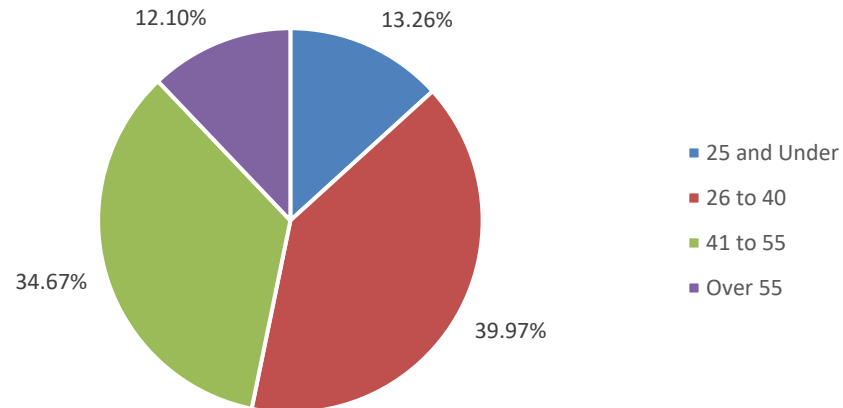
Employee type	Gender	BAME	Not Stated	White	% BAME in Gender	Total
PCSO	Female	1	1	45	2.1%	47
	Male	4	0	50	7.4%	54
Police Officer	Female	14	16	413	3.2%	443
	Male	35	38	778	4.1%	851
Special	Female	3	13	44	5.0%	60
	Male	8	47	151	3.9%	206
Staff	Female	3	10	36	6.1%	49
	Male	4	13	31	8.3%	48
Volunteer	Female	26	40	562	4.1%	628
	Male	8	13	270	2.7%	291
Total		106	191	2380	4%	2677

Workforce Age Profile

(All data as of: **October 2019**)

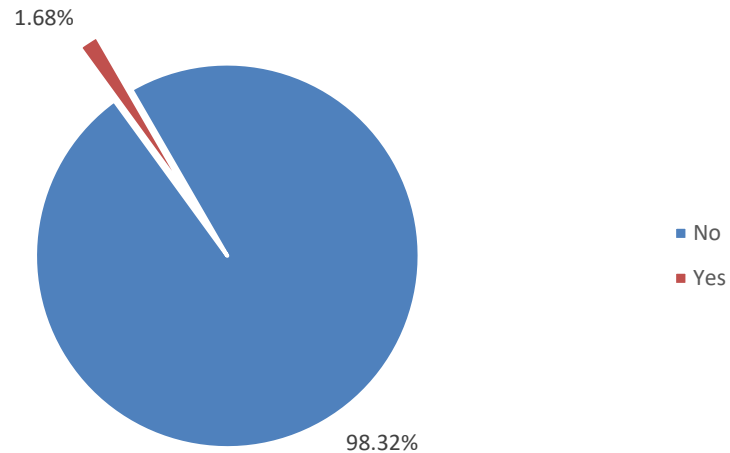
Employee type	25 and under		26 to 40		41 to 55		Over 55		Total
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	
PCSO	10	9.90%	38	37.62%	38	37.62%	15	14.85%	101
Police Officer	144	11.13%	600	46.37%	531	41.04%	19	1.47%	1294
Special	125	46.99%	101	37.97%	26	9.77%	14	5.26%	266
Staff	15	15.46%	21	21.65%	21	21.65%	40	41.24%	97
Volunteer	61	6.64%	310	33.73%	312	33.95%	236	25.68%	919
Total	355	13.26%	1070	39.97%	928	34.67%	324	12.10%	2677

Overall Workforce Age Profile



Employee type	Not declared		Yes Declared		Total
	Count	Percentage	Count	Percentage	
PCSO	99	98%	2	2%	101
Police Officer	1277	99%	17	1%	1294
Special	266	100%	0	0%	266
Volunteer	97	100%	0	0%	97
Staff	893	97%	26	3%	919
Total	2632	98.32%	45	1.68%	2677

Overall Disability Profile

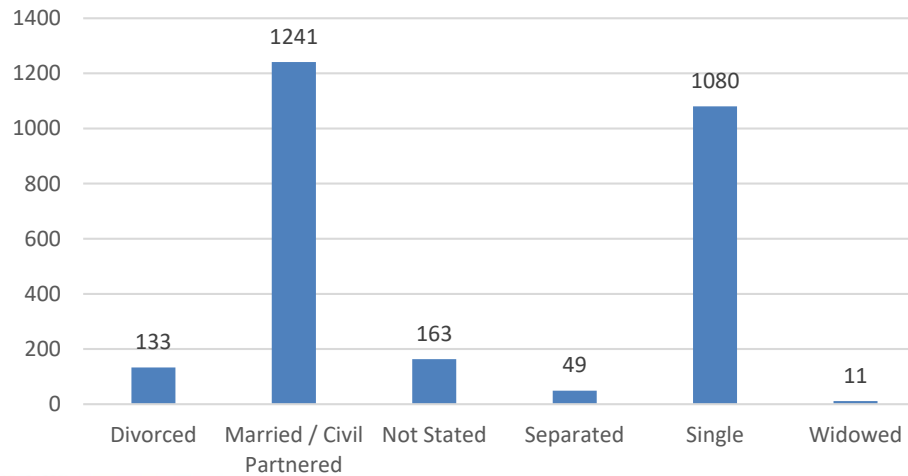


Workforce Marital Status Profile

(All data as of: **October 2019**)

Employee type	Divorced	Married / Civil Partnered	Not Stated	Separated	Single	Widowed	Total
PCSO	8	51	4	4	34		101
Police Officer	38	641	50	22	542	1	1294
Special	6	42	54	3	161		266
Volunteer	4	29	25	2	36	1	97
Staff	77	478	30	18	307	9	919
Total	133	1241	163	49	1080	11	2677

Overall Marital Status Profile



Workforce Religion Profile

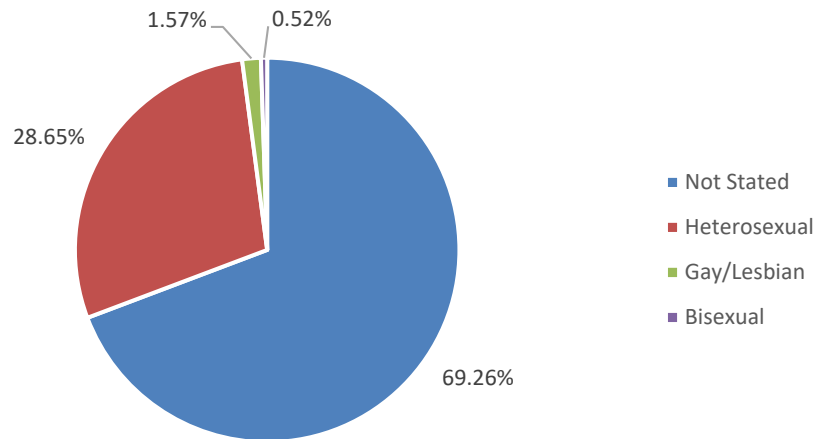
(All data as of: **October 2019**)

Employee type	Any other religion	Christian	Hindu	Jewish	Muslim	Sikh	No Religion	Not Stated	Total
PCSO	1	43			1		33	23	101
Police Officer	12	230			5	2	288	757	1294
Special	1	2					1	262	266
Volunteer	2	16	1				16	62	97
Staff	5	118	2	1	3	1	130	659	919
Total	21	409	3	1	9	3	468	1763	2677

Employee type	Any other religion	Christian	Hindu	Jewish	Muslim	Sikh	No Religion	Not Stated
PCSO	1%	43%	0%	0%	1%	0%	33%	23%
Police Officer	1%	18%	0%	0%	0%	0%	22%	59%
Special	0%	1%	0%	0%	0%	0%	0%	98%
Volunteer	2%	16%	1%	0%	0%	0%	16%	64%
Staff	1%	13%	0%	0%	0%	0%	14%	72%
Total	0.78%	15.28%	0.11%	0.04%	0.34%	0.11%	17.48%	65.86%

Employee type	Not Stated	Heterosexual	Gay/Lesbian	Bisexual	Total
PCSO	82	15	4	0	101
Police Officer	893	374	17	10	1294
Special	143	114	7	2	266
Volunteer	57	37	2	1	97
Staff	679	227	12	1	919
Total	1854	767	42	14	2677

Overall Sexuality Profile



Workforce Type Profile

(All data as of: **October 2019**)

Employee type	Career Break	Full Time	Part time	Special	Volunteer	Zero Hours	Total
PCSO		77	24				101
Police Officer	14	1155	125				1294
Special				266			266
Volunteer					97		97
Staff		674	208			37	919
Total	14	1906	357	266	97	37	2677

Employee type	Career Break	Full Time	Part time	Special	Volunteer	Zero Hours
PCSO	0.00%	76.24%	23.76%	0.00%	0.00%	0.00%
Police Officer	1.08%	89.26%	9.66%	0.00%	0.00%	0.00%
Special	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Volunteer	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Staff	0.00%	73.34%	22.63%	0.00%	0.00%	4.03%
Total	0.52%	71.20%	13.34%	9.94%	3.62%	1.38%