

## Appendix 4

### Projected impact of the Equip to Achieve Programme on BME police officer progression over the next 4 years

The following information is calculated with the assumption that *half* of the *total* number of programme members at each rank will be successful at gaining promotion after completion of the programme.

#### Constable to Sergeant:

Year	No. Achieve delegates completing the programme per year	No. BME officers who will be promoted without Achieve	% Natural increase in promotions without Achieve	No. BME officers who will be promoted with Achieve	% Increase in BME promotions using Achieve
2008	(Programme commences)	243 currently in MPS		-	-
2009	2	258	4.6%	260	4.7%
2010	6	274	5.0%	280	5.1%
2011	10	289	5.2%	299	5.4%
2012	14	304	5.5%	318	5.8%

#### Sergeant to Inspector:

8. Year	No. Achieve delegates completing the programme per year	No. BME officers who will be promoted without Achieve	% Natural increase in promotions without Achieve	No. BME officers who will be promoted with Achieve	% Increase in BME promotions using Achieve
2008	(Programme commences)	68 currently in MPS			
2009	2	72	4.3%	74	4.4%
2010	6	77	4.6%	83	4.9%
2011	10	82	4.8%	92	5.4%
2012	14	87	5.1%	101	5.9%

**Inspector to Chief Inspector:**

<b>Year</b>	<b>No. Achieve delegates completing the programme per year</b>	<b>No. BME officers who will be promoted without Achieve</b>	<b>% Natural increase in promotions without Achieve</b>	<b>No. BME officers who will be promoted with Achieve</b>	<b>% Increase in BME promotions using Achieve</b>
2008	(Programme commences)	21 Currently in MPS			
2009	2	23	4.8%	25	5.2%
2010	5	25	5.2%	30	6.2%
2011	8	27	5.5%	35	7.2%
2012	11	28	5.9%	39	8.2%

**Chief Inspector to Superintendent:**

<b>Year</b>	<b>No. Achieve delegates completing the programme per year</b>	<b>No. BME officers who will be promoted without Achieve</b>	<b>% natural increase in promotions without Achieve</b>	<b>No. BME officers who will be promoted with Achieve</b>	<b>% Increase in BME promotions using Achieve</b>
2008	(Programme commences)	7 currently in MPS			
2009	2	8	3.5%	10	4.4%
2010	5	8	3.8%	13	6.1%
2011	8	9	4.1%	17	7.7%
2012	11	10	4.4%	21	9.4%