

# The Metropolitan Police Service Duty in Employment Report

April 2009 – March 2010



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Relevant to	The Metropolitan Police Service and the wider community
Summary	Analysis into the six diversity strands and the MPS workforce
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## **Section A: Introduction**

### **A.1: Overview**

The Race Relations (Amendment) Act of 2000 places a specific duty upon police forces, including the Metropolitan Police Service (MPS), to publicise annual monitoring data with reference to gender and race. This report will present data from the 2009-10 financial year.

This report will monitor the performance of the MPS against the six diversity strands (age, gender, sexual orientation, faith or belief, race and disability) where data is available (please see the *Limitations* section below for further information on unavailability of data). Where possible, the MPS population will be benchmarked against the economically active population (EAP) of London, to ascertain whether the organisation is representative of the community it serves, and to identify if the trends experienced by the MPS are particular to the organisation or are more widely-held issues.

### **A.2: Methodology**

The data utilised in this report has been gathered from various MPS databases. Population where possible is presented in terms of actual staff headcount rather than FTE. This is so that an accurate picture of who is employed by the MPS can emerge; the section on part-time working will examine whether some groups are more likely to work part-time than others.

This report will present ethnic background data utilising the 16+1 Ethnic Classification System where possible. This is not possible for the sections pertaining to Performance Development Reviews and Training, as the methods of data capture do not break the ethnicity section down to individual ethnic backgrounds.

Where changes in trend have occurred from the previous financial year, this will be commented on.

### **A.3: Limitations**

One key limitation of this report is that all diversity data is provided voluntarily by employees and captured on the MPS' computerised HR database, MetHR. This means that while diversity data across all six diversity strands is present in this report for the population as a whole, it is not present within every section of this report.

Training data is compiled by various units across the MPS rather than being held centrally, since training is delivered in many locations MPS-wide, and is requested through training request forms (known as Form 7533s) which are completed by the individual concerned and submitted to the local HR unit. These provide information on the ethnic background, age, gender and disability status of staff, but do not provide information on the faith or sexual orientation strands. The collation of these forms is undertaken by individual HR units and covers the period 1 February 2009

to 31 January 2010, rather than the 2009-10 financial year. Some boroughs have not provided this information. Once the PeopleServices HR model is adopted within the MPS (this will occur during the 2010-11 financial year), training requests will be made electronically, which will enable each and every training request to be recorded and analysed.

#### **A.4: Report Background and Introduction**

The Race Relations (Amendment) Act of 2000 requires the MPS to make the following data available:

- The numbers of staff in post
- Applicants for employment, training and promotion
- Staff who receive training, benefit or suffer detriment from Performance Assessment Procedures, are involved in grievances, are subject to disciplinary procedures or cease employment.

This report will aim to provide information on the issues above – with particular emphasis on race, gender and disability where the data is available. The information in this report relates to the period 1<sup>st</sup> April 2009 – 31<sup>st</sup> March 2010<sup>1</sup>.

#### **A.5: The MPS Mission, Priorities and Values**

Our mission is: Working Together for a Safer London. This means:

- Increasing public confidence and satisfaction
- Preventing and reducing crime, disorder and vulnerability
- Increasing safety and security
- Improving quality of service
- Being efficient and effective.

The Metropolitan Police Service priorities are safety for our public and confidence for our communities. These will be delivered through the 5 P's:

- Presence
- Performance
- Productivity
- Professionalism
- Pride.

The following are the MPS values:

Working together with all our citizens, all our partners and all our colleagues:

We will be proud to deliver quality policing. There is no greater priority.

We will build trust by listening and responding.

We will respect and support each other and work as a team.

We will learn from experience and find ways to be even better.

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<sup>1</sup> Where available – Training data covers the period 1st February 2009 – 31st January 2010.

## **A.6: The MPS Diversity and Equality Strategy, Equalities Scheme and Equality Strand**

The MPS Diversity and Equality Strategy 2009-2013 was launched on 1<sup>st</sup> December 2009. It is a strategic plan that drives our response to the critical issues of diversity and equality, while setting out our aims and objectives. It is divided into four themes:

- Fair and responsive services: delivering efficient and effective policing services that are fair and clearly responsive to the diverse needs of the people we serve
- Community engagement: enhancing engagement with all communities by listening and responding to their needs
- Workforce and culture: building and developing a talented workforce and working culture that promotes mutual respect and teamwork in the MPS
- Governance: monitoring progress, taking responsibility and being accountable for our performance

The Equalities Scheme is comprised of the key aspects of all local action plans.

The Equalities Scheme is the organisation's action plan for achieving the Diversity and Equality Strategy. It was created through effective partnership and dialogue with Londoners and our colleagues, and sets the standard for how people can expect to be treated in and by the MPS, as we seek to put London's diverse citizens at the heart of everything we do.

The Scheme provides a framework through which policies and procedures are assessed, reviewed and consulted on to ensure that we promote the positive aspects of the duties set out in law and ensure we do not discriminate on the basis of age, disability, gender, race, religious belief or faith or sexual orientation. The MPS workforce has a legal responsibility to promote equality and diversity.

As part of the Scheme we will:

- Work towards achieving excellence in the Equality Standard for the Police Service of England and Wales.
- Consolidate a range of training programmes to equip our people to deliver equality in policing services and in our employment practice.
- Streamline governance arrangements to progress diversity.
- Continue engagement with stakeholders inside and outside the MPS.
- Measure performance.

The Equality Standard for the Police Service was launched on 2<sup>nd</sup> December 2009. Using this, we will monitor how effectively we are addressing the activities set out in the Equalities Scheme. To find out more, please visit the Diversity and Citizen Focus section of the MPS website, <http://www.met.police.uk/dcf/index.htm>.

## **A.7: MPS Activity and Achievements**

### **A.7.1 Staff Associations**

Many staff associations exist within the MPS to support staff. These encompass all six diversity strands – for example, some of the staff associations relating to religion, faith or belief include the Association of Muslim Police, the Catholic Police Guild, the Christian Police Association, the Jewish Police Association, the Metropolitan Police Hindu Association and the Sikh Police Association.

A new Transgender Staff Support Association was launched on 11<sup>th</sup> November 2009, and the Transgender Recognition Policy was introduced. This arose primarily due to improved legislative protections in the workplace, aligned with a desire within the MPS to improve an understanding of transgender issues.

### **A.7.2 Leadership and Training**

The Promoting Difference programme of development options was introduced in January 2008. This programme continues to develop high-achieving officers and staff from under-represented groups. In 2009-10, 28 BME police officers who had taken part in the Promoting Difference programme gained promotion to the next rank. 425 police officers and police staff from under-represented groups are currently being supported on their continuous career development by the Promoting Difference programme.

An ongoing menu of development options for Staff Support Association Chairpersons and Executive members has been created and delivered by the Leadership Academy in consultation with SAMURAI<sup>2</sup> (a forum with representation from all staff Support Associations).

The Promoting Difference team is supporting Operation Trident on a mentoring and attachments scheme to increase the numbers of BME officers joining the team; 40 mentors have been trained, 20 are matched up with mentees.

A range of support and development options for women returning to work following maternity leave has been developed; these are advertised in every maternity pack.

In 2009-10, Deaf awareness and basic sign language courses were delivered to managers and colleagues of Deaf staff.

The MPS runs the Positive Action Leadership Programme (PALP), aimed at all staff from under-represented groups. This is particularly relevant to Constables, Sergeants, newly promoted Inspectors and substantive police staff of similar grades (Band D and below). It is aimed at encouraging officers and police staff from under-represented groups to develop, either laterally, into a specialist role, or through promotion. A questionnaire was sent out to PALP participants in 2009. The results were very encouraging – 47.62% of those who responded had applied for promotion or lateral progression since attending the programme. 41.66% of those who responded had been successful in their application.

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<sup>2</sup> Staff Associations Meeting Up Regularly and Interacting

## **Section B: Analysis**

### **B.1: Key Findings**

#### **B.1.1: Ethnic Background**

As at 31<sup>st</sup> March 2010, 15.74% of all MPS employees<sup>3</sup> were BME. One year earlier, this figure was 14.74%, so it is evident that success was achieved during 2009/10 in attracting staff from diverse ethnic backgrounds. This 1% increase follows a 0.32% increase experienced in the previous financial year. This period saw the BME police officer population grow from 8.75% of the total officer population to 9.30%.

The success rates for training applications for BME and non-BME applicants were very similar, with BME staff enjoying a slightly higher success rate.

Non-BME staff experienced slightly higher Performance Development Review box markings than their BME colleagues across all role types. This is likely to be influenced by the length of service experienced by staff in each role type, as the length of service profile for BME staff is different to that of non-BME staff, with BME staff on average being more likely to be newer to the organisation.

The overall BME success rate for police officer promotions (and the lateral Constable to Detective Constable process) was higher than the non-BME success rate (60.75% and 51.46% respectively).

BME employees were slightly more likely to take career breaks than non-BME employees. This could be linked to the age and length of service profile for BME and non-BME employees. Non-BME employees were more likely to work part-time than their BME colleagues.

BME employees were slightly more likely to initiate Fairness at Work procedures than non-BME employees. BME staff were also more likely to be involved in discipline cases than non-BME staff (although the small numbers of discipline cases for many of the ethnic backgrounds make it difficult to assess whether there is genuine disproportionality between the different ethnic backgrounds). BME staff were more likely to be involved in Employment Tribunals than other groups. These trends could be influenced by the length of service profiles experienced by each of the different ethnic backgrounds, as these differ considerably.

Attrition rates for voluntary resignation/transferring to another police force are very similar for BME and non-BME officers, suggesting no disproportionality is occurring. Higher proportions of non-BME officers retired – this is unsurprising given the higher numbers of non-BME officers in the 20+ years' service groupings (higher proportions of BME officers are to be found in the 0-4 and 5-9 years' service groupings).

#### **B1.2: Key Findings: Gender**

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<sup>3</sup> Police officers, traffic wardens, PCSOs and police staff

34.67% of the MPS population (including MSC) were female. The police staff and traffic warden populations experience a higher proportion of female employees in their number than is seen in the London economically active population (EAP).

Training application success rates for male and female staff were very similar, at 99.11% and 98.76% respectively.

There is no disproportionality in the box markings received by male and female staff for Performance Development Reviews (PDRs) – while female police staff, PCSOs and traffic wardens experience a fractionally higher box marking on average in comparison with their male colleagues, male police officers receive on average a fractionally higher box marking than their female counterparts. These differences are not statistically significant.

The success rates for female police officers in all promotion and lateral progression processes which took place in 2009-10 were higher than those of their male colleagues.

Female employees (and police staff in particular) were considerably more likely to take career breaks than male officers. They were also more likely to work part-time. This reflects national trends and is likely to be linked to carer responsibilities.

Male police officers were more likely to be involved in discipline cases than police officers (male officers experienced 1 case per 24 officers, female officers experienced 1 case per 39 officers). Male police staff, PCSOs and traffic wardens were also more likely to be involved in discipline cases and Employment Tribunals than their female colleagues.

A higher proportion of male police officers retired in comparison to female officers. This is caused by the proportion of males in the 20 years' service and above grouping being higher than average; higher proportions of females are found in the lower service time bands.

Attrition trends are very similar for male and female employees across the different role types.

### **B1.3: Key Findings: Age**

The age profile of MPS staff varies considerably by role type. The police staff role type sees a wide spread across nearly all age bands. The police officer role type experiences a similar profile, but with lower proportions in the 50+ years categories. This is linked to police officers retiring after 30 years' service before they have moved into the older age groups.

The MSC and PCSO role types typically saw high proportions in the 20-34 age groups – many staff from these role types subsequently become police officers, so this younger age profile is linked to employees wanting to gain experience in relevant fields before joining the organisation in a different capacity.



The traffic warden population saw higher proportions in the 35 years and over age groups. This reflects the fact that recruitment is not currently taking place for this role type.

#### **B1.4: Key Findings: Sexual Orientation, Faith, Disability**

The self-declaration field on the MetHR system is voluntary. This impacts upon usage rates and on the ability to assess whether there is disproportionality in the treatment of staff depending on their sexual orientation, faith or disability. There is a greater focus on self-service under the new HR operating model which will go live in the second half of 2010. This is expected to place a greater emphasis on the completion of self-declaration information fields in the MetHR system, resulting in higher numbers of staff providing this information – although the last financial year has seen a large increase in the uptake for populating these fields.

As at 31<sup>st</sup> March 2010, 9,918 staff had provided information relating to disability (14.29% of the MPS population – a 2.31% increase on the previous year). 446 staff, 4.50% of this number, stated that they had a disability.

10,940 staff have provided information relating to sexual orientation, 19.28% of the MPS population. Of this number, 1.72% stated they were bisexual, 5.51% stated they were gay or lesbian, 77.70% stated that they were heterosexual, and 15.69% stated that they would prefer not to provide this information.

The faith, religion or belief of 10,868 employees is known – this equates to 19.16% of all employees.

When looking at the causes of Fairness at Work cases during 2009-10, small numbers of these pertain to the diversity strands: 0.69% were stated to be due to sexual discrimination, 1.38% were due to racial harassment, 4.14% were caused by racial discrimination, none were caused by issues relating to sexual orientation, 0.69% were initiated due to religious belief or faith, 0.69% were initiated due to issues relating to age, and 6.90% were caused by issues relating to disability.

## **B.2: MPS population data<sup>4</sup>**

This section will present data as at 31<sup>st</sup> March 2010, the end of the 2009-10 financial year. Full data is to be found in Appendix table D.1.1.

As at 31<sup>st</sup> March 2010, there were 52,702 staff employed by the Metropolitan Police Service. This represents a 1.71% increase from the previous year. This number comprised:

- 33,684 police officers (a 2.27% increase since 31<sup>st</sup> March 2009)
- 267 traffic wardens (a 8.87% reduction since 31<sup>st</sup> March 2009)
- 4,661 PCSOs (a 0.80% increase since 31<sup>st</sup> March 2010)
- 14,993 members of police staff (a 0.97% increase since 31<sup>st</sup> March 2010)

In addition to this, the workforce included 3,125 Special Constables. 437 of these (13.98%) were also MPS police staff employees. The Special Constable population has increased in size by 19.18% since 31<sup>st</sup> March 2009.

These figures relate to headcount rather than Full Time Equivalent (FTE) data; for this reason, the data may differ slightly to that published elsewhere by the MPS, such as Workforce Data Reports and reports for the Equal Opportunities and Diversity Board. These figures also exclude staff on career breaks. For career break information, please see section B.6.

### **B.2.1: MPS population data and gender**

8,072 of the MPS' 33,661 police officers were female. This comprises 23.98% of the police officer total, a 0.73% increase on March 2009.

In recent years higher proportions of female officers have joined the MPS (in 2009-10 alone, 34.22% of new police officer joiners were female). Given that a high proportion of officers who have accrued 25+ years' service are male, it is expected that these positive recruitment trends, coupled with natural wastage, will see higher proportions of female officers within the MPS in years to come.

Female police staff accounted for 59.20% of the police staff workforce in March 2010. This is a slight decrease from March 2009, when 59.72% of all police staff were female, but is considerably above the London average.

Female PCSOs accounted for 35.01% of the PCSO workforce. This is a slight decrease from March 2009 (where 35.19% of PCSOs were female).

59.93% of traffic wardens were female. In March 2009, this figure was 59.73% - this slight change has been caused by attrition (26 traffic wardens left the MPS during the 2009-10 financial year), as no traffic wardens were recruited during 2009-10.

29.70% of the MPS' MSC were female on 31<sup>st</sup> March 2010.

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<sup>4</sup> This data was provided by the Workforce Planning team, and pertains to the workforce as at 31/03/2010.

In total, 34.67% of all the MPS' workforce (including MSC) were female. To provide context through comparison with another large public sector organisation, in 2008-9 the female representation within HM Prison Service stood at 36%, so the proportions are broadly similar<sup>5</sup>.

### **B.2.2: MPS population data and ethnic background**

Overall, the proportion of BME employees was as follows<sup>6</sup>:

- On 31<sup>st</sup> March 2009, 8.75% of all police officers were BME. By 31<sup>st</sup> March 2010, this had risen to 9.30%.
- On 31<sup>st</sup> March 2009, 23.19% of all police staff were BME. By 31<sup>st</sup> March 2010, this had risen to 25.85%.
- On 31<sup>st</sup> March 2009, 30.13% of all PCSOs were BME. By 31<sup>st</sup> March 2010, this had decreased to 29.18%.
- On 31<sup>st</sup> March 2009, 19.45% of all traffic wardens were BME. By 31<sup>st</sup> March 2010, this had risen to 21.35%.
- On 31<sup>st</sup> March 2009, 32.56% of all MSC were BME. By 31<sup>st</sup> March 2010, this had decreased to 31.14%.

For the two largest groups, the police officer and police staff role types, increases of at least 1.5% were seen.

For full breakdowns by ethnic background, please see the table in table D.1.1 in the Appendix.

The breakdown of London's working-age population is as follows:<sup>7</sup>

- 64% White
- 12% Asian
- 11% Black
- 2% Mixed
- 11% Other groups.

As was the case in 2008-9, the MSC and PCSO role types most closely match the London average.

65.02% of MSC described themselves as White (either White-British, White-Irish, or White-Other). The ethnic background of 3.84% of MSC was not known, and 31.14% gave their ethnic background as BME. In particular, the proportion of MSC who were Asian compared favourably with the London average – where 12% of the working age population of London are Asian, 16.96% of MSC were Asian.

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<sup>5</sup> Page 6, *HM Prison Service Annual Staff Diversity Review* (published October 2009)

<sup>6</sup> The categories used in these calculations were 'BME', 'Non-BME' and 'Not Known'.

<sup>7</sup> Page 8, *Londoners and the Labour Market* – DMAG report 2008/30. The "White" grouping comprises the "White-British", "White-Other" and "White-Irish" ethnic backgrounds. The "Black" grouping comprises the "Black-Caribbean", "Black-African", "Black-Other", "Black-British" and "Any other black background" ethnic backgrounds. The "Asian" grouping comprises the "Indian", "Bangladeshi", "Pakistani", "Chinese", and "Any other Asian background" ethnic backgrounds. The "Mixed" grouping comprises the "Mixed – Any other mixed background", "Mixed – White and Asian", "Mixed – White and Black-Caribbean", "Mixed – White and Black-African", and the "Other" grouping refers to all other ethnic backgrounds. The "Not Stated" group refers to those members of staff whose ethnic background is not recorded.

69.96% of PCSOs described themselves as White-British, White-Irish or White-Other. The ethnic background of 1.22% of PCSOs was not known, and 28.82% were from BME backgrounds. The proportion of PCSOs who were from Mixed and Asian backgrounds exceeded the national average.

MPS performance compares favourably with another large public sector organisation, HM Prison Service, in terms of BME staff<sup>8</sup>. At the end of 2008-9 (the period for which data is currently available), BME representation within HM Prison Service stood at 6.3%, and the target for 2009-10 was 6.4%. While it must be remembered that the HM Prison Service is a national organisation whereas the MPS recruits predominantly from the area surrounding London, representation for all five role types exceeds the 6.4% target set within a large comparator organisation.

### **B.2.3: MPS population data and disability**

This data is provided voluntarily by members of staff. As at 31<sup>st</sup> March 2010, 9,918 MPS staff<sup>9</sup> had provided this information. This equates to 14.29% of all MPS staff, a 2.31% increase in comparison with last year. While the proportion of those who have provided this information has increased, it still represents approximately 1 in 7 staff, so, while useful as a guide, it is not necessarily indicative of the MPS population as a whole.

In total, 446 staff stated that they had a disability. This comprises 4.50% of all those who provided this information. 9,345 stated that they did not have a disability (94.22% of the respondents) and 127 respondents stated that they preferred not to say (1.28% of the population). To once again compare the MPS with HM Prison Service, in 2008-9, 3% of HM Prison Service employees declared themselves as disabled<sup>10</sup>.

Response rates vary between role types, but there has been a considerable increase in the number of people who have provided this information – in March 2009, 6,629 staff provided this information, and by March 2010 this figure had increased to 9,918 staff.

The response rates varied between the role types:

- 13.51% of police officers provided this information
- 9.31% of police staff provided this information
- 43.47% of PCSOs provided this information
- 0.75% of traffic wardens provided this information
- 62.18% of MSC staff provided this information.

The police staff role was once again the role type which saw the highest proportion of respondents describing themselves as disabled – 140 of the 1396 respondents stated that they were disabled.

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<sup>8</sup> Page 4, *HM Prison Service Annual Staff Diversity Review* (published October 2009)

<sup>9</sup> This includes police officers, police staff, traffic wardens, MSCs and PCSOs.

<sup>10</sup> Page 7, *HM Prison Service Annual Staff Diversity Review* (published October 2009)

### B.2.4: MPS population data and age

The table below shows the percentage of staff from each role type who were in each age bracket on 31<sup>st</sup> March 2010.

Age group	Police officers	Police staff	PCSOs	Traffic wardens	MSC
Under 20	0.07%	0.22%	2.17%	0.00%	4.70%
20-24	4.44%	4.05%	27.81%	0.37%	27.01%
25-29	15.30%	11.59%	21.43%	1.50%	21.34%
30-34	18.98%	11.92%	11.59%	4.49%	14.53%
35-39	16.08%	12.68%	9.70%	14.61%	11.30%
40-44	18.59%	16.03%	9.80%	22.10%	9.18%
45-49	17.60%	15.16%	7.94%	18.73%	6.30%
50-54	7.27%	12.41%	5.81%	17.98%	3.49%
55-59	1.50%	9.48%	2.62%	9.36%	1.41%
60+	0.17%	6.45%	1.14%	10.86%	0.74%

Table 1: Age group and role type

The profiles vary considerably by role type:

- For police officers, more than 85% of the population is split relatively evenly between the 25-29, 30-34, 35-39, 40-44, and 45-49 age groups.
- The police staff trend is similar to the police officer trend, but with higher proportions in the 50-54, 55-59 and 60+ age groups.
- The PCSO group have a much higher proportion of their number in the 20-24 and 25-29 age groups – this is likely to be because this is a relatively new role type within the MPS, so therefore does not hold staff who have worked for the MPS in excess of 10 years, and also because the PCSO role type is often perceived as a ‘stepping stone’ to becoming a police officer, so may attract younger applicants who may choose at a later date to apply to become a police officer.
- The traffic warden trend is towards the 35-39 and above age groups. This is affected by the fact that no recruitment has taken place for these roles since the 2005-6 financial year.
- The MSC trend is weighted towards the 20-24 and 25-29 age groups, with nearly half of all MSC officers belonging to one of these age groups.

### B.2.5: MPS population data and sexual orientation

This data is entered voluntarily by members of staff via a MetHR self-service screen. As at 31<sup>st</sup> March 2010, 10,940 staff had provided this information; this represents 19.28% of the population. This is a considerable improvement from March 2009, where 12.65% of staff had completed this field on MetHR. Overall, the information provided within this field was as follows:

- 188 respondents stated that they were bisexual – this equates to 1.72% of all respondents
- 603 respondents stated that they were gay or lesbian – this accounts for 5.51% of all respondents

- 8,432 respondents gave their sexual orientation as heterosexual – this equates to 77.70% of all respondents
- 1,717 respondents stated that they preferred not to state their sexual orientation – this group accounts for 15.69% of all respondents.

The MSC and PCSO role types had the highest response rates.

### B.2.6: MPS population data and faith

This data is entered voluntarily by members of staff onto a confidential screen within MetHR. This data is therefore not captured for those who have not provided this information – as at 31 March 2010, 10,868 MPS staff<sup>11</sup> had entered either their religious belief or the fact that they would prefer not to provide this information. This equates to 19.16% of MPS staff.

The religious beliefs of MPS staff (where known) are as follows:

Religion, faith or belief	Staff	% of respondents
Buddhist	72	0.66%
Christian	5,290	48.66%
Hindu	224	2.06%
Jewish	115	1.06%
Muslim	599	5.51%
None	3,487	32.09%
Other	395	3.63%
Prefer not to say	503	4.63%
Sikh	183	1.68%

Table 2: Religious beliefs of MPS employees

- 48.66% of respondents described themselves as Christian. This is a slight decrease from last year, where 51.59% of respondents described themselves as being Christian.
- 32.09% of respondents stated that they did not follow a religion or belief – in March 2009 this figure was 27.45%.
- The next-largest group were Muslim respondents – 5.51% of all respondents described themselves as being Muslim. This has decreased slightly from March 2009, where 5.96% of respondents described themselves as Muslim.
- 4.63% of respondents stated that they preferred not to provide their religion.
- 3.63% of respondents stated that they followed a religion other than those listed. In March 2009, this group accounted for 4.71% of the population.
- 2.06% of respondents stated that they were Hindu, a slight drop from the 2.28% experienced in March 2009.
- 1.68% of respondents stated that they were Sikh, slightly lower than the 1.82% of respondents who described themselves as Sikh in March 2009.
- 1.06% of all respondents described themselves as Jewish, once again slightly lower than the proportion of the population who described themselves as Jewish in March 2009 (1.27%).

<sup>11</sup> This includes police officers, police staff, traffic wardens, MSCs and PCSOs.

- 0.66% of respondents described themselves as Buddhist, slightly lower than the 0.76% who described themselves as Buddhist in March 2009.

The group which stated that they did not follow a religion was the only group to increase in comparison with the previous year. Rather than any trends in recruitment or attrition, this is likely to be caused by the proportion of the MPS workforce providing this information increasing significantly (from 12.82% in March 2009 to 19.16% in March 2010).

### **B.3: Recruitment**

Please note that, due to the length of recruitment processes, the joiners shown in this section are not necessarily drawn from the 2009-10 applicant pool.

There were 2,591 applicants to join the MPS as a police officer in 2009-10. Of these, 1,173 were made by existing police staff, PCSOs or MSC. Applicants found out information from various sources, including local radio stations, local press, online careers sites and word of mouth.

There were 7,425 applications to become MSC, 986 applications to become a PCSO, and 6,717 applications to become a member of police staff. In 2009-10, 802 members of police staff, 1,015 PCSOs and 1,181 MSC joined the organisation.

#### **B.3.1: Recruitment and gender**

746 applications to become police officers were made by female applicants. This comprises 28.79% of all applicants.

46.76% of all police staff applications were made by female applicants.

30.22% of applications to become PCSOs were made by female applicants.

29.91% of all applications made to become a member of MSC were made by female applicants.

In terms of joiners:

- 596 of the police officer joiners in 2009-10 were female – this accounts for 30.10% of the total
- 44.76% of police staff joiners were female
- 35.07% of PCSO joiners were female
- 31.64% of new MSC joiners were female.

#### **B.3.2: Recruitment and ethnic background**

Data pertaining to each ethnic background is available in Appendix table D.2.1.

In 2009-10:

- 30.37% of all applications to become a police officer in 2009-10 were made by BME applicants.
- 36.95% of all police staff applications were made by BME applicants.
- 41.99% of applicants for PCSO roles described themselves as BME.
- 36.78% of applicants to become MSC described themselves as BME.

15.40% of all the police officer joiners in 2009-10 were BME (for 0.91% of applicants, the ethnic background was unknown).



The ethnic background of 190 police staff, MSC and PCSO joiners was unknown. Where known:

- 20.90% of police staff joiners were BME
- 17.00% of PCSO joiners were BME
- 29.40% of MSC joiners were BME.

The following steps are in place to ensure diverse recruitment:

1. Close management scrutiny of recruitment processes and availability of BME recruits through COMSTAT (Computer Statistics programme).
2. Development and implementation of an HR community engagement programme, including support interventions to increase application yields.

### **B.3.3: Recruitment and disability**

939 applicants to become police officers stated whether or not they had a disability. 25 said yes – 2.66% of applicants, where known.

374 of the 15,128 applicants for police staff, PCSO or MSC roles stated whether or not they were disabled – of this number, 6.15% of applicants stated that they were disabled.

### **B.3.4: Recruitment and age**

64.72% of all applications to become police officers were made by individuals within the 20-24 and 25-29 age groups.

43.46% of police staff joiners were aged between 20 and 29. The proportion of PCSOs who joined at these ages was higher, at 66.87% - this is likely to be because the PCSO role is viewed as a logical stepping stone to becoming a police officer, and all entrants start at Band E, the banding all PCSOs are located in (whereas any banding can be recruited into for police staff, so more experienced joiners may apply for specific police staff roles, for which prior related experience is a benefit).

### **B.3.5: Recruitment, sexual orientation and faith**

These factors are not currently captured on all MPS application forms, so it is not possible at this stage to analyse these strands in terms of recruitment success rates.

## B.4: Training<sup>12</sup>

Training data is held by each department which runs training courses. Although MetHR does record the courses a staff member has attended, it does not record where staff have applied for a course but not been successful, so disproportionality cannot be effectively identified. The data below pertains to training request forms (Form 7533) received between 1 February 2009 and 31 January 2010. Analysis of these is problematic for the following reasons:

- Forms are not filled in in all cases
- Form 7533s are not filled in for mandatory courses
- The data below does not include data from those units who reported a "nil return" or did not respond to the request.

However, analysing training request information in this way enables the MPS to identify disproportionality in terms of whether the population applying for courses matches the population who are allotted courses.

The dates this data is available for, as mentioned in the paragraph above, are not for the 2009-10 financial year period, but for the year period up to 31 January 2010. This is due to data availability. These training forms are not completed for mandatory courses, such as Health and Safety courses or MPS inductions.

The table below shows the number of respondents for each area upon the form – applicants for courses were least likely to provide information about whether or not they were disabled.

Area	Instances data was provided
Ethnicity	13,764
Gender	13,483
Disability	11,207
Working pattern	13,359
Age	13,604

Table 3: Training requests and diversity information

### B.4.1: Training and gender

63.45% of all applications (where known) were made by male employees. Although the MPS employs a higher number of males than females, this varies considerably by role type. The role type carried out by the employee is likely to have a significant effect on the number of applications made.

The acceptance rate for male applicants was 99.11%. The acceptance rate for female applicants was similar, at 98.76%. The likelihood of a successful application for training is therefore not affected by the gender of the applicant.

### B.4.2: Training and ethnic background

17.49% of all applicants whose ethnic background was known were BME. This has increased from the previous year period, where 16.47% of all course applications were made by BME applicants. Once again, the proportion of staff in each role type who are BME varies considerably, and it is likely that some role types may be

<sup>12</sup> This data refers to all training request forms submitted between February 2009 and January 2010 and was gathered in March 2010 by the Learning Management Team.

more likely to apply for training courses in this manner than others (given that certain role types, such as the police officer and PCSO role types, are more likely to experience mandatory courses, for which a training request form does not have to be filled in).

99.34% of all applications made by BME employees were successful. The success rate for non-BME employees was fractionally lower, at 98.95%. The acceptance rates for BME and non-BME staff are therefore very similar, and there is no evidence of disproportionality in the likelihood of being granted training requests.

### **B.4.3: Training and disability**

254 applicants stated that they had a disability. This represents 2.27% of all applicants who provided this information, an increase from the 1.89% of applicants who stated that they had a disability in the previous year.

The success rate for disabled staff was 98.43%. This rate is likely to have been affected by the low numbers involved – this success rate was generated based on only four applications being rejected. The success rate for those who stated that they were not disabled was slightly higher, at 98.79%. There is therefore very little difference between the likelihood of success for disabled and non-disabled staff.

### **B.4.4: Training and age**

The table below shows the proportion of applicants in each age group whose applications were accepted.

Age group	Applications	% accepted
Under 18	1	100.00%
18-29	4,448	98.74%
30-39	4,720	99.09%
40-49	3,338	98.89%
50-59	1,013	99.90%
60-65	77	100.00%
65 and above	7	100.00%

Table 4: Training requests and age

The acceptance rates are high for each age group. There is no evidence to suggest that the age of the applicant affects the likelihood of the training request being granted.

### **B.4.5: Training and sexual orientation and faith**

No data is available for training and sexual orientation or faith, since the training request form does not request this information.

## B.5: Performance Development Reviews (PDRs)<sup>13</sup>

Metropolitan Police Performance Development Reviews are completed at the close of every financial year. The PDRs completed and submitted in the 2009-10 financial year therefore pertain to the 2008-9 financial year.

PDRs are scored using a box marking system with a scale of 1 to 5, 1 being exceptional and 5 being not yet competent.

For the financial year 2008-9, a total of 35,896 Performance Development Reviews (PDRs) were completed including an overall box marking, for those staff who were eligible for a review.

As was the case in the previous year, the majority of staff received a box marking of 2 or 3:

- 4.19% of staff received a box marking of 1
- 49.73% of staff received a box marking of 2
- 45.16% of staff received a box marking of 3
- 0.85% of staff received a box marking of 4
- 0.06% of staff received a box marking of 5.

These varied slightly by role type, with police officers receiving the highest proportion of '1' or '2' box markings.

### B.5.1: PDRs and gender

The table below shows the proportion of staff with each role type who received each box marking.

Role type	Diversity Strand Subdivision	Box Marking 1	Box Marking 2	Box Marking 3	Box Marking 4	Box Marking 5
Police officers	Male	5.21%	55.91%	38.37%	0.49%	0.03%
	Female	3.25%	52.97%	43.25%	0.51%	0.02%
Police staff	Male	3.02%	41.55%	54.00%	1.36%	0.07%
	Female	3.65%	42.10%	52.91%	1.25%	0.08%
PCSOs	Male	1.93%	28.62%	66.10%	3.14%	0.21%
	Female	2.18%	32.70%	62.94%	1.63%	0.54%
Traffic Wardens	Male	0.00%	20.75%	77.36%	1.89%	0.00%
	Female	0.66%	34.21%	64.47%	0.00%	0.66%

Table 5: PDR box markings, role type and gender

The box markings received by gender for each role type are broadly similar:

- Male police officers are slightly more likely to receive a box marking of 1 or 2, while female officers are more likely than male officers to have a box marking of 3 (this is likely to be influenced by length of service, as a higher proportion of female officers are newer to the organisation than male officers)
- Female police staff and PCSOs are more likely to receive a box marking of 1 or 2 than their male colleagues.

<sup>13</sup> Data downloaded from MetHR on 20/04/2010.

- Female traffic wardens are more likely to receive a higher box marking than their male colleagues – but this is likely to be influenced by the small size of the traffic warden population.

### B.5.2: PDRs and ethnic background

As can be seen from the table below, the role type of the staff member played a more significant role in the likely box marking received than ethnic background, although for each role type, non-BME staff and staff whose ethnic background was unknown were slightly more likely to experience a higher box marking than BME staff. This is likely to be due to the likely length of service accrued, as higher proportions of BME employees are to be found in the 0-4 and 5-9 years' service groupings than is the case for non-BME staff, so the additional experience may prove a factor in determining the box marking received.

As mentioned in the previous section, the small number of traffic wardens affects the traffic warden percentages considerably.

Role type	Diversity Strand Subdivision	Box Marking 1	Box Marking 2	Box Marking 3	Box Marking 4	Box Marking 5
Police officers	BME	2.36%	42.56%	53.98%	0.99%	0.11%
	Non-BME	5.01%	56.40%	38.13%	0.45%	0.02%
	Not known	2.13%	42.55%	53.19%	2.13%	0.00%
Police staff	BME	1.36%	31.29%	65.52%	1.66%	0.17%
	Non-BME	4.06%	45.75%	48.96%	1.19%	0.05%
	Not known	2.50%	26.88%	69.38%	1.25%	0.00%
PCSOs	BME	1.46%	25.11%	68.91%	3.80%	0.73%
	Non-BME	2.31%	32.40%	63.11%	2.03%	0.14%
	Not known	0.00%	29.17%	66.67%	4.17%	0.00%
Traffic Wardens	BME	0.00%	14.81%	85.19%	0.00%	0.00%
	Non-BME	0.50%	33.00%	65.00%	1.00%	0.50%
	Not known	0.00%	0.00%	100.00%	0.00%	0.00%

### B.5.3: PDRs and disability, age, faith, religion and belief and sexual orientation

Data is not available on the box markings received by MPS employees for these strands.

## B.6: Promotions<sup>14</sup>

The data below pertains to police officer ranks only, as there are no centralised police staff, PCSO or traffic warden promotion processes. The following promotion and progression processes were run in 2009-10:

- Constable to Sergeant, May 2009
- Constable to Sergeant, October 2009
- Chief Inspector to Superintendent, June 2009
- Superintendent to Chief Superintendent, January 2010
- Constable to Detective Constable, September 2009.

### B.6.1: Promotions and gender

The success rates for female applicants were higher than the male success rates for all processes save the Superintendent to Chief Superintendent process (which may have been influenced by the small numbers of applicants – a total of 35 applicants of both sexes applied).

Full information showing the numbers of applications and those successful is presented in Appendix table D.5.1. A summary of success rates for each process is shown below.

Process	Female success rate	Male success rate
Constable to Sergeant, May 2009 (combined Part 3 and WBA processes)	53.48%	44.17%
Constable to Sergeant, October 2009 (combined Part 3 and WBA processes)	44.55%	37.47%
Chief Inspector to Superintendent, June 2009	75.00%*	51.76%
Superintendent to Chief Superintendent, January 2010	33.33%*	37.50%*
Constable to Detective Constable, September 2009	93.66%	91.48%

\* Starred rates denote those which were generated based on a pool of less than 50 applicants  
Table 7: Promotion processes and gender

The proportion of applicants who are female for each process is dependent on the proportion of female officers at each rank.

### B.6.2: Promotions and ethnic background

This data is captured by the reporting unit utilising the “Non-BME” (White-Other, White-Irish, White-Other backgrounds) and the “BME” (all other ethnic backgrounds) definitions. There is also a third grouping, of those whose ethnic background is unknown, and also those who categorise themselves as being “Any Other Group” (neither BME nor non-BME).

<sup>14</sup> Data gathered from the Promotion and Selection Processes Statistical Data document prepared by the Progression and Selection Team, accessed 15/04/2010

Process	BME success rate	Non-BME success rate	Not known/Other success rate
Constable to Sergeant, May 2009 (combined Part 3 and WBA processes)	46.88%	46.10%	30.00%*
Constable to Sergeant, October 2009 (combined Part 3 and WBA processes)	36.54%	38.42%	50.00%*
Chief Inspector to Superintendent, June 2009	80.00%*	53.85%	0.00%*
Superintendent to Chief Superintendent, January 2010	0.00%*	37.14%*	0.00%*
Constable to Detective Constable, September 2009	92.31%	93.26%	71.43%*

\* Starred rates denote those which were generated based on a pool of less than 50 applicants  
Table 8: promotion processes and ethnic background

While at first glance there do appear to be some differences between the likelihood of success, 8 of the 15 success rates presented were generated with small numbers of applicants – in each of these cases, there were less than 50 applicants (and in 5 of these, there were 10 applicants or less). Where the groups are large enough to render comparisons valid, such as in the two Constable to Sergeant processes, no disproportionality occurred. When the processes are combined, the BME success rate was 60.75% and the non-BME success rate was 51.46%. The applicants within the not known/other group experienced a success rate of 53.70%.

### B.6.3: Promotions and disability

Process	Disabled applicant rate	Non-disabled applicant success rate	Not stated success rate
Constable to Sergeant, May 2009 (combined Part 3 and WBA processes)	66.67%*	45.07%	46.91%
Constable to Sergeant, October 2009 (combined Part 3 and WBA processes)	33.33%*	38.34%	48.15%*
Chief Inspector to Superintendent, June 2009	No applicants	54.35%*	54.90%
Superintendent to Chief Superintendent, January 2010	100.00%*	35.29%*	No applicants
Constable to Detective Constable, September 2009	75.00%*	92.47%	87.50%*

\* Starred rates denote those which were generated based on a pool of less than 50 applicants  
Table 9: Promotion processes and disability

Ten of these rates were generated by groups of 50 or less applicants – and for two of these rates, there were no applicants from the group in question for that process.

If these processes are combined, the overall success rate is as follows:

- The success rate for disabled applicants was 52.17% (based on 23 applicants)
- The success rate for applicants who were not disabled was fractionally higher, at 53.07%
- The success rate for applicants who did not state whether they were disabled was 50.29%.

For the combined success rate, there is no evidence of disproportionality in the success rate.

#### **B.6.4: Promotions and age, sexual orientation and faith**

This data is not currently recorded, as sexual orientation and faith information is not currently recorded on police officer promotion application forms.



## B.7: Career breaks<sup>15</sup>

As at 31/03/2010 there were 603 MPS employees on career breaks. This is a 3.8% decrease in comparison with the previous year. This number comprised:

- 286 police officers (0.84% of the police officer population)
- 274 police staff (1.79% of the police staff population)
- 40 PCSOs (0.85% of the PCSO population)
- 3 traffic wardens 1.11% of the traffic warden population).

Data is not available for faith, sexual orientation and disability.

### B.7.1: Career breaks and gender

Across all role types, male employees were less likely to take career breaks than their female colleagues:

- 0.56% of all male police officers were on career breaks on 31<sup>st</sup> March 2010, but 1.74% of female police officers were on career breaks at that time.
- 0.54% of the male police staff population were on career breaks on 31<sup>st</sup> March 2010. This figure was considerably higher for the female police staff population, at 2.64%.
- 0.53% of the male PCSO population was on a career break on 31<sup>st</sup> March 2010. Female PCSOs on career breaks accounted for 1.45% of the female PCSO population at this time.
- No male traffic wardens were on career breaks on 31<sup>st</sup> March 2010. 3 female traffic wardens were on career breaks at this time, accounting for 1.84% of the female traffic warden population.

The group most likely to take career breaks, by some margin, was the female police staff group. Female PCSOs, police officers and traffic wardens were also considerably more likely to take a career break.

### B.7.2: Career breaks and age

The below table shows the proportion of staff in each role type from each age group taking a career break.

Age group	Police Officers	Police Staff	PCSOs	Traffic Wardens
Under 20	0.00%	0.00%	0.00%	0.00%
20-24	0.13%	0.33%	0.23%	0.00%
25-29	0.58%	2.30%	1.30%	0.00%
30-34	1.30%	2.57%	0.19%	0.00%
35-39	1.37%	4.42%	1.55%	2.56%
40-44	1.05%	2.08%	1.97%	1.69%
45-49	0.44%	1.19%	0.54%	2.00%
50-54	0.16%	0.91%	1.48%	0.00%
55-59	0.20%	0.49%	0.00%	0.00%
60+	0.00%	0.00%	1.89%	0.00%

Table 10: Career breaks and age data

<sup>15</sup> This data was provided by the Workforce Planning team, and pertains to the workforce as at 31/03/2010.

For police officers, the peak age to take a career break was 25-49, with a particular peak between 30 and 44. This trend was matched for police staff (although, for this group, the 35-39 age group saw by far the highest proportion of staff taking career breaks). The trend for PCSOs was more erratic, reflecting the smaller numbers involved (40 PCSOs were on career breaks on 31<sup>st</sup> March 2010). This is true for traffic wardens as well – while there appears to be a peak between the ages of 35 and 49, in reality this ‘peak’ is generated by only three traffic wardens taking career breaks.

### B.7.3: Career breaks and ethnic background

The below table displays the proportion of staff from each ethnic background within each role type who were on career breaks on 31<sup>st</sup> March 2010.

Ethnic background	Police officers	Police staff	PCSOs	Traffic wardens
Any other Asian background	1.83%	2.95%	0.57%	0.00%
Bangladeshi	0.93%	3.03%	0.00%	0.00%
Chinese	2.08%	3.33%	0.00%	0.00%
Indian	0.35%	2.24%	1.06%	0.00%
Pakistani	0.40%	3.09%	2.24%	0.00%
Asian total	0.81%	2.63%	0.96%	0.00%
Any other Black background	1.27%	1.48%	1.43%	0.00%
Black - African	2.00%	2.03%	2.02%	0.00%
Black - Caribbean	0.55%	1.21%	0.74%	0.00%
Black total	1.14%	1.57%	1.48%	0.00%
Mixed - Any other mixed background	1.79%	2.20%	0.00%	0.00%
Mixed - White & Asian	0.97%	3.17%	0.00%	0.00%
Mixed - White & Black African	0.00%	0.00%	6.25%	0.00%
Mixed - White & Black Caribbean	0.00%	2.67%	3.13%	0.00%
Mixed total	0.95%	2.44%	1.58%	0.00%
Any other group not specified	0.76%	1.63%	2.86%	0.00%
Any other group total	0.76%	1.63%	2.86%	0.00%
White - British	0.81%	1.77%	0.67%	1.55%
White - Irish	1.40%	0.94%	1.52%	0.00%
White - Other	1.36%	3.01%	0.43%	0.00%
White total	0.83%	1.80%	0.67%	1.44%
Not known	1.16%	1.27%	0.00%	0.00%
Not known total	1.16%	1.27%	0.00%	0.00%
BME total	0.92%	2.00%	1.32%	0.00%
Non-BME total	0.83%	1.80%	0.67%	1.44%
Not known total	1.16%	1.27%	0.00%	0.00%
Grand total	0.84%	1.84%	0.85%	1.11%

Table 11: Career breaks and ethnic background data

Since the numbers involved for many of these rates are small, the backgrounds have been grouped in order to better identify trends. For police officers, the Not Known and Black backgrounds saw the highest proportions of their number on career breaks. For police staff, the Asian and Mixed backgrounds saw the highest proportions. Since, as has been identified, female employees were more likely to take career breaks than male employees, if certain backgrounds experience higher proportions of females, then these backgrounds are likely to experience higher proportions of career breaks in comparison with other backgrounds.

## **B.8: Part-time working<sup>16</sup>**

In this context, working part-time refers solely to working less than full-time contracted weekly hours. Other flexible working options offered by the MPS include working compressed hours and annualised hours.

3,605 staff were working part-time on 31<sup>st</sup> March 2010. This equates to 6.73% of the population, and represents a 0.36% increase in comparison with the previous year. This varies by role type:

- 3.94% of all police officers worked part-time
- 13.57% of all police staff worked part-time
- 3.99% of all PCSOs worked part-time
- 21.72% of traffic wardens worked part-time.

Information is not currently available for sexual orientation, faith, religion or belief and disability.

### **B.8.1: Part-time working and gender**

Female employees were considerably more likely to work part-time than males. As at 31<sup>st</sup> March 2010:

- 0.52% of male police officers worked part-time, and 14.78% of female officers working in the MPS worked part-time
- 3.29% of male police staff worked part-time, compared to 20.66% of female police staff
- 1.32% of male PCSOs worked part-time, compared to 8.95% of female PCSOs
- 4.67% of male traffic wardens worked part-time, compared to 33.13% of female traffic wardens.

The group least likely to work part-time is the male police officer group. The group most likely to work part-time is the female traffic warden group. This was also the case in March 2009 and March 2008.

### **B.8.2: Part-time working and ethnic background**

For information pertaining to all ethnic backgrounds, please see Appendix D.7.1.

The table on page 29 shows the proportion of BME and non-BME staff who worked part-time, together with the role type they worked within. Overall, non-BME staff were more likely to work part-time than their BME colleagues – this could be linked to the age and length of service profiles for each ethnic background within each role type, as, for most role types, staff within the 35-39, 40-44 and 60+ age groups are most likely to work part-time.

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<sup>16</sup> This data was provided by the Workforce Planning team, and pertains to the workforce as at 31/03/2010.

Ethnic background	Police officers	Police staff	PCSOs	Traffic wardens
BME	2.31%	12.11%	3.65%	5.26%
Non-BME	4.10%	14.38%	4.14%	26.70%
Not known	4.71%	7.74%	3.51%	0.00%

Table 12: Part-time working and ethnic background

The only role type which saw a large difference between the proportion of BME staff working part-time to non-BME staff working part-time was the traffic warden role type. This was caused by only 58 traffic wardens working part-time, and only three of these being from a BME background.

## B.9: The Fairness at Work process<sup>17</sup>

In 2009/10 145 cases were considered to be suitable to be dealt with under the Fairness at Work process. Once again this represents a decrease in the number initiated (2008-9 and 2007-8 saw 160 and 192 cases respectively)<sup>18</sup>. The Fairness at Work procedure is open to all MPS employees.

Of the 145 cases which proceeded to Fairness at Work:

- 66 were initiated by police officers (a reduction of 26 from the previous year; 1 case for every 510 officers)
- 76 were initiated by police staff (an increase of 14 from the previous financial year; 1 case for every 197 police staff)
- 3 were initiated by PCSOs (a decrease of 3 cases from the previous financial year; 1 case for every 1554 PCSOs)
- None were initiated by traffic wardens.

Police staff were the group most likely to utilise the Fairness at Work procedure. This remains unchanged from 2008-9.

Very few Fairness at Work causes were initiated due to causes related to the six diversity strands:

Cause of Fairness at Work	Instances	Percentage of instances
Sexual Discrimination	1	0.69%
Racial Harassment	2	1.38%
Racial Discrimination	6	4.14%
Sexual Orientation	0	0.00%
Religious Belief/Faith	1	0.69%
Age	1	0.69%
Disability	10	6.90%
Other	124	85.52%

Table 13: Fairness at Work causes

### B.9.1: Fairness at Work and Gender

75 cases were submitted by males, and 70 were submitted by females. The slightly higher proportion of females initiating Fairness at Work proceedings is linked to the higher police staff use of Fairness at Work procedures, as identified above, as the police staff population experienced by some margin the highest numbers of procedures relative to the size of their population.

Sexual discrimination was cited as the cause of 1 Fairness at Work procedure (0.69% of the total).

<sup>17</sup> Data provided by the Police Staff Discipline Team on 14/04/2010, and pertains to all FAW cases initiated in the 2009-10 financial year with the outcomes A, B, C, E or blank:

A: Originator agrees with findings and is satisfied

B: Originator does not agree with findings and does not wish to

C: Originator does not agree with findings and wishes to appeal

E: Originator withdrew from process

Those cases which do not have a classification are ongoing, and have been included.

### B.9.2: Fairness at Work and Ethnic Background

Data pertaining to all ethnic backgrounds is to be found in Appendix table D.8.1. The below table is a summary, featuring amalgamated ethnic backgrounds.

Ethnic Background (combined)	Police officers	Police staff	PCSOs	Traffic wardens
BME	10	32	2	0
Non-BME	55	38	1	0
Not known	1	6	0	0

Table 14: Fairness at Work and ethnic background data

For police officers, police staff and PCSOs, BME employees were slightly more likely to initiate Fairness at Work procedures. This could be linked to the length of service involved (as the length of service profile is very different across different ethnic backgrounds), or the rates could be affected by individuals initiating multiple procedures. Two of the Fairness at Work proceedings initiated during this period were initiated due to racial harassment – this constitutes 1.38% of all Fairness at Work processes. Six were initiated due to perceived racial discrimination (4.14% of all Fairness at Work procedures).

### B.9.3: Fairness at Work and Disability

10 of the 145 Fairness at Work cases listed the cause of the case as being due to disability. This number has remained unchanged from the previous financial year, and accounts for 6.89% of all Fairness at Work cases.

### B.9.4: Fairness at Work and Age

1 of the 145 Fairness at Work cases was initiated due to a cause connected with age (0.69%). For the past three financial years, no more than two cases per year have been initiated with age cited as a cause.

### B.9.5: Fairness at Work and Sexual Orientation

No cases listed the primary cause for initiating the procedure as sexual orientation. Only one case has been initiated over the last three financial year periods with sexual orientation as its primary cause.

### B.9.6: Fairness at Work and Faith

1 Fairness at Work procedure was initiated due to faith. This represents a decrease of 1 from the previous financial year.

## B.10: Discipline<sup>19</sup>

Since the introduction of the new Taylor procedures on 1<sup>st</sup> December 2008, discipline information has been recorded differently within the MPS. However, since there is often some time between when a case is recorded and when it is finalised, there are still many cases under the old procedures that are reported on. The information presented in this section does not include locally-resolved informal discipline issues.

Police Officer discipline for 2009-10 is summarised in the table below. There were a total of 1,262 officers subject to discipline matters in 2009-10. This equates to 1 incidence per 27 officers. This includes both public complaints and conduct matters.

Category	Number of officers
Informal Discipline (pre-Taylor)	119
Management Action (under Taylor)	956
Misconduct Hearings (pre-Taylor)	20
Meetings and Hearings (under Taylor)	162
Special Cases (under Taylor)	5

Table 15: Discipline categories

There were 284 police staff members (including police staff, PCSOs and traffic wardens) involved in discipline cases in the 2009-10 financial year. This figure includes:

- 175 police staff (1 per 86 members of police staff)
- 101 PCSOs (1 per 46 PCSOs)
- 8 traffic wardens (1 per 33 members of staff).

### B.10.1: Discipline and gender

206 female officers were subject to informal discipline, management action, misconduct hearings or meetings and hearings in 2009-10. This equates to 39 female police officers per incidence. A total of 1,056 male officers were subject to informal discipline, management action, misconduct hearings or meetings and hearings, equating to 1 incidence per 24 officers. Therefore, male police officers were therefore more likely to be subject to these proceedings than female officers.

133 police staff discipline cases related to females (1 case per 80 female staff members, PCSOs or traffic wardens) and 151 related to male police staff (1 case per 61 male police staff, PCSOs or traffic wardens). Male police staff, PCSOs and traffic wardens are therefore more likely to be involved in discipline cases than their female counterparts. This has remained unchanged from the previous financial year.

<sup>19</sup> Data provided by the DPS Prevention and Organisational Learning Team on 15/04/2010, and the Police Staff Discipline Team on 07/05/2010.

**B.10.2: Discipline and ethnic background**

The MPS average overall, as mentioned above, was 27 officers per discipline case. The table below shows the number of police officers from each ethnic background per discipline case. However, it must be remembered that some of these backgrounds featured very low numbers of cases, so this will affect the reliability of the data presented in the final column as an indicator.

Ethnic background	Police officer population	Discipline cases	Officers per discipline case
Any other Asian background	215	10	22
Any other black background	312	15	21
Any other group not specified	393	19	21
Bangladeshi	107	11	10
Black - African	196	9	22
Black - Caribbean	361	19	19
Chinese	94	3	31
Indian	567	40	14
Mixed - Any other mixed background	220	9	24
Mixed - White and Asian	204	7	29
Mixed - White and black African	48	3	16
Mixed - White and black Caribbean	155	3	52
Not stated	85	5	17
Pakistani	248	9	28
White - British	29,332	1,058	28
White - Irish	494	17	29
White - Other	653	25	26

Table 16: Police officer discipline cases and ethnic background

The table below shows the number of police staff, PCSOs or traffic wardens involved in discipline cases in 2009-10.

Ethnic background (grouped)	Police staff	PCSOs	Traffic wardens
BME	66	44	3
Non-BME	102	56	4
Not known	7	1	1

Table 17: Police staff, PCSO and traffic warden discipline cases and grouped ethnic background

Taking into account their proportions of the population, the likelihood of being involved in a discipline case is very similar for BME and non-BME PCSOs. In terms of police staff, BME staff are more likely than non-BME staff to be involved in cases. The number of traffic wardens involved in discipline cases is too small to be able to infer significance with any confidence.



### **B.10.3: Discipline and disability, age, sexual orientation and faith**

4 of the 284 discipline cases involving police staff, PCSOs or traffic wardens involved staff who stated that they had a disability; this comprises 1.41% of all non-officer discipline cases. For 65 of these cases (22.89%), it was not known whether the member of staff involved had a disability.

For information on the age of those undergoing discipline cases or employment tribunals, please see Appendix tables D.9.1, D.9.2 and D.9.3.

Apart from the above, there is no data available for these diversity strands in relation to discipline.

## **B.11: Employment Tribunals (ETs)<sup>20</sup>**

There were 114 Employment Tribunals in the financial year 2009-10, a decrease of 6 from the previous financial year. Of these:

- 51 were lodged by police officers
- 40 were lodged by police staff
- 12 were lodged by PCSOs
- 4 were lodged by traffic wardens.

7 were lodged by members of the public.

### **B.11.1: Employment Tribunals and gender**

62 Employment Tribunals were lodged by male members of the workforce in 2009-10, and 45 were lodged by female members of the workforce. Female members of the workforce are slightly more likely to be involved in Employment Tribunals.

### **B.11.2: Employment Tribunals and ethnic background**

Of the Employment Tribunals lodged by members of the MPS workforce:

- 60 involved non-BME claimants (34 police officers, 22 police staff, 3 PCSOs, 1 traffic warden)
- 46 involved BME claimants (17 police officers, 18 police staff, 9 PCSOs, 2 traffic wardens)
- 1 involved a traffic warden whose ethnic background is not stated.

BME members of the workforce across the role types were more likely to be involved in an Employment Tribunal than non-BME members of the workforce.

### **B.11.3: Employment Tribunals and disability, age, sexual orientation and faith**

The HR Employment Tribunal Unit is unable to provide data pertaining to the disability, faith/belief or sexual orientation of claimants, as this information cannot be obtained from MetHR due to the confidential nature of the Self Service facility. Furthermore, it is noted that very small proportions of the population have provided this information on MetHR.

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<sup>20</sup> Data provided by the HR Employment Tribunal Unit on 23/04/2010

## **B.12: Attrition<sup>21</sup>**

2,988 MPS employees left the organisation in 2009-10. This generates an approximate attrition rate, based on the MPS population on 31<sup>st</sup> March 2010 (53,605), of 5.57%. However, this figure includes 69 police officers who retired and then joined the 30+ scheme, and so stayed within the organisation, and 591 PCSOs and 34 police staff who resigned in order to become police officers. With these figures removed, this leaves 2,294 individuals who left the organisation altogether, giving an approximate attrition rate of 4.28%. This is lower than the approximate attrition rate experienced in 2008-9 (4.71%).

The 2,988 leavers comprised:

1,276 police officers (56.11% of whom retired)<sup>22</sup>

763 police staff (33.81% of whom retired)<sup>23</sup>

925 PCSOs (1.41% of whom retired)<sup>24</sup>

24 traffic wardens (87.50% of whom retired)<sup>25</sup>

In addition to these numbers, 596 MSC left the MPS in 2009-10.

### **B.11.1: Attrition and gender**

195 of the 1,276 police officer leavers were female. However, only 107 of these were due to voluntary resignation or joining another police force. Of the 1,081 male leavers, 335 officers resigned voluntarily or joined another police force. Length of service plays a considerable part in attrition trends, as there are higher proportions of female and BME officers to be found in the 0-4 and 5-9 years' service bands than are present in the longer-service bands. The age profile is also different. This means that non-BME and male officers are more likely to retire, having attained 30 years' service or having attained retirement age.

209 of the 404 female police staff who left the organisation in 2009-10 did so due to voluntary resignation or joining another police force. 150 of the 359 male police staff who left the MPS left for these reasons.

302 of the 316 female PCSOs who left the MPS in 2009-10 did so due to voluntary resignation or joining as a police officer (199 of these joined as a police officer). For male PCSOs, 571 of the 609 leavers did so through voluntary resignation or leaving to become a police officer (and 392 of these were not lost to the organisation, as they joined as police officers).

Three of the 15 traffic warden leavers resigned voluntarily or joined another police force. All three were female.

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<sup>21</sup> Data provided by the HR Recruitment Team in April 2010.

<sup>22</sup> This includes ordinary retirement and medical retirement, but not retirement after 30 years' service to rejoin as a member of police staff.

<sup>23</sup> This includes ordinary, medical and early retirement.

<sup>24</sup> This includes ordinary, medical and early retirement.

<sup>25</sup> This includes ordinary, medical and early retirement.

## **B.11.2: Attrition and ethnic background**

During the 2009-10 financial year, there were 72 BME police officer leavers, 1,201 non-BME police officer leavers, and the ethnic background of 3 leavers was unknown. Of these, 43 of the 72 BME leavers resigned voluntarily or joined another police force. 397 of the 1,201 non-BME leavers resigned voluntarily or joined another police force. Based on the population on 31<sup>st</sup> March 2010, this gives the approximate proportions of leavers from each background who left for these reasons as 1.38% for BME officers, and 1.30% for non-BME officers. Thus, while the total number of leavers represents a higher proportion of their population for non-BME leavers, this is caused by high levels of retirement, and in reality the proportions of those electing to leave the MPS remains similar for both groups.

Of the 763 police staff leavers:

- 137 were BME. Of these, 71 resigned voluntarily or joined a police force as a different role type
- 578 were non-BME. 266 of these resigned voluntarily or resigned to join in a different policing context. 218 leavers (37.72% of the total) took ordinary, early or medical retirement
- The ethnic background of 48 leavers was unknown. 22 of these resigned voluntarily.

Therefore, approximate leaver proportions for the BME and non-BME populations stand at 3.53% and 5.31% respectively. If attention is focused solely on those electing to leave to move to a different role (voluntary resignation and joining another policing context) then these percentages become 1.83% and 2.44%. So, the non-BME attrition rate for police staff was higher than that for BME police staff in 2009-10. This is likely to be influenced by the career positions of staff.

Of the 925 PCSO leavers, 210 were BME. Of these, 188 voluntarily resigned or joined another policing context. In the same period, 715 non-BME PCSOs left, 685 of whom rejoined in a different policing context or voluntarily resigned. The proportion of leavers who leave for these two reasons is broadly similar. It must be remembered that, of the 925 PCSO leavers, 591 left in order to take up a position in a different policing context (joining as police officers), so an attrition rate that may seem high in reality displays progression and development, rather than a loss to the Service.

Of the 24 traffic warden leavers, 22 were non-BME, and 2 were BME. The attrition rate is higher for non-BME traffic wardens (although this is calculated based on very low numbers).

Leaver information for each ethnic background is presented in Appendix table D.10.1.

To place the above information into context, the attrition rates within HM Prison Service have consistently been at least one percentage point higher for BME staff than for non-BME staff from 2002-3 to 2009-10<sup>26</sup>. This organisation has also experienced strong trends around length of service and role type being greater factors in staff leaving than ethnic background.

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<sup>26</sup> Data taken from the HR Prison Service *Annual Staff Diversity Review 2009-10*, published in October 2009.

**B.11.3: Attrition and age**

The table below shows the percentage of leavers of each role type who were within each age group.

Age group	Police officers	Police staff	PCSOs	Traffic wardens
Under 20	0.00%	1.31%	0.22%	0.00%
20-24	1.80%	10.09%	33.30%	0.00%
25-29	6.90%	11.93%	36.54%	0.00%
30-34	8.86%	8.39%	11.68%	0.00%
35-39	5.96%	7.99%	6.05%	12.50%
40-44	7.68%	7.99%	6.05%	0.00%
45-49	25.78%	5.24%	2.92%	4.17%
50-54	32.60%	7.47%	1.62%	4.17%
55-59	8.62%	9.17%	0.43%	12.50%
60+	1.80%	30.41%	1.19%	66.67%

Table 18: Attrition by role type and age group

The police officer peak age for leaving was 45-54 years old. This is linked to the high proportion of police officers who retired in 2009-10 (61.52% of all police officer leavers retired, whether ordinary retirement, medical retirement or to join the 30+ scheme).

Police staff leavers were more widely spread across the age groups. While the largest group of leavers was to be found in the 60+ years category (83.62% of whom left through ordinary, early or medical retirement), leavers were spread across age groups.

High levels of PCSO leavers were to be found in the 20-24 and 25-29 age groups. This is affected by the high levels leaving to become police officers (67.80% of leavers in these age categories left to become police officers).

Highest numbers of traffic warden leavers were found in the 60+ age group. 93.75% of the leavers from this age group retired.

**B.11.4: Attrition and disability, sexual orientation and faith**

This data is not available at present.

## Section C: Conclusion

There is more variation within the MPS in terms of the role types than between the diversity strands. This is unsurprising considering the differing conditions and activities which prevail for each role. The position an individual is in terms of their career also plays a part – so groups which happen to have large concentrations of their number who have joined the organisation recently are likely to have a different profile to those which have, on average, accrued more service.

Once again, there has been an increase in the diversity of the overall workforce, in all strands (where measurable). The MPS is continuing to enjoy success in employing a more representative workforce, and the effects of this recruitment are slowly being felt in the employment aspects presented in this report. In particular, the race strand is of particular interest, as higher proportions of BME officers are being recruited than are currently represented within the police officer population. These averages are above the current representation of BME police officers, which means that as these staff progress through the organisation and accrue more service the patterns will change further. This evidenced by the representation of BME police officers which increased from 8.75% of the total officer population to 9.30% as BME recruitment rates averaged 13.49% in 2009/10.

Of the total MPS population (including MSC) 34.67% were female. Police staff and traffic warden populations experience a higher proportion of female employees (57.73% and 57.35% respectively) in their number than is seen in the London economically active population (EAP). Female police officer representation currently accounts for 23% of the police officer workforce with the number of female officers recruited in 2009/10 representing 34.2% of all recruits. These averages are still above the proportion of female police officers employed by the MPS overall, which means that, over time, recruitment at this level will see the proportion of female officers in the MPS increase.

The success rates for female police officers in all promotion and lateral progression processes which took place in 2009-10 were higher than those of their male colleagues. This strongly indicates that the organisation is providing the necessary talent management schemes and training to develop existing talent within the organisation. Continued targeted recruitment campaigns and talent management initiatives are anticipated to assist with increasing under represented groups that have seen low representation in the Constable and Sergeant ranks. These schemes are expected to encourage female officers to take up promotion processes and given sufficient time will see a greater number of females in senior ranks.

## Section D: Appendix

### D.1: Population Data

#### D.1.1: Population Data by diversity strand

Diversity Strand	Diversity Strand Subdivision	Police Officer	Police Staff	PCSO	Traffic Warden	MSC
Gender	Male	25,612	6,117	3,029	107	2,197
	Female	8,072	8,876	1,632	160	928
Ethnic Background	Any other Asian background	215	263	175	4	70
	Any other black background	312	599	138	8	88
	Any other group not specified	393	302	68	7	109
	Bangladeshi	107	96	113	4	59
	Black - African	196	579	194	10	96
	Black - Caribbean	361	572	135	15	51
	Chinese	94	58	16	1	38
	Indian	567	611	186	1	246
	Mixed - Any other mixed background	220	89	67	1	37
	Mixed - White and Asian	204	61	43	1	43
	Mixed - White and black African	48	17	15	1	5
	Mixed - White and black Caribbean	155	73	62	2	14
	Not stated	85	234	57	4	120
	Pakistani	248	157	131	2	117
	White - British	29,332	10,318	2,964	191	1,730
White - Irish	494	211	65	10	62	
White - Other	653	354	232	5	240	
Disability	Disability	205	140	56	0	45
	No disability	4,285	1,228	1,953	2	1,877
	Prefer not to say	61	28	17	0	21
	Not known	29,133	13,597	2,635	265	1,182
Age	Under 20	24	33	101	0	147
	20-24	1,494	607	1,296	1	844
	25-29	5,155	1,738	999	4	667
	30-34	6,393	1,787	540	12	454
	35-39	5,416	1,901	452	39	353
	40-44	6,261	2,404	457	59	287
	45-49	5,928	2,273	370	50	197
	50-54	2,450	1,861	271	48	109
	55-59	505	1,422	122	25	44
60+	58	967	53	29	23	
Faith or belief	Buddhist	38	8	12	0	14
	Christian	2,604	913	955	4	814
	Hindu	63	56	20	0	85
	Jewish	46	20	13	0	36
	Muslim	174	78	125	1	221
	None	1,476	377	683	1	572
	Other	183	59	85	0	68
	Prefer not to say	272	74	86	0	71
	Sikh	71	27	33	0	52
	Unknown	28,757	13,381	2,649	261	1,192
Sexual Orientation	Bisexual	78	11	48	0	51
	Gay/Lesbian	303	95	91	0	114
	Heterosexual	3,879	1,215	1,704	1	1,633
	Prefer not to say	907	257	283	2	268
	Unknown	28,517	13,415	2,535	264	1059

Sexual orientation, faith and disability data in the above table is dependent on the accuracy of self-declared information captured on MetHR.

**D.1.2: Population data and band: Police officers<sup>27</sup>**

Diversity strand	WDR Rank	Police Constable/ Detective Constable	Police Sergeant/ Detective Sergeant	Inspector/ Detective Inspector	Chief Inspector /Detective Chief Inspector	Superintendent/ Detective Superintendent	Chief Superintendent and above
Gender	Female	6,794	942	242	58	22	14
	Male	18,346	5,084	1,449	431	198	104
Ethnic Background	Any other Asian background	173	27	4	6	1	4
	Any other Black background	267	33	9	2	1	0
	Any other group not specified	337	43	11	2	0	0
	Bangladeshi	103	4	0	0	0	0
	Black - African	172	21	1	1	1	0
	Black - Caribbean	295	56	7	1	2	0
	Chinese	88	5	1	0	0	0
	Indian	494	51	15	6	0	1
	Mixed - Any other mixed background	189	24	6	1	0	0
	Mixed - White & Asian	181	11	10	0	2	0
	Mixed - White & Black African	45	3	0	0	0	0
	Mixed - White & Black Caribbean	142	9	3	0	1	0
	Not stated	71	8	2	2	0	2
	Pakistani	219	20	7	2	0	0
	White - British	21,445	5,536	1,578	453	209	111
White - Irish	387	86	14	7	0	0	
White - Other	532	89	23	6	3	0	
Age group	Under 20	24	0	0	0	0	0
	20-24	1,493	1	0	0	0	0
	25-29	5,003	151	1	0	0	0
	30-34	5,605	751	30	7	0	0
	35-39	4,088	1,105	174	44	4	1
	40-44	3,910	1,678	460	140	52	21
	45-49	3,291	1,580	702	194	111	50
	50-54	1,355	636	277	94	49	39
	55-59	329	111	44	10	4	7
	60+	42	13	3	0	0	0

<sup>27</sup> Please note that, since all PCSOs are the same band (Band E), there is not a population data and band table for this role type.



**D.1.3: Population data and band: Police staff**

Diversity Strand		Band A	Band B	Band C	Band D	Band E	Band F	Band G	Other
Gender	Female	83	271	597	1,879	4,793	734	277	242
	Male	214	383	642	1,596	2,470	582	175	55
Ethnic Background	Any other Asian background	2	4	10	50	124	38	13	22
	Any other Black background	3	6	26	88	342	61	48	25
	Any other group not specified	1	5	17	55	164	32	21	7
	Bangladeshi	0	1	5	19	63	5	2	1
	Black - African	0	10	22	81	248	43	92	83
	Black - Caribbean	3	5	15	92	333	77	29	18
	Chinese	0	5	2	20	21	4	2	4
	Indian	7	18	34	139	312	54	23	24
	Mixed - Any other mixed background	0	1	7	22	51	7	0	1
	Mixed - White & Asian	2	2	2	14	32	6	2	1
	Mixed - White & Black African	0	1	0	1	12	2	1	0
	Mixed - White & Black Caribbean	0	2	4	12	44	9	0	2
	Not stated	42	43	69	123	290	45	15	6
	Pakistani	0	3	5	27	102	11	2	7
	White - British	232	517	976	2,593	4,862	885	177	76
White - Irish	2	11	22	45	105	16	5	5	
White - Other	3	20	23	94	158	21	20	15	
Age group	Under 20	0	0	0	0	26	5	2	0
	20-24	1	0	1	85	424	75	14	7
	25-29	5	18	91	442	1,099	59	15	9
	30-34	10	66	148	527	949	50	19	18
	35-39	36	82	176	491	971	106	26	13
	40-44	60	126	230	597	1,117	196	49	29
	45-49	59	136	236	508	989	213	73	59
	50-54	61	106	172	408	733	229	92	60
	55-59	49	84	119	262	549	207	80	72
	60+	16	36	66	155	406	176	82	30

**D.1.4: Population data and band: Traffic Wardens**

Diversity strand		Band C	Band D	Band T
Gender	Female	2	24	134
	Male	1	8	98
Ethnic Background	Any other Asian background	0	0	4
	Any other Black background	0	0	8
	Any other group not specified	0	1	6
	Bangladeshi	0	0	4
	Black - African	0	0	10
	Black - Caribbean	0	3	12
	Chinese	0	0	1
	Indian	0	0	1
	Mixed - Any other mixed background	0	0	1
	Mixed - White & Asian	0	0	1
	Mixed - White & Black African	0	0	1
	Mixed - White & Black Caribbean	0	0	2
	Not stated	0	0	4
	Pakistani	0	0	2
	White - British	3	26	162
	White - Irish	0	2	8
White - Other	0	0	5	
Age group	20-24	0	0	1
	25-29	0	0	4
	30-34	0	0	12
	35-39	0	1	38
	40-44	1	5	53
	45-49	0	13	37
	50-54	1	8	39
	55-59	1	3	21
	60+	0	2	27

**D.2: Recruitment Data<sup>28</sup>****D.2.1: Recruitment data with ethnic background and gender**

Diversity Strand		Applicants				Joiners			
Gender	Ethnic background	Police Officer	Police Staff	PCSO	MSC	Police Officer	Police Staff	PCSO	MSC
Female	Any other Asian background	12	79	9	54	3	4	1	6
	Any other Black background	18	194	11	68	9	15	2	5
	Any other group not specified	22	61	8	77	10	1	6	4
	Bangladeshi	8	46	8	38	0	0	3	2
	Black - African	14	166	21	54	5	16	4	9
	Black - Caribbean	12	111	19	52	5	9	10	7
	Chinese	2	27	3	15	4	2	1	3
	Indian	41	234	16	159	14	15	3	29
	Mixed - Any other mixed background	14	66	3	45	4	3	5	6
	Mixed - White & Asian	4	22	4	19	3	2	2	3
	Mixed - White & Black African	2	9	6	11	1	0	1	2
	Mixed - White & Black Caribbean	15	30	7	35	8	5	5	4
	Pakistani	16	82	8	76	7	8	2	9
	Not stated	25	232	7	109	3	54	6	10
	White - British	459	1,450	117	1,098	471	202	277	200
White - Irish	10	33	3	35	6	7	5	9	
White - Other	72	299	48	276	43	16	23	63	
Female total		746	3,141	298	2,221	596	359	356	374
Male	Any other Asian background	37	115	15	190	21	3	8	20
	Any other Black background	43	149	34	119	12	7	10	11
	Any other group not specified	67	75	41	241	32	11	16	28
	Bangladeshi	66	99	27	220	13	4	4	15
	Black - African	58	256	57	180	10	6	7	17
	Black - Caribbean	33	83	24	73	9	3	11	12
	Chinese	11	19	2	49	11	1	3	8
	Indian	133	283	43	432	47	13	26	73
	Mixed - Any other mixed background	24	54	4	82	26	3	7	10
	Mixed - White & Asian	18	28	5	87	19	2	5	13
	Mixed - White & Black African	7	10	6	25	2	0	3	1
	Mixed - White & Black Caribbean	21	28	8	51	12	0	11	4
	Pakistani	86	156	25	279	18	6	14	33
	Not stated	85	272	20	254	15	83	9	28
	White - British	1,049	1,727	294	2,448	1,057	283	498	464
White - Irish	16	45	5	63	21	5	5	10	
White - Other	86	177	78	411	59	13	22	61	
Male total		1,840	3,576	688	5,204	1,384	443	659	808
Grand total		2,586	6,717	986	7,425	1,980	802	1,015	1,182

<sup>28</sup> Joiners do not necessarily join in the year that they applied, so the joiners shown in this table will not necessarily be among the applicants shown within the table.

### D.3: Training Data<sup>29</sup>

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#### D.3.1: Training data by gender, ethnicity, disability, hours worked and age

Diversity strand	Diversity subdivision	Accepted	Rejected
Ethnicity	BME	2,392	16
	Non-BME	11,237	119
Gender	Male	8,479	76
	Female	4,867	61
Disability	Yes	250	4
	No	10,821	132
Working Pattern	Part-time	772	11
	Full-time	12,452	124
Age	Under 18	1	0
	18-29	4,392	56
	30-39	4,677	43
	40-49	3,301	37
	50-59	1,012	1
	60-65	77	0
	65+	7	0

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<sup>29</sup> For the period 1 February 2009 – 31 January 2010 (where known – this is based on data provided on training request forms, and applicants did not always provide information about themselves)

**D.4: PDR Data****D.4.1: PDR data: Average box markings**

Role type	Diversity Strand Subdivision	Box Marking 1	Box Marking 2	Box Marking 3	Box Marking 4	Box Marking 5
Police officers	Male	950	10,203	7,003	89	5
	Female	160	2,604	2,126	25	1
	BME	43	775	983	18	2
	Non-BME	1,066	12,012	8,121	95	4
	Unknown ethnic background	1	20	25	1	0
Police staff	Male	126	1,735	2,255	57	3
	Female	225	2,594	3,260	77	5
	BME	32	735	1,539	39	4
	Non-BME	311	3,508	3,754	91	4
	Unknown ethnic background	8	86	222	4	0
PCSOs	Male	27	401	926	44	3
	Female	16	240	462	12	4
	BME	10	172	472	26	5
	Non-BME	33	462	900	29	2
	Unknown ethnic background	0	7	16	1	0
Traffic wardens	Male	0	22	82	2	0
	Female	1	52	98	0	1
	BME	0	8	46	0	0
	Non-BME	1	66	130	2	1
	Unknown ethnic background	0	0	4	0	0

The data contained in the above table is dependent on the accuracy of self-declared information captured on MethR.

**D.5: Promotion Data****D.5.1: Police office promotion data by gender**

Process			Success rate	Male				Female				Total applicants	
				Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful		
Promotion Processes	Constable to Sergeant, May 2009	Part 3	47.83%	53	76.81%	24	45.28%	16	23.19%	9	56.25%	69	
		WBA	45.84%	719	80.79%	317	44.09%	171	19.21%	91	53.22%	890	
	Constable to Sergeant, October 2009	Part 3	40.63%	26	81.25%	9	34.62%	6	18.75%	4	66.67%	32	
		WBA	38.57%	465	83.04%	175	37.63%	95	16.96%	41	43.16%	560	
	Chief Inspector to Superintendent, June 2009 <sup>30</sup>			54.64%	85	87.63%	44	51.76%	12	12.37%	9	75.00%	97
	Superintendent to Chief Superintendent, January 2010 <sup>31</sup>			37.14%	32	91.43%	12	37.50%	3	8.57%	1	33.33%	35
Lateral Processes	Constable to Detective Constable, September 2009		91.85%	223	60.60%	204	91.48%	142	38.59%	133	93.66%	368 <sup>32</sup>	

**D.5.2: Promotion data and ethnic background**

Process			Success rate	BME				Non-BME				Not known/Other				
				Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful	
Promotion Processes	Constable to Sergeant, May 2009	Part 3	47.83%	3	4.35%	1	33.33%	66	95.65%	32	48.48%	0	0.00%	0	0.00%	
		WBA	45.84%	61	6.85%	29	47.54%	819	92.02%	376	45.91%	10	1.12%	3	30.00%	
	Constable to Sergeant, October 2009	Part 3	40.63%	0	0.00%	0	0.00%	30	93.75%	12	40.00%	2	6.25%	1	50.00%	
		WBA	38.57%	52	9.29%	19	36.54%	488	87.14%	187	38.32%	20	3.57%	10	50.00%	
	Chief Inspector to Superintendent, June 2009			54.64%	5	5.15%	4	80.00%	91	93.81%	49	53.85%	1	1.03%	0	0.00%
	Superintendent to Chief Superintendent, January 2010			37.14%	0	0.00%	0	0.00%	35	100.00%	13	37.14%	0	0.00%	0	0.00%
Lateral Processes	Constable to Detective Constable, September 2009		91.85%	65	17.66%	60	92.31%	282	76.63%	263	93.26%	21	5.71%	15	71.43%	

<sup>30</sup> Success rates for this process are calculated based on whether or not they were successful in the Assessment Centre.

<sup>31</sup> Success rates for this process are calculated based on whether or not they were successful in the Assessment Centre.

<sup>32</sup> This figure includes 3 applicants who did not provide information pertaining to their gender, one of whom was successful.

**D.5.3: Promotion data and disability**

Process		Success rate	No Disability				Disability				Not stated				
			Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful	
Promotion Processes	Constable to Sergeant, May 2009	Part 3	47.83%	31	44.93%	14	45.16%	0	0.00%	0	0.00%	38	55.07%	19	50.00%
		WBA	45.84%	517	58.09%	233	45.07%	6	0.67%	4	66.67%	367	41.24%	171	46.59%
	Constable to Sergeant, October 2009	Part 3	40.63%	31	96.88%	12	38.71%	0	0.00%	0	0.00%	1	3.13%	1	100%
		WBA	38.57%	522	93.21%	200	38.31%	12	2.14%	4	33.33%	26	4.64%	12	46.15%
	Chief Inspector to Superintendent, June 2009 <sup>33</sup>		54.64%	46	47.42%	25	54.35%	0	0.00%	0	0.00%	51	52.58%	28	54.90%
	Superintendent to Chief Superintendent, January 2010		37.14%	34	97.14%	12	35.29%	1	2.86%	1	100.00%	0	0.00%	0	0.00%
Lateral Processes	Constable to Detective Constable, September 2009	91.85%	332	90.22%	307	92.47%	4	1.09%	3	75.00%	32	8.70%	28	87.50%	

The data contained in the above table is dependent on the accuracy of self-declared information captured on MethR.

<sup>33</sup> Success rates for this process are calculated based on whether or not they were successful in the Assessment Centre.

**D.6: Career Break Data****D.6.1: Career breaks by age, gender and ethnic background**

Diversity strand	Ethnic background	Police officers	Police staff	PCSOs	Traffic wardens
Ethnic Background	Any other Asian background	4	8	1	0
	Any other Black background	4	9	2	0
	Any other group not specified	3	5	2	0
	Bangladeshi	1	3	0	0
	Black - African	4	12	4	0
	Black - Caribbean	2	7	1	0
	Chinese	2	2	0	0
	Indian	2	14	2	0
	Mixed - Any other mixed background	4	2	0	0
	Mixed - White & Asian	2	2	0	0
	Mixed - White & Black African	0	0	1	0
	Mixed - White & Black Caribbean	0	2	2	0
	Not known	1	3	0	0
	Pakistani	1	5	3	0
	White - British	240	186	20	3
	White - Irish	7	2	1	0
White - Other	9	11	1	0	
Gender	Male	143	33	16	0
	Female	143	241	24	3
Age group	Under 20	0	0	0	0
	20-24	2	3	3	0
	25-29	30	40	13	0
	30-34	83	46	1	0
	35-39	74	84	7	1
	40-44	66	50	9	1
	45-49	26	27	2	1
	50-54	4	17	4	0
	55-59	1	7	0	0
	60+	0	0	1	0



**D.7: Part-time Working Data****D.7.1: Part-time working, gender, ethnic background and age group**

Diversity Strand	Diversity Strand Subdivision	Full-time				Part-time			
		Police Officer	Police Staff	PCSO	Traffic Warden	Police Officer	Police Staff	PCSO	Traffic Warden
Gender	Male	25,479	5,916	2,989	102	133	201	40	5
	Female	6,879	7,042	1,486	107	1,193	1,834	146	53
Ethnic Background	Any other Asian background	210	227	63	4	5	36	2	0
	Any other black background	300	529	132	8	12	70	6	0
	Any other group not specified	383	260	171	6	10	42	5	1
	Bangladeshi	104	86	111	3	3	10	4	1
	Black - African	194	495	190	10	2	84	4	0
	Black - Caribbean	354	505	128	15	7	67	7	0
	Chinese	93	54	16	1	1	4	0	0
	Indian	555	547	180	1	12	64	6	0
	Mixed - Any other mixed background	214	79	63	1	6	10	4	0
	Mixed - White and Asian	199	56	41	1	5	5	2	0
	Mixed - White and black African	46	17	14	1	2	0	1	0
	Mixed - White and black Caribbean	152	61	60	2	3	12	2	0
	Not stated	81	584	55	4	4	49	2	0
	Pakistani	244	140	125	1	4	17	6	1
White - British	28,107	8,816	2,840	139	1,225	1,502	124	52	
White - Irish	480	185	65	9	14	26	0	1	
White - Other	642	317	221	3	11	37	11	2	
Age	Under 20	24	33	101	0	0	0	0	0
	20-24	1,490	594	1,286	1	3	13	10	0
	25-29	5,032	1,614	964	4	115	124	35	2
	30-34	6,098	1,591	504	10	292	196	36	13
	35-39	5,051	1,490	424	26	362	411	28	22
	40-44	5,901	1,913	423	37	356	491	34	6
	45-49	5,766	1,975	353	44	159	298	17	8
	50-54	2,415	1,666	255	40	34	195	16	0
	55-59	501	1,268	118	25	4	154	4	7
60+	57	814	47	22	1	153	6	0	

**D.8: Fairness at Work Data****D.8.1: Fairness at Work and ethnic background, disability and gender**

Diversity Strand	Diversity category	Police officers	Police staff	PCSOs	Traffic wardens
Ethnic background	Any other Asian background	2	2	0	0
	Any other Black background	2	5	0	0
	Any other group not specified	5	6	0	0
	Bangladeshi	0	1	0	0
	Black - African	1	3	0	0
	Black - Caribbean	3	5	2	0
	Chinese	0	1	0	0
	Indian	0	6	0	0
	Mixed - Any other mixed background	0	0	0	0
	Mixed - White & Asian	0	1	0	0
	Mixed - White & Black African	0	0	0	0
	Mixed - White & Black Caribbean	0	0	0	0
	Not known	1	6	0	0
	Pakistani	0	2	0	0
	White - British	42	35	0	0
	White - Irish	5	2	0	0
White - Other	5	1	1	0	
Gender	Male	49	25	1	0
	Female	17	51	2	0
Age group	Under 20	0	0	0	0
	20-24	0	1	0	0
	25-29	4	9	1	0
	30-34	14	12	0	0
	35-39	11	10	1	0
	40-44	14	17	1	0
	45-49	12	11	0	0
	50-54	8	10	0	0
	55-59	3	3	0	0
60+	0	3	0	0	

**D.8.2: Fairness at Work Causes**

Cause	Instances
Sexual Discrimination	1
Racial Harassment	2
Racial Discrimination	6
Sexual orientation	0
Religious Belief/Faith	1
Age	1
Disability	10
Other	124

**D.9: Discipline/Employment Tribunal Data****D.9.1: Informal and Formal Misconduct Cases**

Diversity strand	Diversity category	Informal Discipline (pre-Taylor)	Management Action (under Taylor)	Misconduct hearings (pre-Taylor)	Meetings and Hearings (under Taylor)	Special Cases (under Taylor)
Ethnic background	Any other Asian background	0	8	0	2	0
	Bangladeshi	2	5	1	3	0
	Chinese	0	2	0	1	0
	Indian	3	31	0	6	0
	Pakistani	1	6	0	2	0
	Any other Black background	2	10	1	2	0
	Black - African	3	4	0	2	0
	Black - Caribbean	3	12	0	3	1
	Mixed - Any other mixed background	2	7	0	0	0
	Mixed - White & Asian	0	7	0	0	0
	Mixed - White & Black African	0	2	0	1	0
	Mixed - White & Black Caribbean	0	3	0	0	0
	Any other group not specified	1	15	0	2	1
	White - British	100	802	18	135	3
	White - Irish	0	16	0	1	0
	White - Other	2	23	0	0	0
Not known	0	3	0	2	0	
Gender	Male	97	798	17	139	5
	Female	22	158	3	23	0
Age group	Under 20	0	4	0	1	0
	20-29	38	270	5	44	2
	30-39	46	392	3	70	1
	40-49	31	255	9	38	2
	50-59	4	33	3	9	0
	60 and above	0	2	0	0	0

**D.9.2: Employment Tribunals, gender and ethnic background**

<b>Diversity Strand</b>	<b>Diversity category</b>	<b>Police Officer claimants</b>	<b>Police Staff claimants</b>	<b>PCSO claimants</b>	<b>Traffic Warden claimants</b>	<b>Member of Public claimants</b>
Ethnic Background	Any other Asian background	2	2	0	0	0
	Any other Black background	3	3	2	0	0
	Any other group not specified	4	0	2	0	0
	Bangladeshi	1	0	0	0	0
	Black - African	0	2	0	2	0
	Black - Caribbean	2	4	1	0	0
	Chinese	0	0	0	0	0
	Indian	4	3	2	0	0
	Mixed - Any other mixed background	0	1	0	0	0
	Mixed - White & Asian	1	2	0	0	0
	Mixed - White & Black African	0	0	0	0	0
	Mixed - White & Black Caribbean	0	0	0	0	0
	Not known	0	0	0	1	7
	Pakistani	0	1	2	0	0
	White - British	34	22	3	1	0
	White - Irish	0	0	0	0	0
White - Other	0	0	0	0	0	
Gender	Male	32	18	9	3	5
	Female	19	22	3	1	2
Age group	Under 20	0	0	0	0	0
	20-24	0	0	1	0	0
	25-29	4	4	3	0	1
	30-34	9	7	1	0	3
	35-39	5	5	0	1	0
	40-44	13	5	2	0	2
	45-49	8	9	4	2	0
	50-54	9	3	1	1	0
	55-59	3	3	0	0	1
60+	0	4	0	0	0	

**D.9.3: Police Staff discipline, gender and ethnic background**

<b>Diversity Strand</b>	<b>Diversity Subdivision</b>	<b>Police Staff</b>	<b>PCSO</b>	<b>Traffic Warden</b>
Ethnic Background	Any Other Asian Background	5	0	0
	Any Other Black Background	13	7	0
	Any Other Group Not Specified	3	8	1
	Bangladeshi	1	3	1
	Black - African	17	6	0
	Black - Caribbean	10	4	0
	Chinese	0	0	0
	Indian	14	5	1
	Mixed - Any Other Mixed Background	0	1	0
	Mixed - White & Asian	1	0	0
	Mixed - White & Black African	0	1	0
	Mixed - White & Black Caribbean	0	4	0
	Not Stated	7	1	1
	Pakistani	2	5	0
	White - British	94	51	4
	White - Irish	5	2	0
White - Other	3	3	0	
Gender	Female	95	34	4
	Male	80	67	4
Age group	Under 20	2	1	0
	20-24	10	26	1
	25-29	27	18	0
	30-34	25	20	1
	35-39	23	11	1
	40-44	25	6	1
	45-49	27	10	2
	50-54	19	8	1
	55-59	9	0	1
	60+	6	1	0
Not known	2	0	0	
Disability	Yes	2	2	0
	No	135	72	8
	Not Stated	38	27	0

**D.10: Attrition Data****D.10.1: Attrition by gender, ethnic background and age**

Diversity Strand	Diversity category	Police officers	Police staff	PCSOs	Traffic wardens
Ethnic background	Any other Asian background	5	10	12	0
	Any other Black background	12	22	14	1
	Any other group not specified	13	15	35	0
	Bangladeshi	2	3	18	0
	Black - African	2	22	18	0
	Black - Caribbean	10	24	17	0
	Chinese	1	1	5	0
	Indian	11	26	35	1
	Mixed - Any other mixed background	5	1	13	0
	Mixed - White & Asian	4	6	11	0
	Mixed - White & Black African	1	1	0	0
	Mixed - White & Black Caribbean	4	1	18	0
	Not known	3	48	0	0
	Pakistani	2	5	14	0
	White - British	1,161	552	654	22
White - Irish	15	6	16	0	
White - Other	25	20	45	0	
Gender	Male	1,081	359	609	9
	Female	195	404	316	15
Age group	Under 20	0	10	2	0
	20-24	23	77	308	0
	25-29	88	91	338	0
	30-34	113	64	108	0
	35-39	76	61	56	3
	40-44	98	61	56	0
	45-49	329	40	27	1
	50-54	416	57	15	1
	55-59	110	70	4	3
60+	23	232	11	16	