



**Equal Opportunities and Diversity Board**

**Management Information Report**

**Up to September 2005**

**Prepared by Planning & Performance Unit**

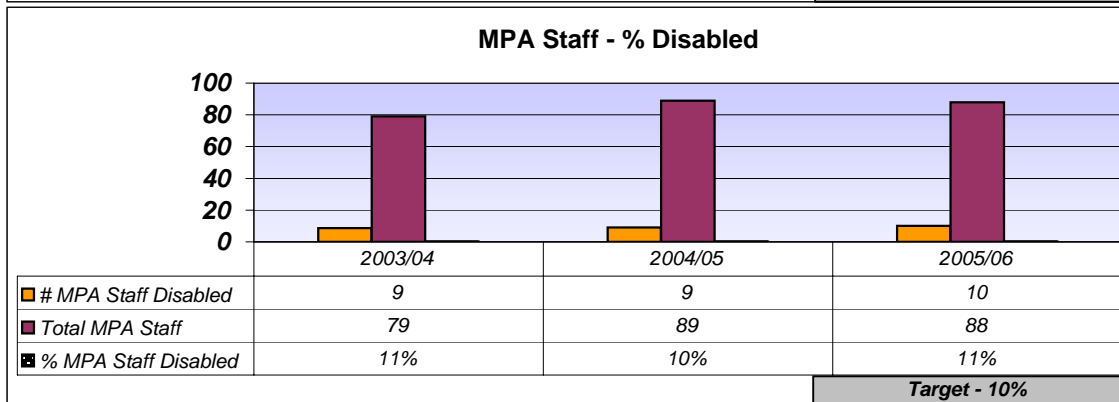
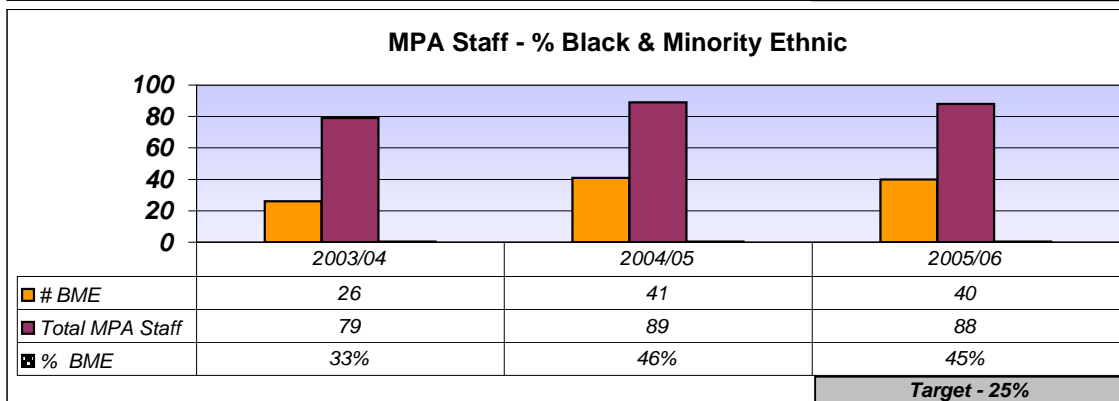
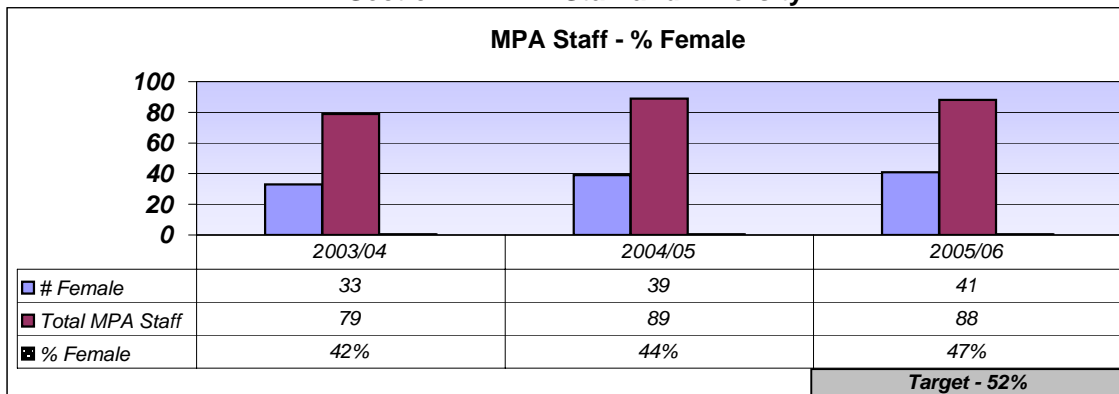
## Equal Opportunities and Diversity Board - Management Information

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## Equal Opportunities and Diversity Board - Management Information

### Section 1 - MPA Staff and Diversity



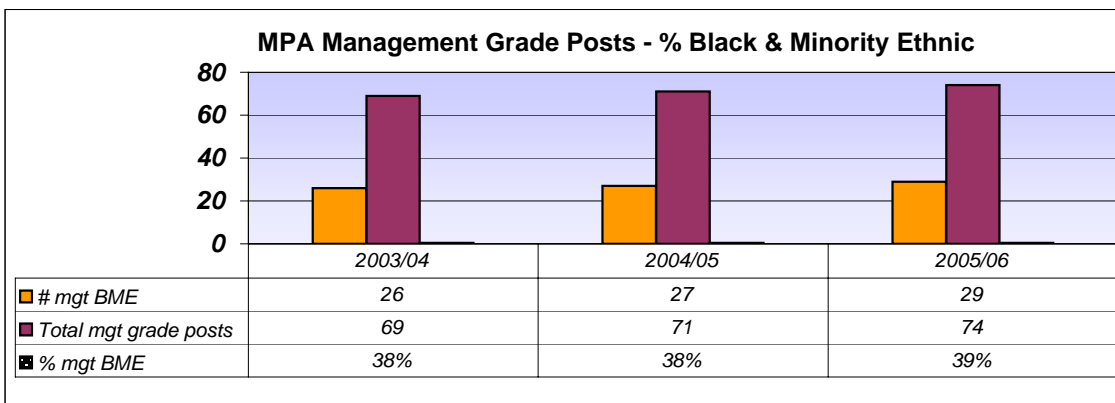
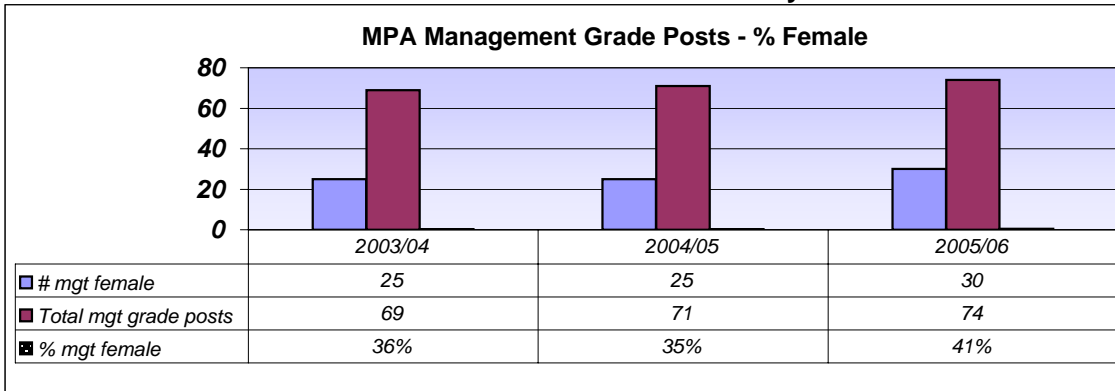
**Comments:**

MPA staffing numbers (including the secretariat and internal audit) are too small to monitor monthly trends. The graphs above provide information over the previous three financial years.

A total of 88 staff are currently employed by in the MPA secretariat and internal audit. 47% of these staff are female, currently below the target of 52%. Black & minority ethnic groups make up 45% of the MPA staff, exceeding the target of 25%. 11% of total staff have identified themselves as disabled, meeting the target of 10%.

## Equal Opportunities and Diversity Board - Management Information

### Section 1 - MPA Staff and Diversity



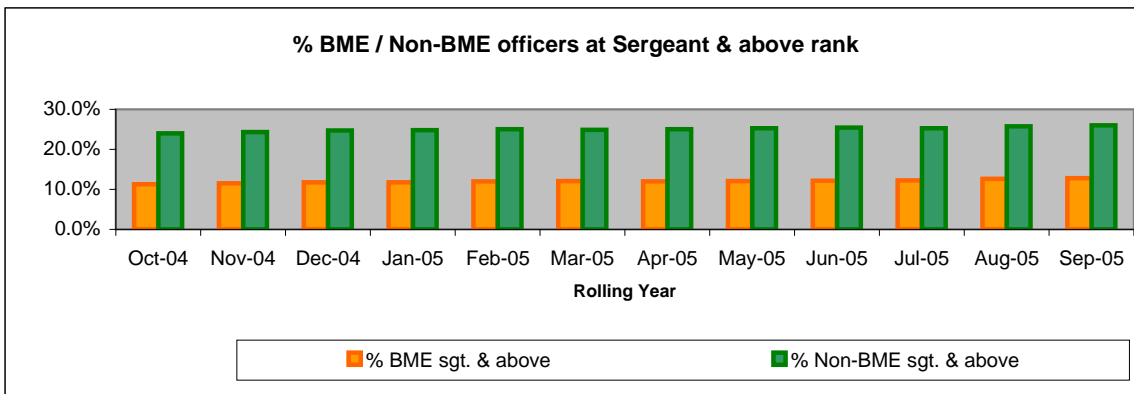
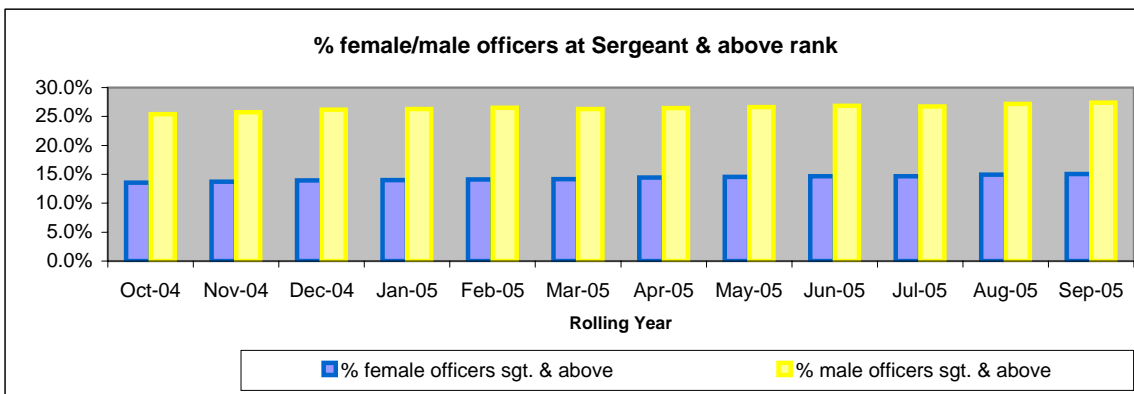
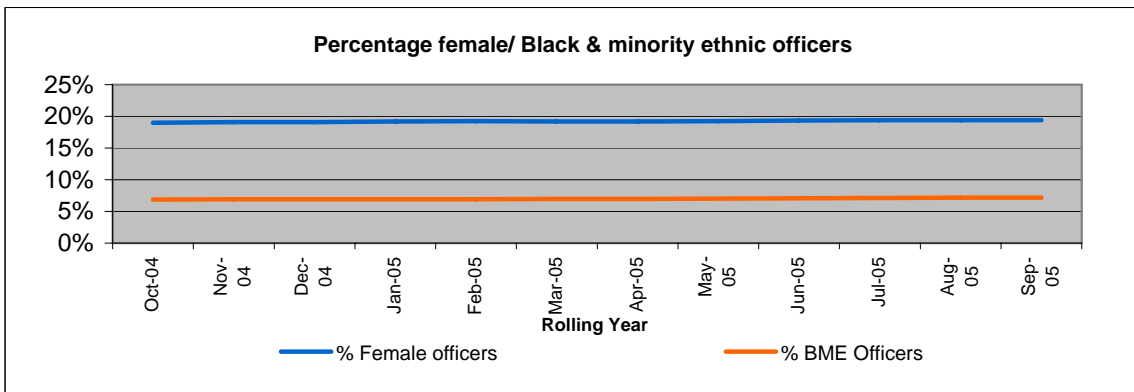
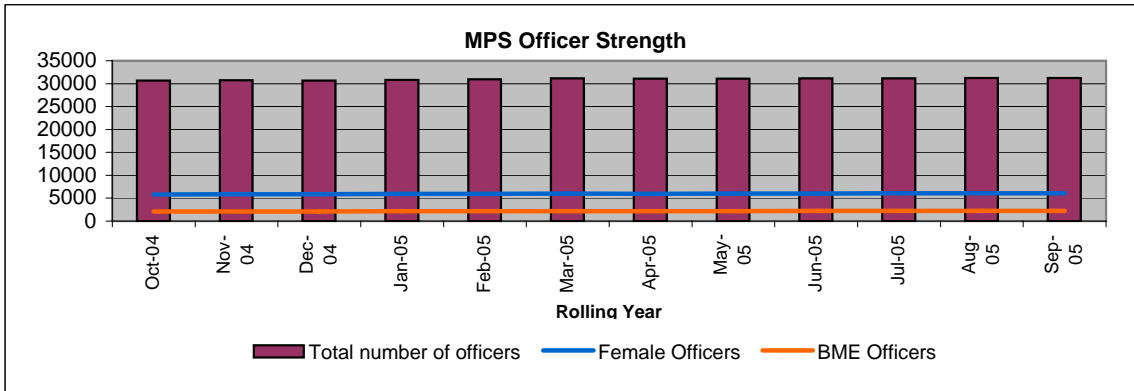
<b>Other MPA Info.</b>	<b>2003/04</b>	<b>2004/05</b>	<b>2005/06</b>
Total applicants for post	657	618	137
Total selected for posts	18	20	5
% applicants female	55%	46%	32%
% selected female	50%	70%	4%
% applicants BME	37%	19%	14%
% selected BME	56%	40%	1%

The percentage of posts at management grade is 84% at the end of November 2005. Of those posts, 41% are held by female staff and 39% are Black & minority ethnic staff.

The recruitment drive has slowed in the latest financial year.

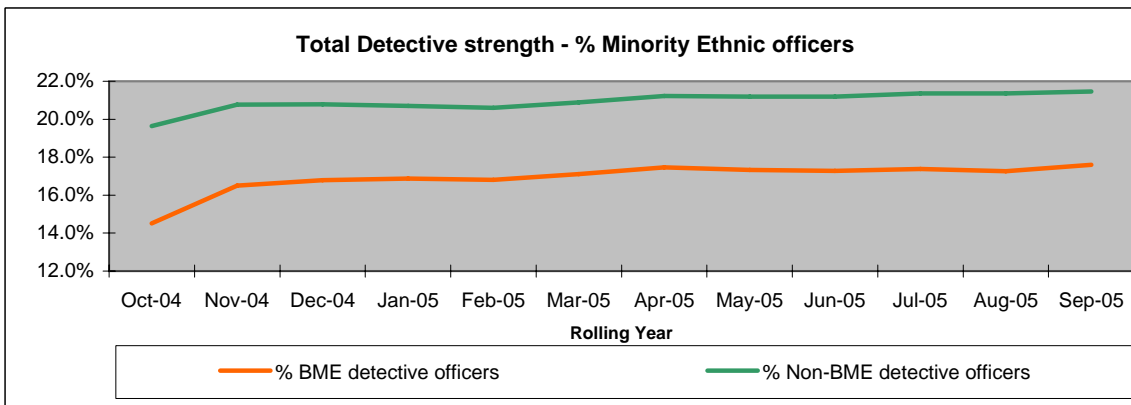
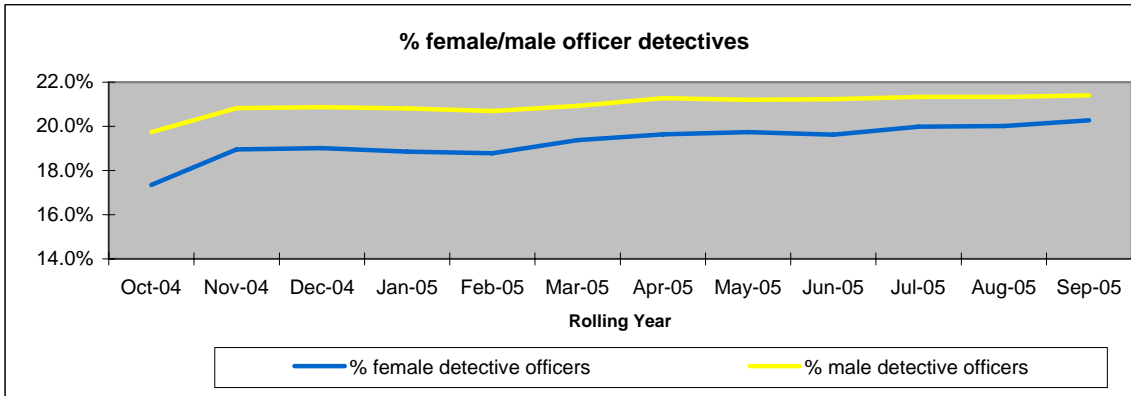
# Equal Opportunities and Diversity Board - Management Information

## Section 2 - MPS Police Officer/Police Staff



# Equal Opportunities and Diversity Board - Management Information

## Section 2 - MPS Police Officer/Police Staff



### Summary of latest figures

Total Officer Strength  
 % Female  
 % BME  
 Total Sergeant and above  
 % Female-sgt & above rank  
 % BME sgt & above rank  
 Total Detectives Strength  
 % Female officer detectives  
 % BME officer detectives

31237.13 (31,284) 2005-06 target  
 19.4% (6064.52) actual strength figure  
 7.2% (2245.08) actual strength figure  
 7815.63  
 15.1%  
 12.8%  
 6616.46  
 20.3%  
 17.6%

### Previous years figures

30624.22  
 18.8%  
 6.9%  
 6998.13  
 % male 27.4%  
 % non-BME 26.0%  
 5778.04  
 % male 21.4%  
 % non-BME 21.5%  
 13.16%  
 10.80%  
 16.9%  
 13.7%

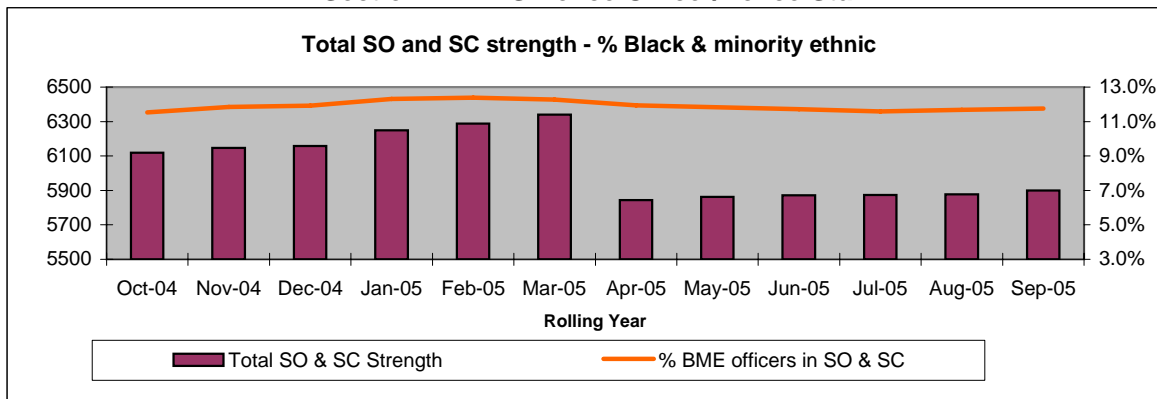
### Comments:

Police officer strength has increased by 2.0% to the end of September 2005, reaching 31,237. The percentage of police officers that are female is 19.4% and 7.2% are from BME communities.

The number of police officers at sergeant and above ranks has increased at a greater rate than total strength. There are 11.7% more officers at these ranks this year than last. Despite the increase, the percentage of male to female officers in this group is disproportional. There are 15.1% female officers at sergeant and above ranks as a proportion of all female officers compared to 27.4% of male officers as a proportion of all male officers.

# Equal Opportunities and Diversity Board - Management Information

## Section 2 - MPS Police Officer/Police Staff



### Summary of latest Police Officer strength figures

SO & SC Strength	5898.73
BME strength	263.96
% BME strength	11.8%
% Non-BME strength	19.4%

### Previous years figures

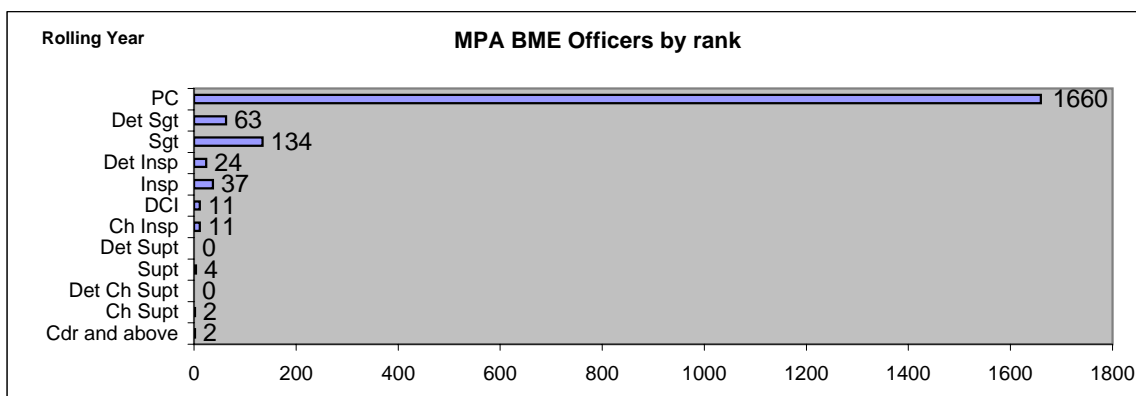
SO & SC Strength	6104.51
BME strength	244.66
% BME strength	11.7%
% Non-BME strength	20.5%

### Comments:

BME officers at sergeant and above ranks as a percentage of all BME officers are 12.8%. This percentage is significantly disproportional to the percentage of non-BME officers at the same rank (26.0%).

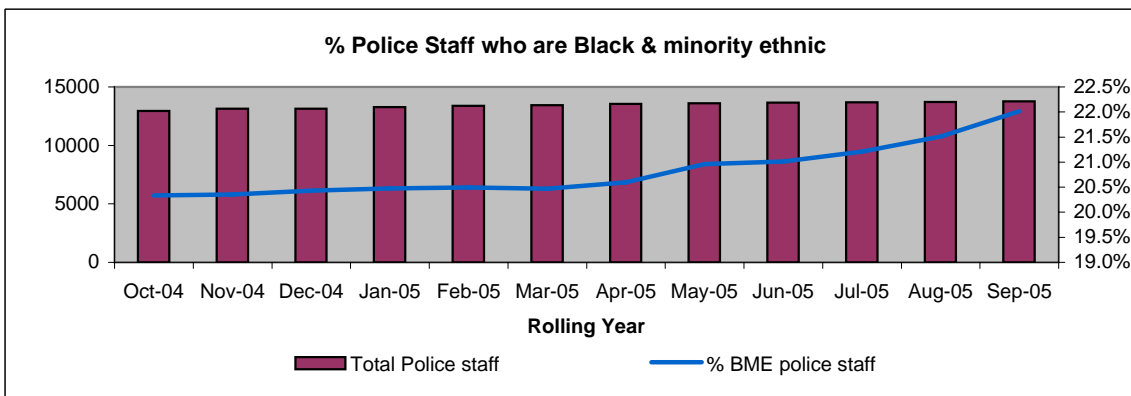
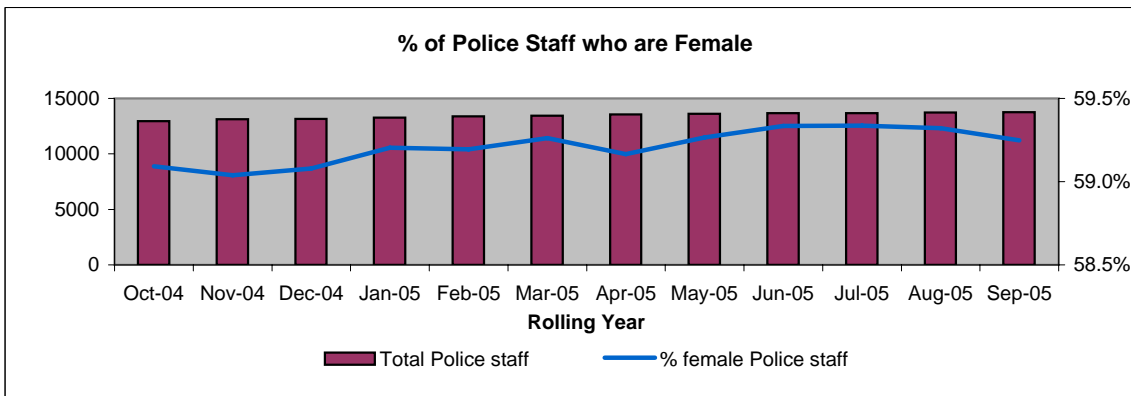
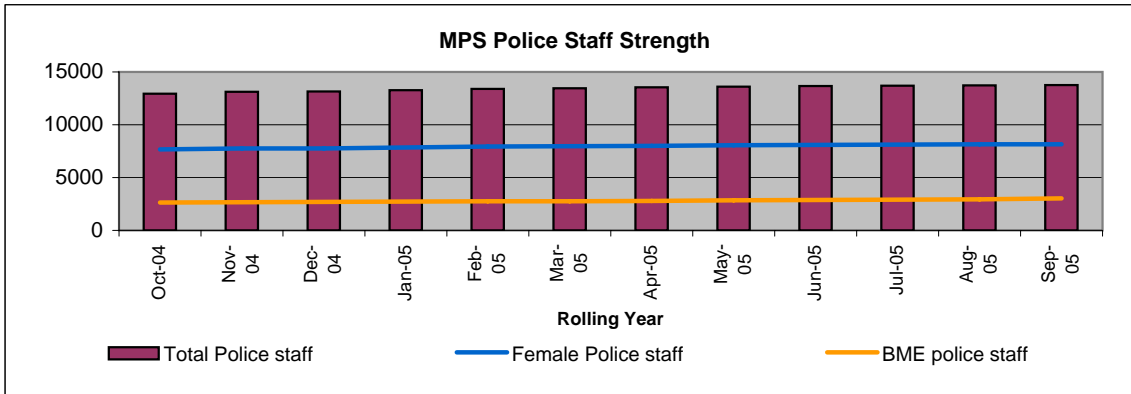
The recruitment drive to increase the strength of female and BME officers will have an impact in time on the number of officers that have reached these higher ranks.

The number of officers in SO & SC has decreased in the past year from 6104 in September 2004 to the current strength of 5898. There is a disproportionate number of Black & minority ethnic officers in these units, than Non-Black & minority ethnic officers.



# Equal Opportunities and Diversity Board - Management Information

## Section 2 - MPS Police Officer/Police Staff



**Comments:**

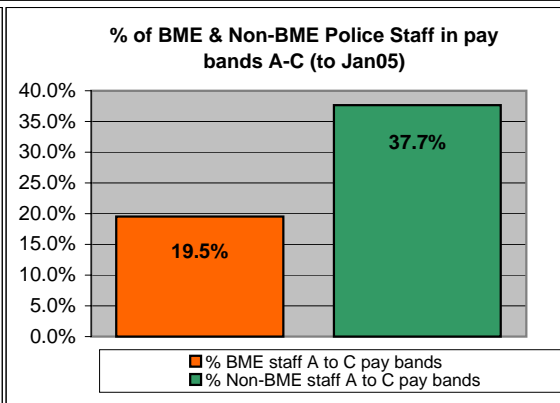
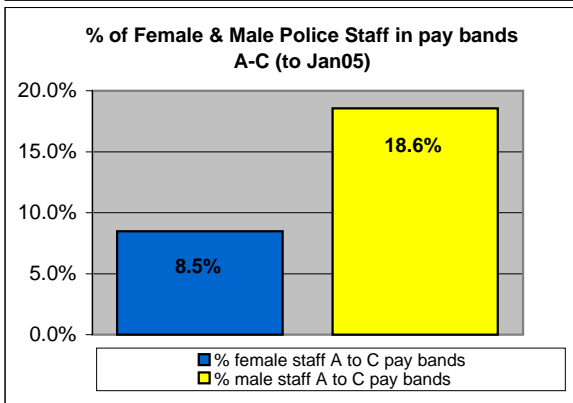
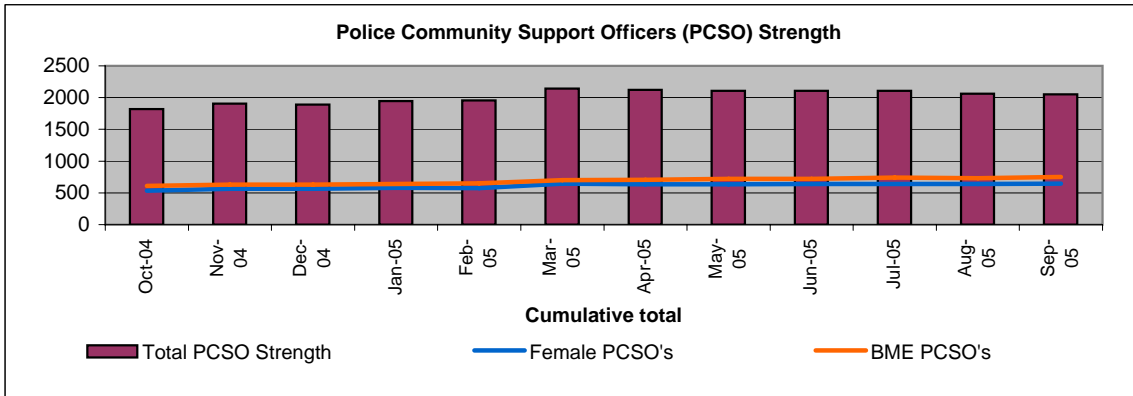
Police staff strength has risen by 7% year on year with 13,759 staff at the end of September 2005. The proportion of female staff is higher than male staff at 59.2% and 40.8% respectively; where as 22.0% of police staff is from BME communities.

PCSO strength has risen by 13.4% year on year with the current strength at 2,053. The percentage of female strength is 31.4%, where as BME staff makes up 36.7% of total PCSO strength.



# Equal Opportunities and Diversity Board - Management Information

## Section 2 - MPS Police Officer/Police Staff



### Summary of latest Police Staff strength figures

Total Police Staff	13759.3
% Female	59.2% (8152.02) actual strength figure
% BME	22.0% (3028.86) actual strength figure
Police Staff A - C pay bands	1731.25
% Female	8.5%
% BME	19.5%
Total PCSO strength	2052.72
% Female	31.4% (645.03) actual strength figure
% BME	36.7% (753.52) actual strength figure

### Previous years figures

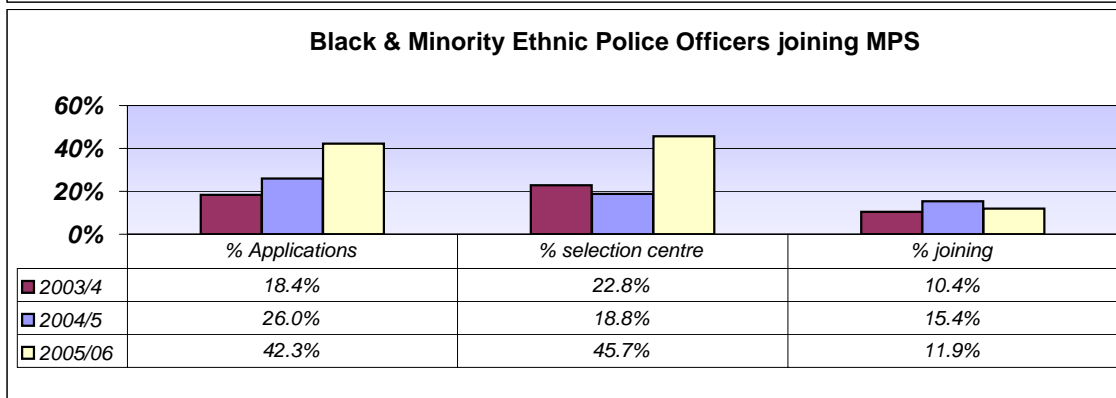
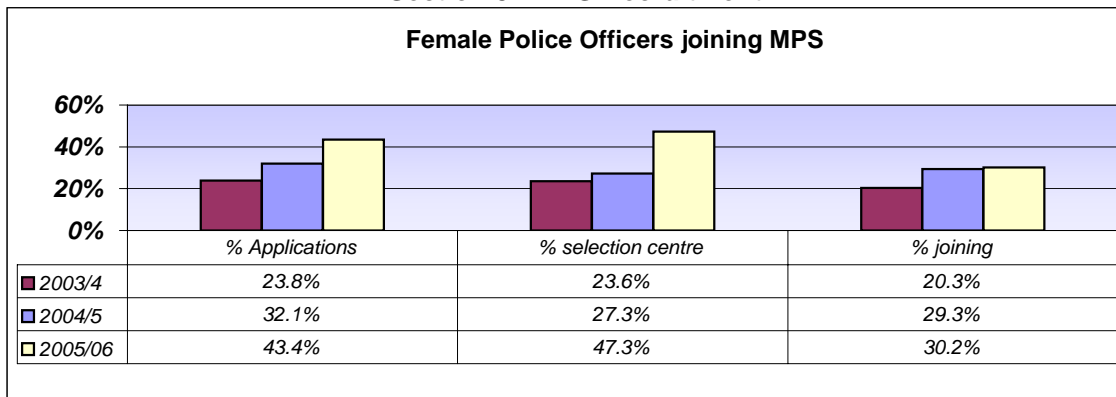
	12855.5
	59.0%
	20.2%
	1301.8
	5.9%
	4.0%
	1809.8
	29.6%
	33.4%

### Comments:

The number of senior police staff (Pay bands A-C) has risen by 33% in the last year. The proportion of female staff at this level is significantly lower than male staff (8.5% and 18.6% respectively). The same disproportionality is present for Black & minority ethnic and Non-Black & minority ethnic staff, although this has also risen significantly since last year (19.5% and 37.7% respectively).

# Equal Opportunities and Diversity Board - Management Information

## Section 3 - MPS Recruitment



### Apr05-May05

#### Summary of latest recruitment figures

Total Applicants	1280
% Female applicants	43.4%
% BME applicants	42.3%
Total joining*	2328
% Female joining	33.6
% BME joining	11.9%

### Apr04-May04

#### Previous years figures

Total Applicants	66
% Female applicants	33.3%
% BME applicants	48.5%
Total joining*	187
% Female joining	39.0%
% BME joining	18.2%

\*(including transfers, re-joiners and new applicants)

#### Comments:

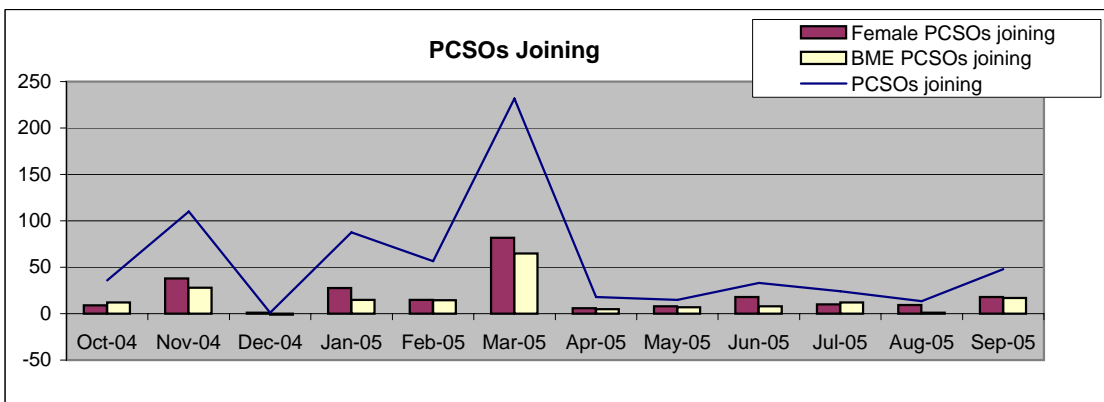
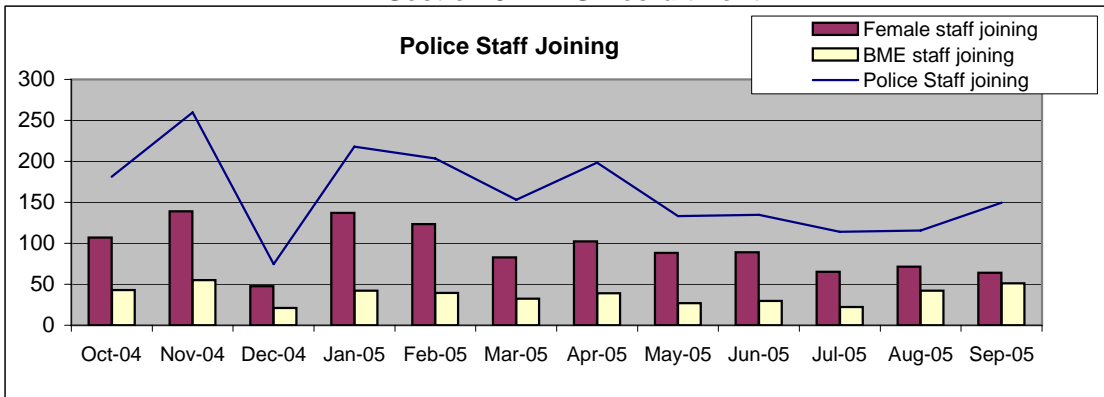
The number of police officers joining the MPS is relatively low in comparison to strength, with 738 officers joining in 6 months. Of those officers joining, 26.7% were female and 13.7% Black & minority ethnic. Both proportions are higher than the current total strength figures.

MPS Recruitment project that 318 new female police officer recruits will join by the end of March 2006, 33.5% of the planned number of new recruits, 7.5% below the recruitment target of 41%.

MPS Recruitment project that 181 black and minority ethnic police officer recruits will join by the end of March 2006, 19.1% of the planned number of new recruits (revised to 948); 9.9% below the recruitment target of 29%.

# Equal Opportunities and Diversity Board - Management Information

## Section 3 - MPS Recruitment



April - May 2005/6

### Summary of latest recruitment figures

Police staff joining	845.47
% Female staff joining	56.8% (480.09)
% BME staff joining	25.0% (211.31)
PCSOs joining	151.44
% Female PCSOs joining	45.9% (69.44)
% BME PCSOs joining	33.0% (50)

April - May 2004/5

### Previous years results

Police staff joining	354.0
% Female staff joining	56.2% (199)
% BME staff joining	17.9% (63.47)
PCSOs joining	240.69
% Female PCSOs joining	28.4% (68.29)
% BME PCSOs joining	25.5% (61.4)

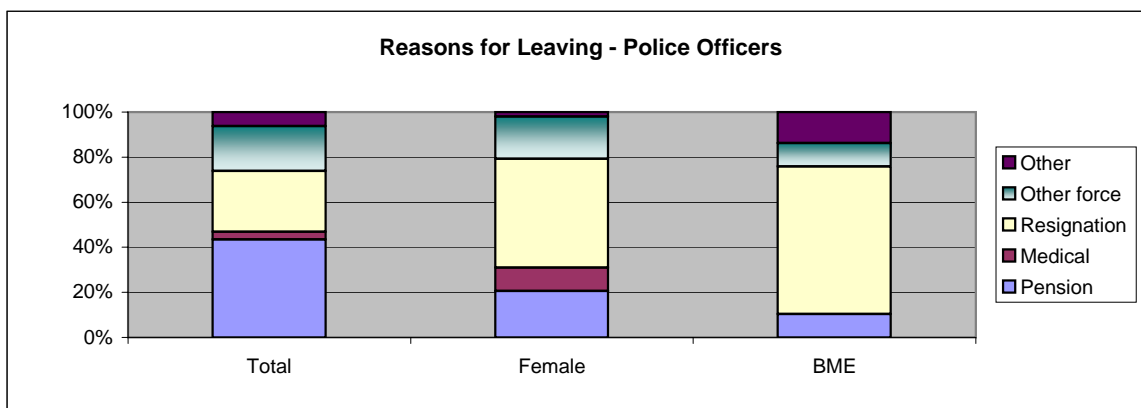
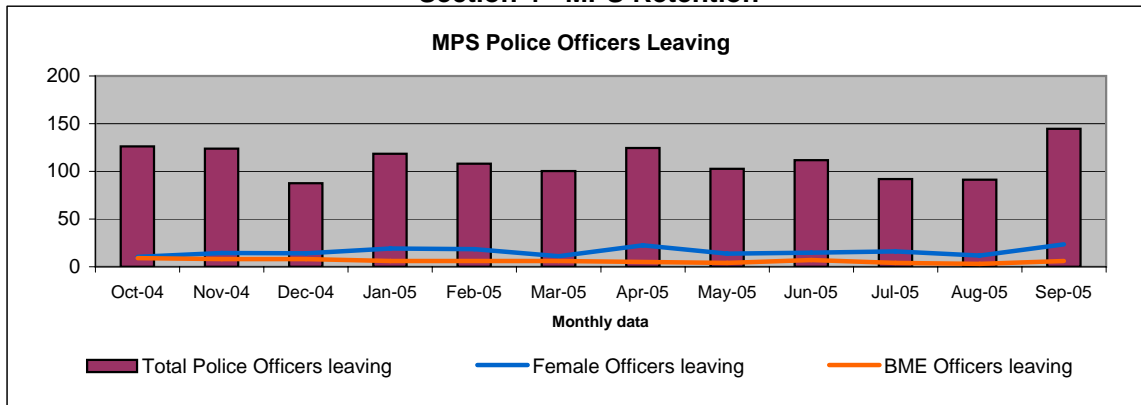
### Comments:

The number of police staff joining the MPS has decreased by 25.1% year on year with 845 persons joining at the end of September 2005. The proportion of female and BME staff joining is similar to the current strength (56.8% and 25.0% respectively).

There has been a slower intake of PCSOs this year compared to last, with only 151 PCSOs joining this year compared to 241 in the same period last year. Of those staff joining, 45.9% were female and 33% BME staff.

# Equal Opportunities and Diversity Board - Management Information

## Section 4 - MPS Retention



### Summary of latest retention figures

Total retention rate	95.7%			% Male officers retention rate	95.4%
% Female officers retention rate	96.8%			% Non-BME officers retention rate	95.6%
% BME officers retention rate	96.7%				
	<i>Total</i>	<i>Female</i>	<i>BME</i>		
% Resignation	27.0%	48.3%	65.5%		
% Medical	3.4%	10.4%	0.0%		
% Pension	43.5%	20.5%	10.3%		
% Other force	19.8%	18.8%	10.3%		
% Other	6.3%	2.0%	13.8%		

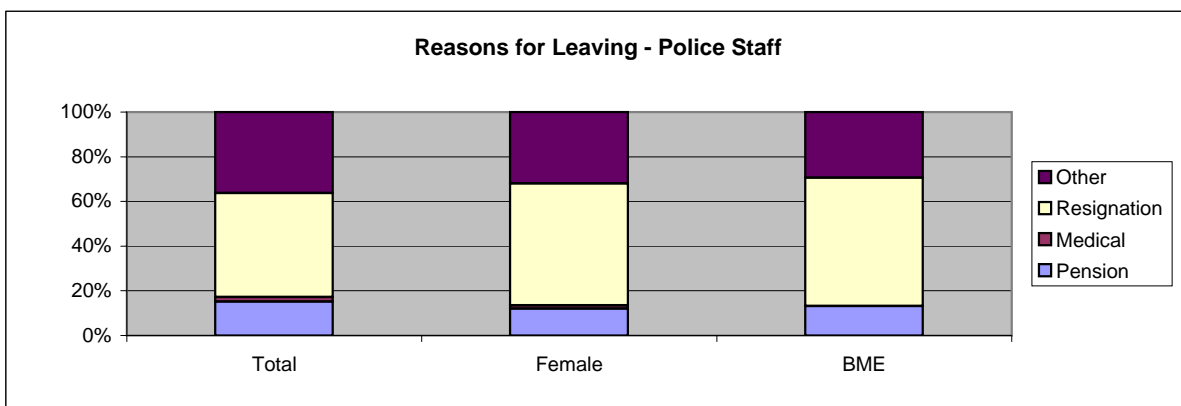
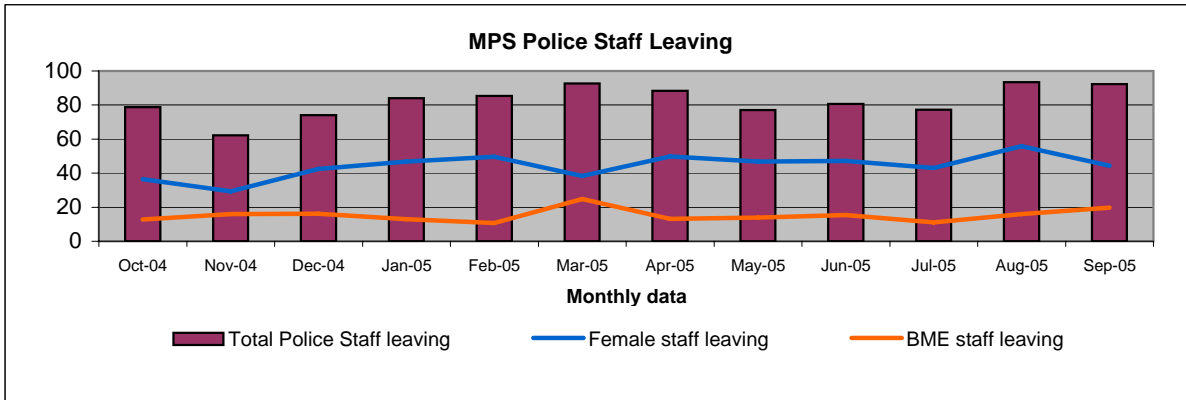
### Comments:

Retention rates have remained high, with the overall police officer rate of 95.7%. Female officer retention rate is higher than male officers, with rates of 96.8% and 95.4% respectively. The retention rates for BME officers and non-BME officers are 96.7% and 95.6% respectively.

The most common reason the MPS is facing for total officers leaving is on pension (43.5%), although this is not the case for females and Black & minority ethnic persons who both show resignation as their top reason. The main contributing factor for this disparity is the differences in the length or service profile for female and minority ethnic officers, where a very small percentage of them have been with the MPS long enough to be retiring.

# Equal Opportunities and Diversity Board - Management Information

## Section 4 - MPS Retention



### Summary of latest retention figures

Total retention rate	93%			
% Female staff retention rate	94%	93%	% Male staff retention rate	94.3%
% BME staff retention rate	94%		% Non-BME staff retention rate	93.6%
	<i>Total</i>	<i>Female</i>	<i>BME</i>	
% Resignation	46.6%	54.5%	57.5%	
% Medical	2.0%	1.5%	0.0%	
% Pension	15.1%	12.0%	13.2%	
% Other	36.3%	32.0%	29.3%	

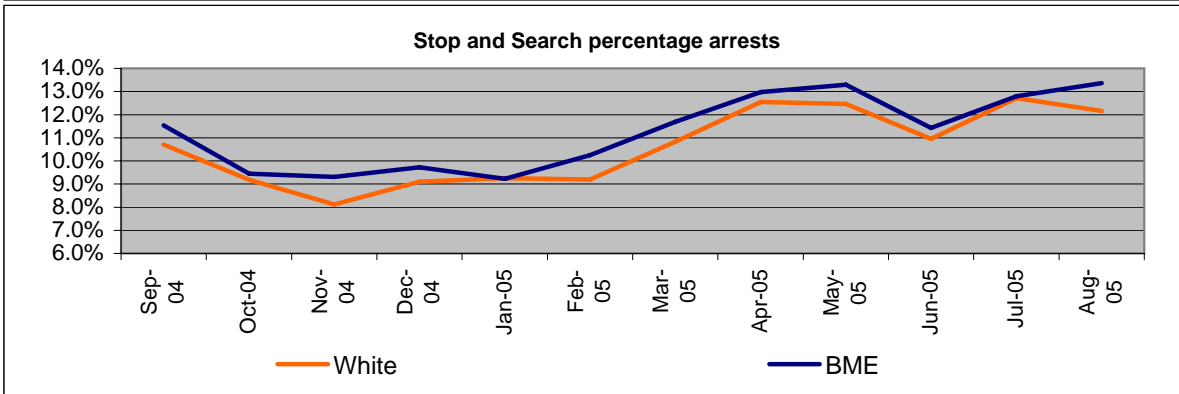
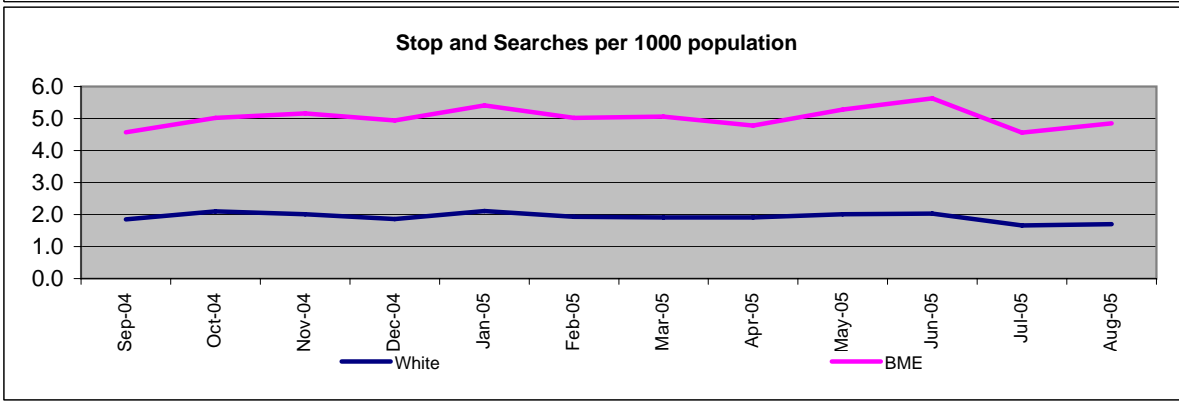
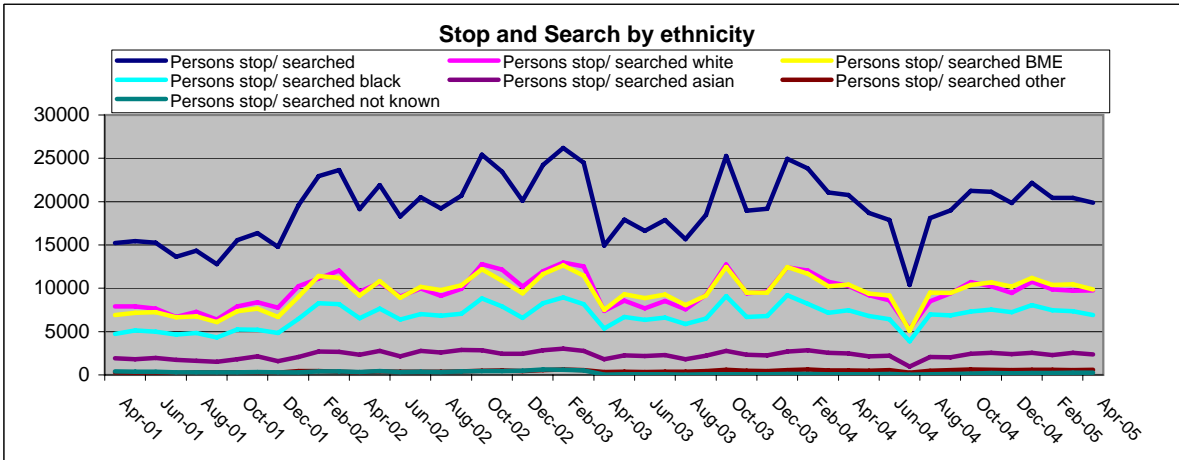
### Comments:

Police staff retention rates are slightly lower, but still remain at a high level. The overall police staff retention rate is 93.8% with male and female retention rates of 93% and 94.3% respectively. The retention rate for BME staff is 94.3% and non-BME staff 93.6%.

Of those persons leaving the force, the most common reason for all groups is resignation, with results ranging from 57.5% Black & minority ethnic persons resigning to 46.6% overall.

# Equal Opportunities and Diversity Board - Management Information

## Section 5 - Fair Practice (External)

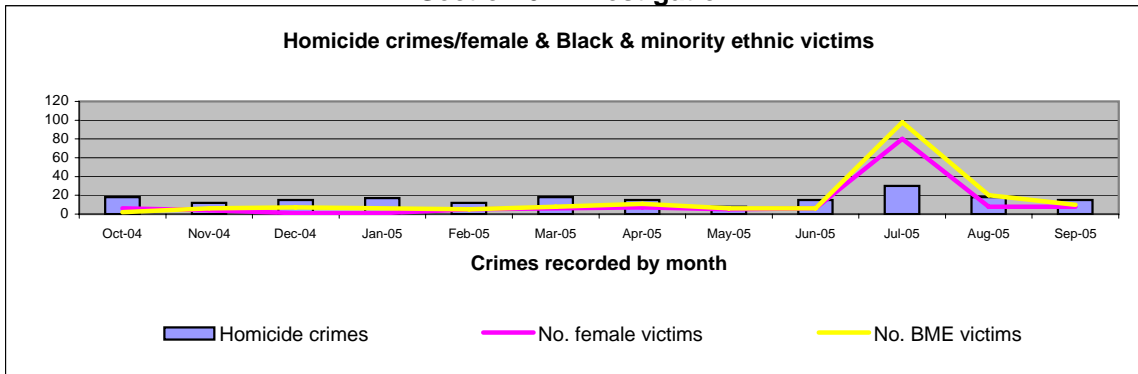


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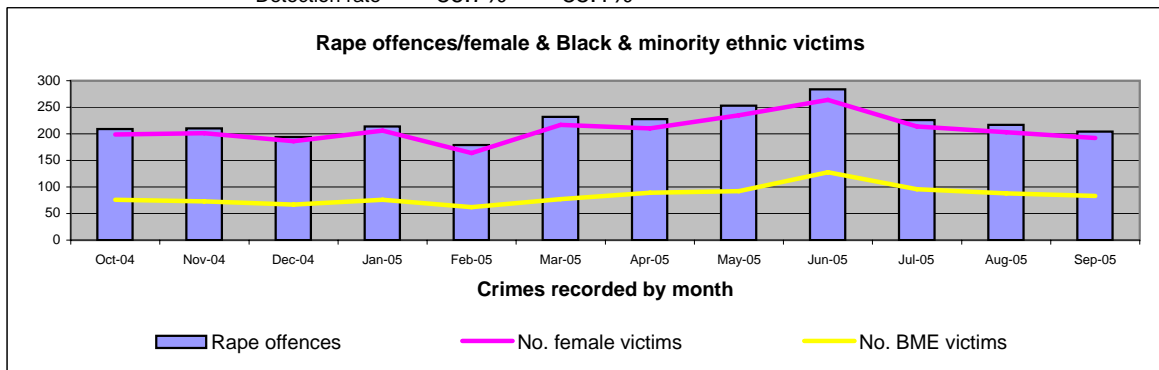
The number of stop & searches recorded in the past 12 months has increased by 2.4% year on year. There are currently 34 stop & searches per 1,000 residents recorded in London. The number of stop & searches varies by ethnicity groups. 23 stop & searches recorded per 1,000 white population, 99 per 1,000 black population and 31 per 1,000 Asian population. Stop & searches recorded for most groups show a year on year increase, with the largest for Asian persons, increasing by 4.6%.

The arrest rate for White persons is 10.5% and Black persons 11.7%. The overall arrest rate currently stands at 10.9% to August 2005.

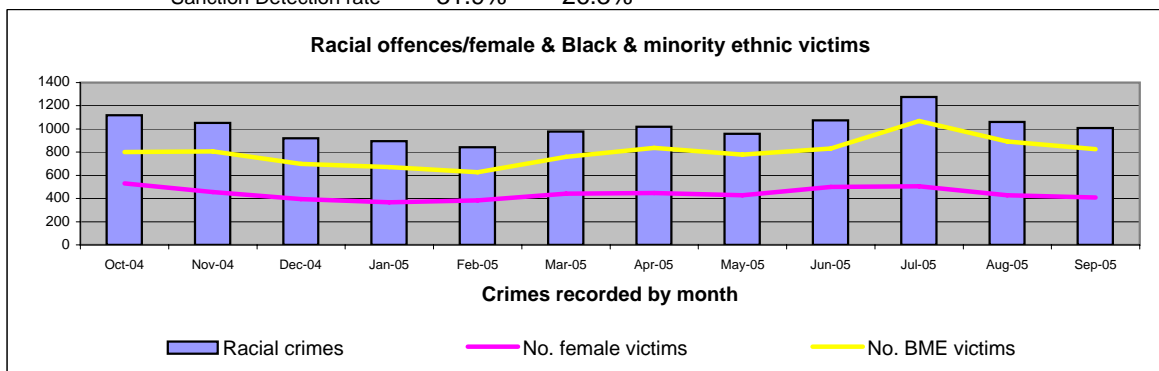
## Equal Opportunities and Diversity Board - Management Information Section 6 - Investigation



	Latest Month	FYtD	% latest month	% FYtD
Homicide crimes	15	101		
Female victims	8	114	53%	113%
BME victims	10	151	67%	150%
Homicide Dets	13	86		
Detection rate	86.7%	85.1%		

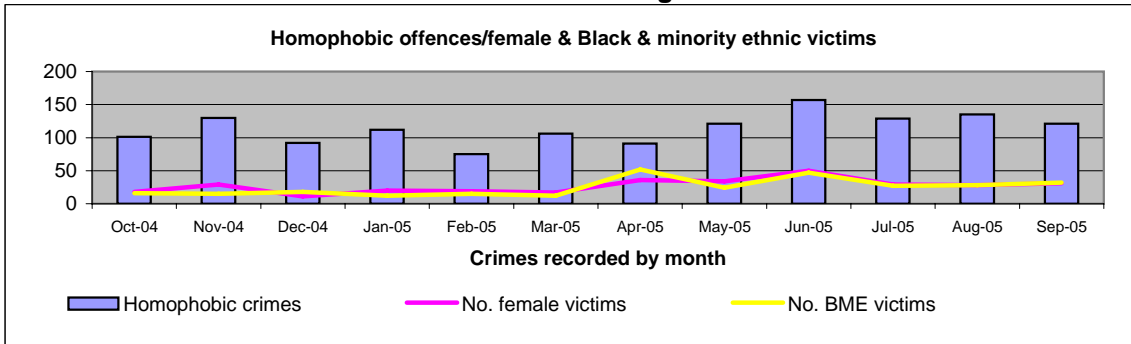


	Latest Month	FYtD	% latest month	% FYtD
Rape offences	204	1412		
Female victims	192	1318	94%	93%
BME victims	83	576	41%	41%
Rape Sanction Detections	65	372		
Sanction Detection rate	31.9%	26.3%		

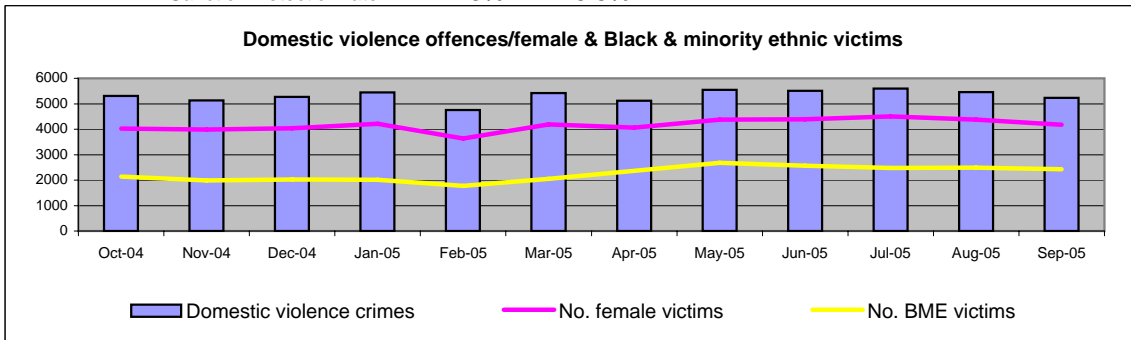


	Latest Month	FYtD	% latest month	% FYtD
Racial offences	1009	6395		
Female victims	409	2717	41%	42%
BME victims	826	5232	82%	82%
Racial Sanction Detections	220	1218		
Sanction Detection rate	21.8%	19.0%		

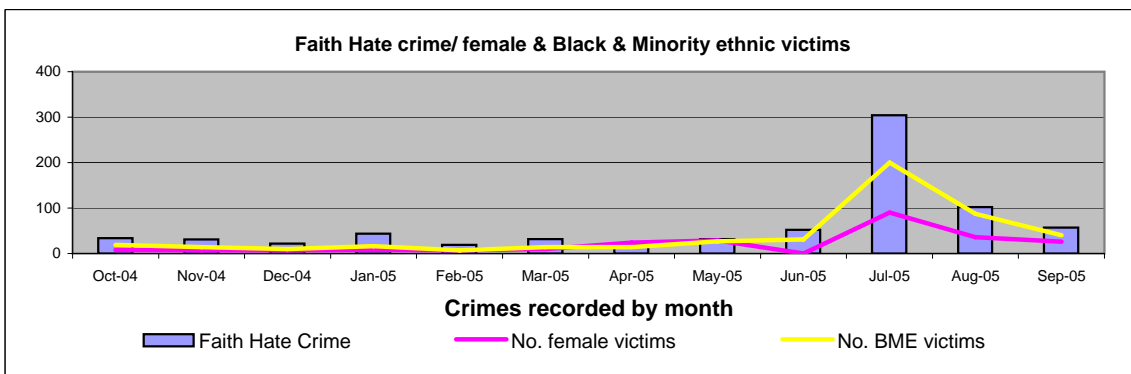
## Equal Opportunities and Diversity Board - Management Information Section 6 - Investigation



	Latest Month	FYtD	% latest month	% FYtD
Homophobic offences	121	754		
Female victims	31	208	26%	28%
BME victims	32	210	26%	28%
Homophobic Sanction Detections	27	117		
Sanction Detection rate	22.3%	15.5%		



	Latest Month	FYtD	% latest month	% FYtD
Domestic violence	5229	32469		
Female victims	4176	25897	80%	80%
BME victims	2425	14996	46%	46%
Domestic violence Sanction Detections	1438	8080		
Sanction Detection rate	27.5%	24.9%		



	Latest Month	FYtD	% latest month	% FYtD
Faith Hate Crime	57	568		
Female victims	26	205	46%	36%
BME victims	40	399	70%	70%



<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance			Current trend		Comments
	2003/04	2004/05	2005/06 to date	Increasing	Decreasing	
<b>MPA Staffing Information</b>						
Total staff	79	89	88		√	
% female staff	42%	44%	47%	√		2004/05 target 52% - not met
% male staff	58%	56%	53%		√	
% BME staff	33%	46%	45%		√	2004/05 target 25% - met and exceeded
% MPA staff disabled	11%	10%	11%	√		2004/05 target 10% - met
Total management grade posts	69	71	74	√		
% management female	36%	35%	41%	√		
% management BME	38%	38%	39%	√		
% management disabled	13%	NA	11%	√		Disabled data is not reliable
Total applications for posts	657	618	137			
Total selection for posts	18	20	5			
% applications female	55%	46%	32%			
% selected female	50%	70%	4%			
% applications BME	37%	19%	14%			
% selected BME	56%	40%	1%			
<b>MPS Staffing Information</b>						
<b>Workforce profile</b>						
Total police officers	30264.7	31175.1	31237.1	√		Small rise from end of 2004-05
% female officers	18.1%	19.2%	19.4%	√		Increasing slowly - above target
% BME officers	6.5%	7.0%	7.2%	√		Slight increase - above target
% Females at sergeant and above rank	12.5%	14.1%	15.1%	√		Increasing slowly
% Males at sergeant and above rank	24.2%	26.3%	27.4%	√		
% BME at sergeant and above rank	10.1%	12.1%	12.8%	√		Slight increase on 2003-04
% Non-BME at sergeant and above rank	22.9%	24.9%	26.0%	√		
% Female at detective rank	17.0%	19.4%	20.3%	√		Increasing gradually
% Male at detective rank	19.3%	20.9%	21.4%	√		
% BME at detective rank	14.4%	17.1%	17.6%	√		Increasing, after a drop in 2003/04
% Non-BME at detective rank	19.2%	20.9%	21.5%	√		
% BME officers in SO and SC	11.4%	10.6%	12.3%	√		Increase from end of 2004-05 level
% Non-BME officers in SO and SC	17.6%	18.7%	20.9%	√		Increasing
Total civil staff	12093.4	13451.0	13759.3	√		Increasing
% female civil staff	59.0%	59.3%	59.2%			Remaining static
% BME civil staff	19.7%	20.5%	22.0%	√		Increasing slowly
% disabled	N/A	N/A	N/A			
% female staff at A to C pay bands	6.4%	7.9%	8.5%			New grading structure
% male staff at A to C pay bands	11.2%	18.2%	18.6%			
% minority ethnic staff at A to C pay band	12.0%	18.1%	19.5%			New grading structure
% Non-minority ethnic staff at A to C pay band	7.5%	10.6%	10.6%			
Total traffic wardens	478.62	425.78	411.57		√	Decreasing
% traffic wardens female	54.8%	54.1%	53.6%		√	Remaining fairly static
% traffic wardens BME	17.2%	16.8%	17.7%	√		Remaining fairly static
Total Community Safety Officers	1463.38	2144.44	2052.72	√		Decreasing on end of 2004-05 level
% PCSOs female	29.5%	30.0%	31.4%	√		Increasing trend
% PCSOs BME	34.9%	32.7%	36.7%	√		

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance		2005/06 to date	Current trend		Comments
	2003/04	2004/05		Increasing	Decreasing	
<b>Recruitment</b>						
Applications for police officers received per month (average)	807.00	258.35	106.67		√	Monthly average decreasing
% applications female	23.8%	32.1%	43.4%	√		Long-term increase
% applications BME	18.4%	26.0%	42.3%	√		Recent increase
Officers attending selection centre (monthly average)	484.42	551.92	57.58	√		Large reduction in line with reduced applications and target
% selection centre female	23.6%	27.3%	47.3%	√		Long-term increase
% selection centre BME	22.8%	18.8%	45.7%	√		Increasing significantly from 2003-04
Officers recruited	3489	3362	2327.55		√	External recruitment pause
% recruited female	20.3%	29.3%	30.2%	√		Increasing
% recruited BME	10.4%	15.4%	11.9%		√	Increasing
Civil staff recruited	2159.0	2218.5	845.5		√	External recruitment pause
% recruited female	64.7%	59.2%	56.8%		√	Decreasing year on year
% recruited BME	17.1%	21.7%	25.0%	√		Increase over 2 years
PCSOs recruited	1076.8	971.8	151.4		√	External recruitment pause
% recruited female	30.9%	31.7%	45.9%	√		Increase over 2 years
% recruited BME	34.6%	25.5%	33.0%	√		Increasing
<b>Retention</b>						
Officers leaving per month (average)	140.1	130.0	113.4		√	Decreasing
% Officers leaving not pension	70.6%	68.9%	58.6%		√	Decreasing
% leaving female	13.2%	14.0%	13.0%		√	Note fewer recruits
% leaving not pension female	11.9%	93.7%	87.1%		√	
% leaving BME	5.8%	7.4%	6.9%		√	Note fewer recruits
% leaving not pension BME	14.9%	96.6%	90.4%		√	
Civil staff leaving per month (average)	67.67	79.72	84.85	√		Increase on previous years
% leaving female	61.7%	57.1%	56.4%		√	Slight decrease
% leaving BME	14.0%	19.3%	17.6%		√	
<b>Staff views</b>						
% staff treated fairly						Staff not yet surveyed
% staff confident grievance system						Staff not yet surveyed

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance			Current trend		Comments
	2003/04	2004/05	2005/06 to date	Increasing	Decreasing	
<b>Stop and search</b>						<b>Note 1</b>
Total stop and search	234,721	230,080	118,746			Falling since April 2003
Monthly average number of stop and search conducted	19,560	19,173	19,791	√		Monthly average increasing
Monthly average stop and search white persons	9,660	9,335	9,370	√		Decrease on previous years
Monthly average stop and search BME total	9,829	9,694	10,180	√		Decrease on previous years
Monthly average stop and search black persons	7,042	6,944	7,179	√		Decrease on previous years
Monthly average stop and search Asian persons	2,335	2,227	2,385	√		Decrease on previous years
Monthly average stop and search other group	452	523	616	√		Decrease on previous years
Monthly average stop and search unknown	71	145	241	√		2004-05 increase on 2003-04
Stop search per 1000 population	32.8	32.1	16.6			See note 1
Monthly average number of stop and search conducted per 1000 population	2.7	2.7	2.8	√		
White stop search per 1000 white population	22.7	22.0	11.0		√	See note 1
Monthly average number of stop and search conducted per 1000 white population	1.9	1.8	1.8			
BME stop search per 1000 BME population	57.0	56.3	29.5		√	See note 1
Monthly average number of stop and search conducted per 1000 BME population	4.8	4.7	4.9	√		
Ratio BME to white stop search	2.5	2.6	2.7	√		
Black stop search per 1000 black population	95.2	93.9	48.5		√	See note 1
Asian stop search per 1000 Asian population	30.3	28.9	15.4		√	See note 1
Other stop search per 1000 other population	21.4	24.7	14.6		√	See note 1
Male stop search per 1000 male population	57.5	64.6	32.4		√	See note 1
Female stop search per 1000 female population	3.0	3.3	1.7		√	See note 1
Under 17 stop search per 1000 under 17 population	44.9	53.5	27.0		√	See note 1
% arrests from stop/ search	12.1%	10.1%	12.3%	√		Increasing over time
% arrests from stop/ search white persons	12.0%	9.9%	12.0%	√		Increasing over time
% arrests from stop/ search BME persons	12.1%	10.4%	12.6%	√		Increasing over time
% arrests from stop/ search black persons	12.9%	10.8%	13.3%	√		Increasing over time
% arrests from stop/ search Asian	9.1%	8.4%	9.5%	√		Increasing over time
% arrests from stop/ search other groups	16.3%	13.8%	16.5%	√		Increasing over time
% arrests from stop/ search males	12.3%	10.1%	12.3%	√		Increasing over time
% arrests from stop/search females	12.4%	10.8%	13.6%	√		Increasing over time
% arrests from stop/ search youths	8.9%	7.5%	9.7%	√		Increasing over time
<b>Complaints (Data shown in '2003/4 to date' column is 12 months up to July 2003)</b>						
Total complaints	2612					
% complaints from males	37.0%					
% complaints from females	30.8%					
% complaints from white persons	29.9%					
% complaints from black persons	28.9%					
% complaints from Asian persons	0.0%					
% complaints from other groups	0.0%					

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance			Current trend		Comments
	2003/04	2004/05	2005/06 to date	Increasing	Decreasing	
Racial discriminatory behaviour allegations	164					
% racially discriminatory behaviour from BME persons	82.9%					
Complaints for stop and search	180					
% stop and search complaints from BME persons	62.8%					
<b>Crimes requiring specialist policing</b>						
Average number of homicides recorded per month	17.7	16.3	16.8	√		Slight increase on 2004/05
Homicide detection rate	95.8%	91.8%	85.1%		√	note - includes 13 homicides from bus bomb on 7/7
Average number of rape recorded per month	214	204	235	√		Increase over 2 years
Rape SD rate	25.8%	25.1%	26.3%	√		Rising over 2 years
Average number of domestic violence offences recorded per month	4991	5220	5412	√		Average monthly trend is increasing
Average number of SDs for domestic violence offences per month	894	997	1347	√		Increasing significantly over 2 years
Domestic violence SD rate	17.9%	19.1%	24.9%	√		7 percentage point increase over 2 years
Average number of homophobic offences recorded per month	104	112	126	√		Gradual rise over last 2 years
Average number of SDs for homophobic offences per month	19	19	20	√		Slight increase in monthly average
Homophobic offence SD rate	17.9%	16.9%	15.5%		√	Decreasing
Average number of racist crimes recorded per month	1100	1068	1066		√	Slight decrease over time
Average number of SDs for racist offences per month	197	195	203	√		Increase in monthly average
Racist crimes SD rate	17.9%	18.3%	19.0%			Increasing over 2 years
Victims racist crime % satisfaction (March only for FY2002/03)						

**Note 1**

When comparing trends on stop and search over time, note that unless the performance indicator is a monthly average, the data for 2003/04 and 2004/05 cover 12 months, while the data for 2005/6 cover 2 month only, April 2005.