

MPA

Equal Opportunities and Diversity Board

Management Information Report

September 2002

Equal Opportunities and Diversity Board - Management Information

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Equal Opportunities and Diversity Board - Management Information	Performance		Current trend		Comments
	2001/2	2002/3 to date (April to Sept)	Increasing	Decreasing	
September 2002					
MPA Staffing Information					
Total staff	60	71			
% female	40%	41%			
% male	60%	59%			
% VEM	22%	31%			
% MPA staff disabled	0%	0%			
Total management grade staff	54	64			
% management female	41%	38%			
% management VEM	28%	31%			
% management disabled	0%	0%			
Total applications for posts	1232	24			Note small numbers in 2002
Total selection for posts	44	3			Note small numbers in 2002
% applications female	53%	33%			Note small numbers in 2002
% selected female	55%	67%			Note small numbers in 2002
% applications VEM	30%	38%			Note small numbers in 2002
% selected VEM	43%	33%			Note small numbers in 2002
% feeling they are treated fairly	-	-			Staff not yet surveyed
% confident to use grievance system	-	-			Staff not yet surveyed
MPS Staffing Information					
<i>Workforce profile</i>					
Total police officers	26768.4	27393.67	√		
% female officers	16.1%	16.3%	√		Increasing very slowly
% VEM officers	4.81%	5.11%	√		Not increasing at rate required to meet target
% sergeant and above female	9.15%	9.26%	√		Increasing slowly over time
% sergeant and above VEM	2.80%	2.93%	√		Increasing but under-representative
% CID officers female	14.3%	14.3%			Increase last year, now static
% CID officers VEM	3.71%	3.80%	√		Increasing slowly over time
Total civil staff	10574.9	10567.7		√	Gradual reduction in recent months
% female civil staff	59.0%	58.9%			Static
% VEM civil staff	18.4%	18.7%	√		% increased during 2001/2
% disabled					Under development
% management grade female	44.0%	43.8%			Static over time
% management grade VEM	9.22%	9.45%	√		Increased last year, but under-representative
% management grade disabled					Under development
Total traffic wardens	637.9	633.5		√	Declining over time - replaced by CSOs
% traffic wardens female	58.8%	57.2%			Static
% traffic wardens VEM	15.8%	15.3%			Static
Total Community Safety Officers		68			
% CSOs female		19.1%			
% CSOs VEM		1.5%			

Equal Opportunities and Diversity Board - Management Information	Performance		Current trend		Comments
	2001/2	2002/3 to date (April to Sept)	Increasing	Decreasing	
September 2002					
Recruitment					
Applications for police officers received	11798	5090		√	Lower average levels than last year
% applications female	22.1%	23.4%	√		
% applications VEM	18.4%	19.6%	√		Increasing in recent months
Officers attending selection centre	6997	3085		√	Lower average levels than last year
% selection centre female	22.4%	25.9%	√		
% selection centre VEM	13.8%	17.3%		√	Recent decline in %
Officers recruited	2748	1560			Similar levels to last year
% recruited female	19.7%	20.4%	√		
% recruited VEM	10.3%	9.4%		√	Marked reduction in 2002/3
Civil staff recruited					Under development
% recruited female					Under development
% recruited VEM					Under development
Traffic wardens recruited					Under development
% recruited female					Under development
% recruited VEM					Under development
CSOs recruited		68			
% recruited female		13			
% recruited VEM		1			
Retention					
Officers leaving total	1658.44	912.15	√		Increased monthly average
Officers leaving not pension	1162.44	641.15	√		Increased monthly average
% leaving female	13.4%	13.7%	√		
% leaving not pension female					
% leaving VEM	3.9%	4.7%	√		
% leaving not pension VEM					
Civil staff leaving	1063.16	481.46		√	Falling monthly average
% leaving female	58.2%	54.0%	√		
% leaving VEM	15.1%	16.0%		√	
Traffic wardens leaving	108.56	34.64		√	Falling monthly average
% leaving female	66.3%	65.4%		√	
% leaving VEM	13.8%	23.1%	√		Very small numbers involved
Staff views					
% staff treated fairly					Staff not yet surveyed
% staff confident grievance system					Staff not yet surveyed

Equal Opportunities and Diversity Board - Management Information	Performance		Current trend		Comments
	2001/2	2002/3 to date (April to Sept)	Increasing	Decreasing	
September 2002					
MPS Fair Practice					
% BCUs with Fair Practice Information					Under development
<i>Victims of crime</i>					
% crimes screened in overall					Under development
% crimes screened in female victim					Under development
% crimes screened in male victim					Under development
% crimes screened in white victim					Under development
% crimes screened in VEM victim					Under development
% crimes screened in 0-24 years					Under development
% crimes screened in 24 to 64 years					Under development
% crimes screened in 65+ years					Under development
% crimes detected overall					Under development
% crimes detected female victim					Under development
% crimes detected male victim					Under development
% crimes detected white victim					Under development
% crimes detected VEM victim					Under development
% crimes detected 0-24 years					Under development
% crimes detected 24 to 64 years					Under development
% crimes detected 65+ years					Under development
<i>Arrests for crime</i>					
% arrests overall male					Under Development
% arrests overall VEM					Under Development
% arrests overall 17 or under					Under Development
% arrests street crime male					Under Development
% arrests street crime VEM					Under Development
% arrests street crime 17 or under					Under Development
% arrests weapons male					Under Development
% arrests weapons VEM					Under Development
% arrests weapons 17 or under					Under Development
% those arrested charged					Under Development
% males arrested charged					Under Development
% VEM arrested charged					Under Development
% under 17 arrested charged					Under Development
<i>Stop and search (2002/3 data is April to August)</i>					
Total stop and search	194543	94795		√	Falling levels recently
Stop and search white persons	100833	47147		√	Falling levels recently
Stop and search VEM persons	93710	47648		√	Falling levels recently
Stop search per 1000 population	26.73	13.02		√	Falling monthly averages
White stop search per 1000 white population	17.37	8.12		√	
VEM stop search per 1000 VEM population	63.61	32.34		√	
Ratio VEM to white stop search	3.66	3.98	√		Increased ratio
Male stop search per 1000 male population					Under Development

Equal Opportunities and Diversity Board - Management Information	Performance		Current trend		Comments
	2001/2	2002/3 to date (April to Sept)	Increasing	Decreasing	
September 2002					
Youth stop search per 1000 youth population					Under development
% arrests from stop/ search	15.9%	14.7%		√	
% arrests from stop/ search white persons	15.4%	15.0%		√	
% arrests from stop/ search VEM persons	16.4%	14.4%		√	Drop in recent months
% arrests from stop/ search males					Under development
% arrests from stop/ search youths					Under development
Complaints					
Total complaints					Under development
% complaints from females					Under development
% complaints from VEM persons					Under development
Complaints for racially discriminatory behaviour					Under development
% racially discriminatory behaviour from VEM persons					Under development
Complaints for homophobic behaviour					Under development
Crimes requiring specialist policing					
Homicides recorded	202	94		√	Slightly lower average levels recorded this year
Homicides % detected	72.8%	77.7%	√		
Rape recorded	2508	1445	√		Recorded levels 15% higher than last year
Rape % detected	26.4%	24.3%	√		
Domestic violence recorded	-	31787			
Domestic violence % detected	-	15.9%			
Child abuse recorded					Under development
Child abuse % detected					Under development
Homophobic crime recorded	-	614	√		Recent increases
Homophobic crime % detected	-	16.0%			
Racist crimes recorded	15610	7530			
Racist crimes % detected	-	17.5%			
Victims racist crime % satisfaction					Under development

Equal Opportunities and Diversity Board - Management Information

MPA Staff and Diversity

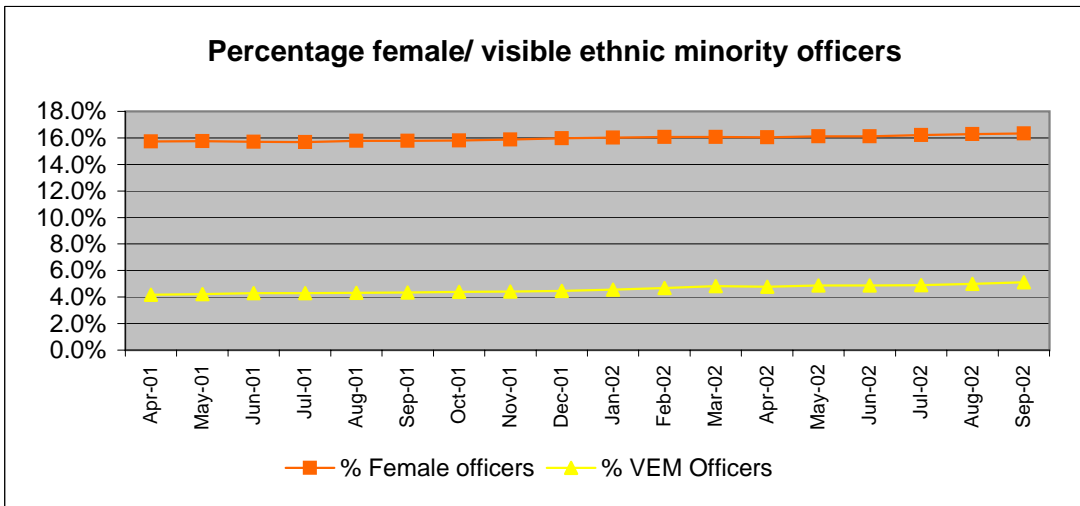
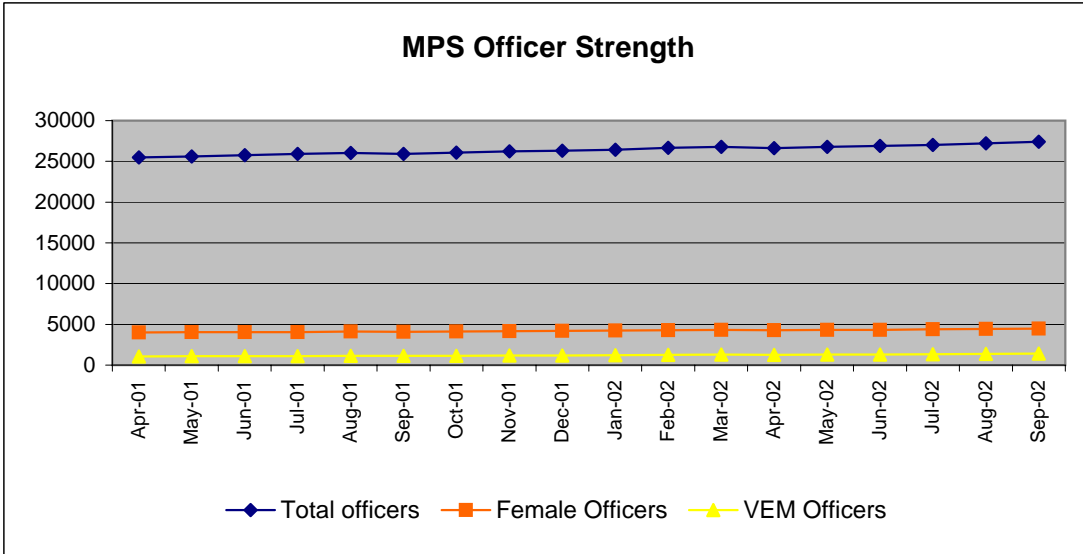
Comments:

MPA staffing numbers (including the secretariat and internal audit) are too small to monitor monthly trends. The summary sheet provides information on last year and this financial year to date.

A total of 71 staff are currently employed by in the MPA secretariat and internal audit. 41% of these staff are female and 31% visible ethnic minority persons.

Equal Opportunities and Diversity Board - Management Information

MPS Police Officer Strength and Diversity

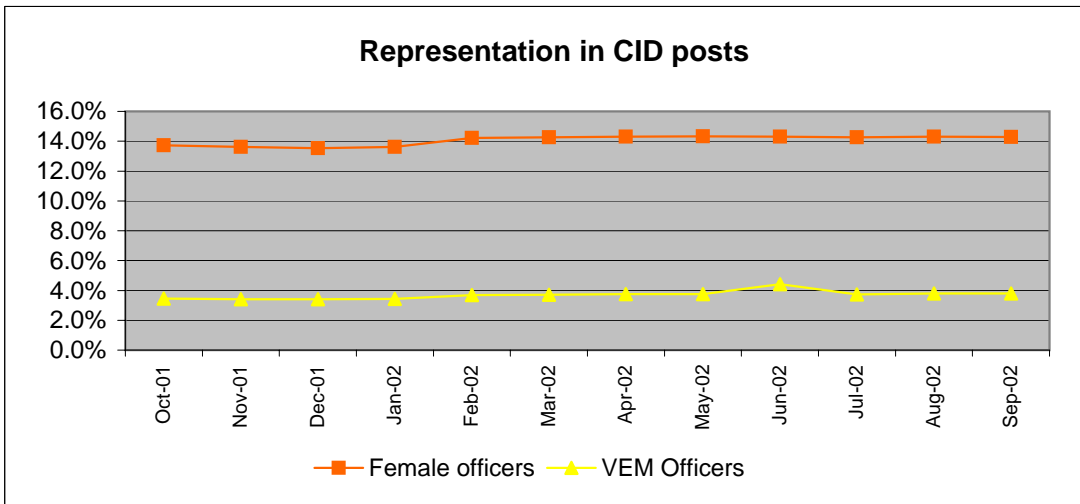
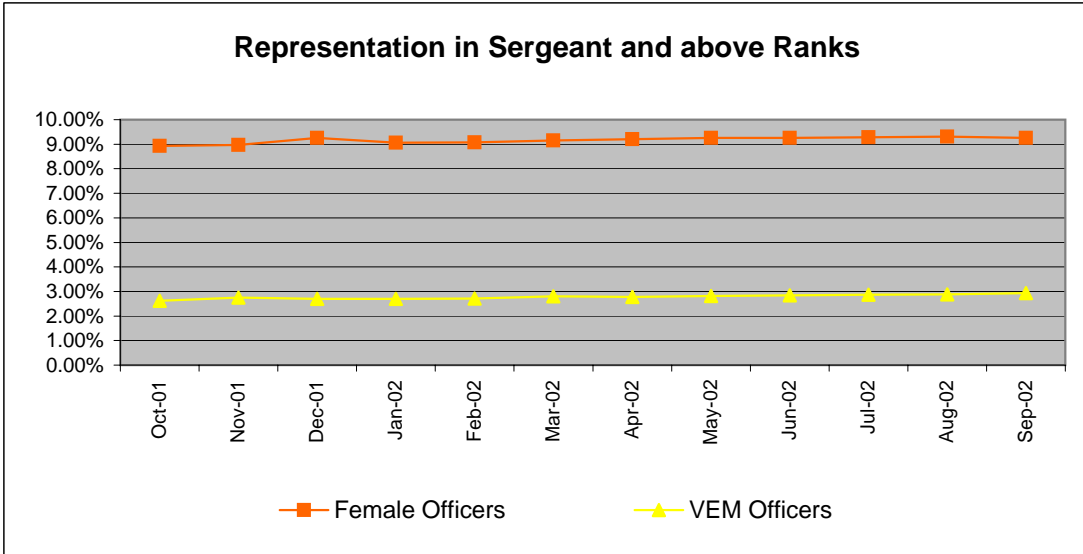


Comments:

MPS strength overall has gradually increased over the last two years. Female numbers have also increased but only very slightly in percentage terms, now at just over 16% of total officer workforce. The percentage of visible ethnic minority (VEM) officers in the MPS has increased recently, now at 5.11%. However, the target for this year of 7.9% is still very unlikely to be met.

Equal Opportunities and Diversity Board - Management Information

Female and VEM Representation in Police Management and CID



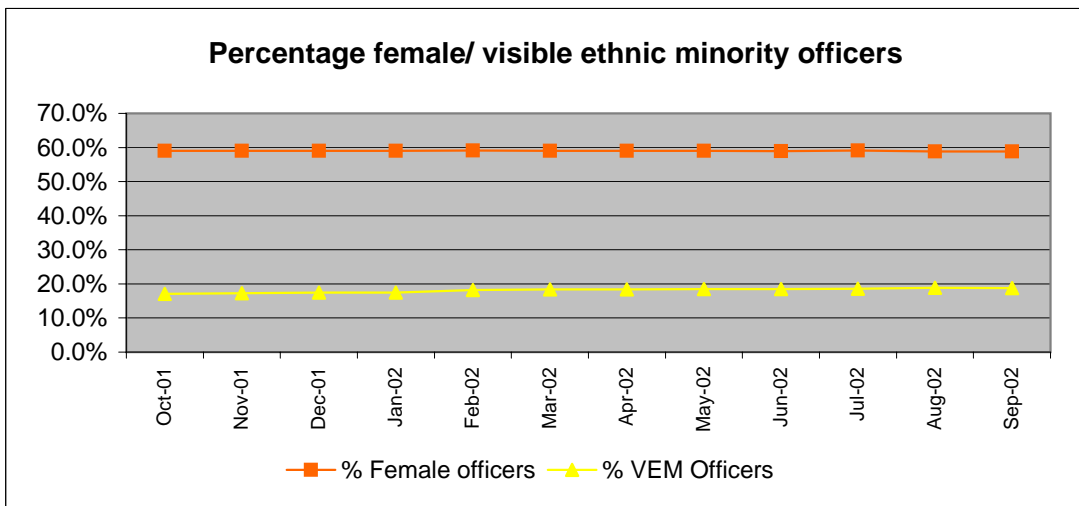
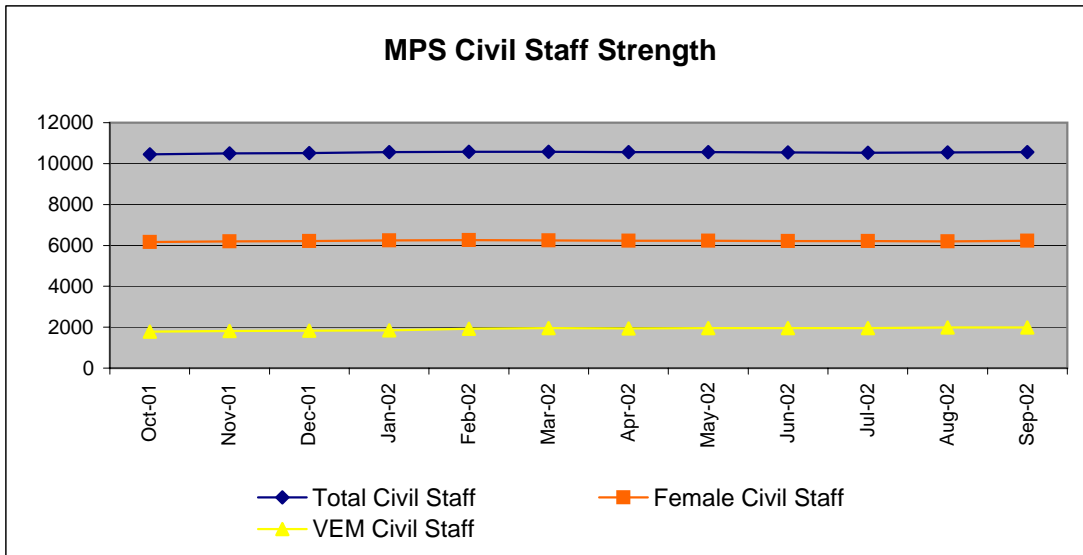
Comments:

Although 16% of MPS officers overall are female, only 9.3% of managers (sergeant and above) are female. This is marginally increasing over time. Similarly, although VEM officers are 4.9% of total officers, only 2.9% of managers are from visible ethnic minorities, a large under-representation, although this is again improving slightly over time.

Female and VEM staff are better represented in CID posts, at 14.3% and 3.8% respectively, both percentages again increasing slowly over time.

Equal Opportunities and Diversity Board - Management Information

MPS Civil Staff Strength and Diversity

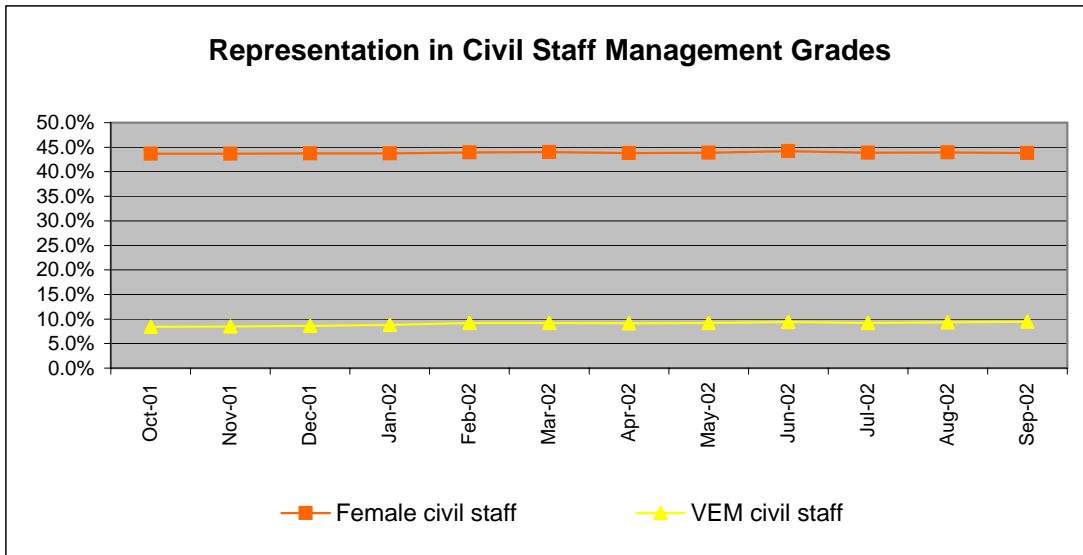


Comments:

MPS civil staff strength is fairly static over time, currently at 10568 (10% below the target for civil staff). The percentage of female civil staff has been at around 59% for some time. The percentage of VEM civil staff has been gradually increasing over time, now at 18.7%.

Equal Opportunities and Diversity Board - Management Information

Female and VEM Representation in Civil Staff Management



Comments:

59% of civil staff are female. 43.8% of civil management staff are female. This has changed little over the last year, mainly due to lack of civil staff recruitment generally.

18.7% of civil staff are from visible ethnic minorities. 9.4% of civil management staff are from visible ethnic minorities, hence showing a large under-representation. This percentage has been increasing over time - from only 8.4% in October 2001.

Equal Opportunities and Diversity Board - Management Information

Traffic wardens and CSOs

Comments:

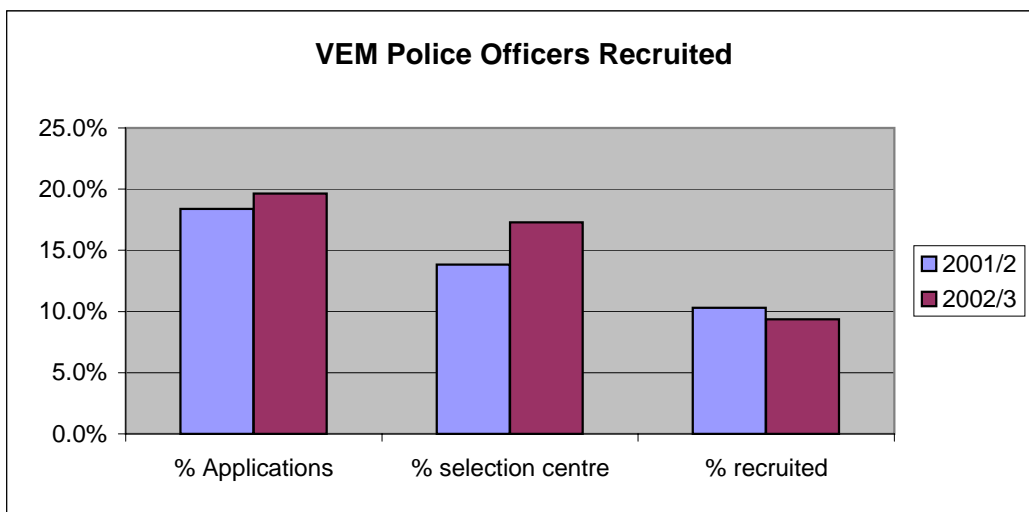
Traffic warden numbers have been declining over time. Recruitment is now focussing on Community Support Officers and over time traffic wardens will convert to these posts.

57% of traffic wardens are female and 15% from visible ethnic minorities. These levels are fairly static over time.

As at the end of September 2002, 68 Police Community Safety Officers were in post. 13 of these were female and 1 from visible ethnic minority groups.

Equal Opportunities and Diversity Board - Management Information

Recruitment and diversity



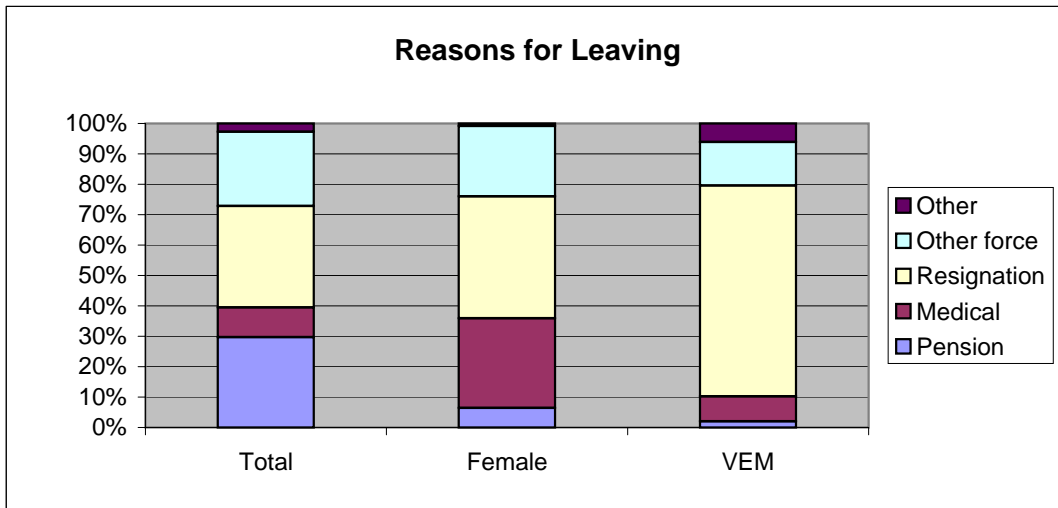
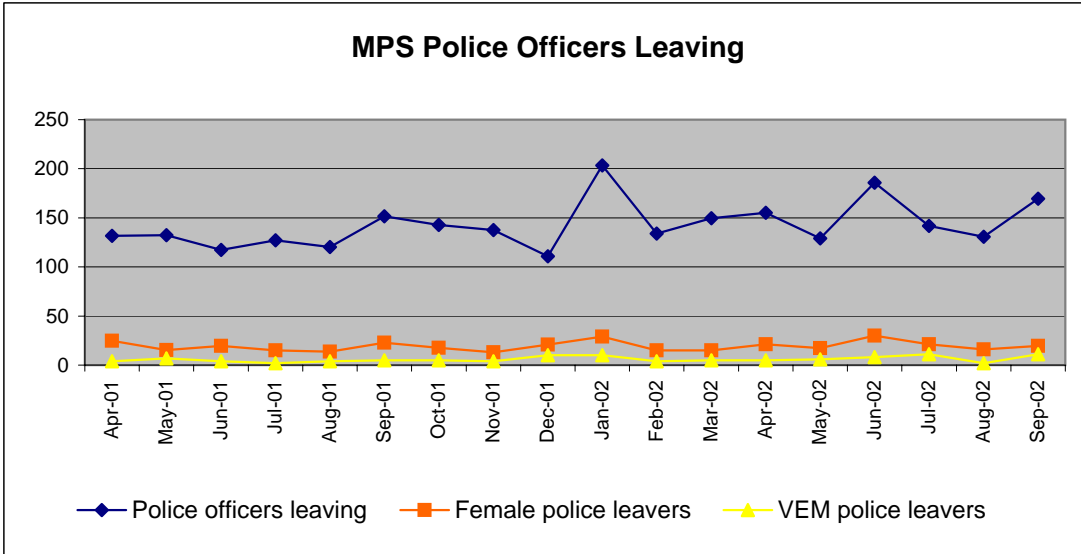
Comments:

In 2002/3 to date, 23.4% of applications for police officer posts were from females, an increase on 22.1% from 2001/2. Following this, 25.9% of those attending selection centre were female (again an increase on 2001/2) and 20.4% of those actually recruited were female, a slight increase on 2001/2.

There is more disparity for VEM persons where in 2002/3 19.6% of applications were from VEM people, and 17.3% attending selection centres are VEM, both increasing on 2001/2. However, only 9.4% of officers recruited are VEM persons, a fall from 10.3% in 2001/2 and a large rate of attrition.

Equal Opportunities and Diversity Board - Management Information

MPS Staff Leaving and Diversity



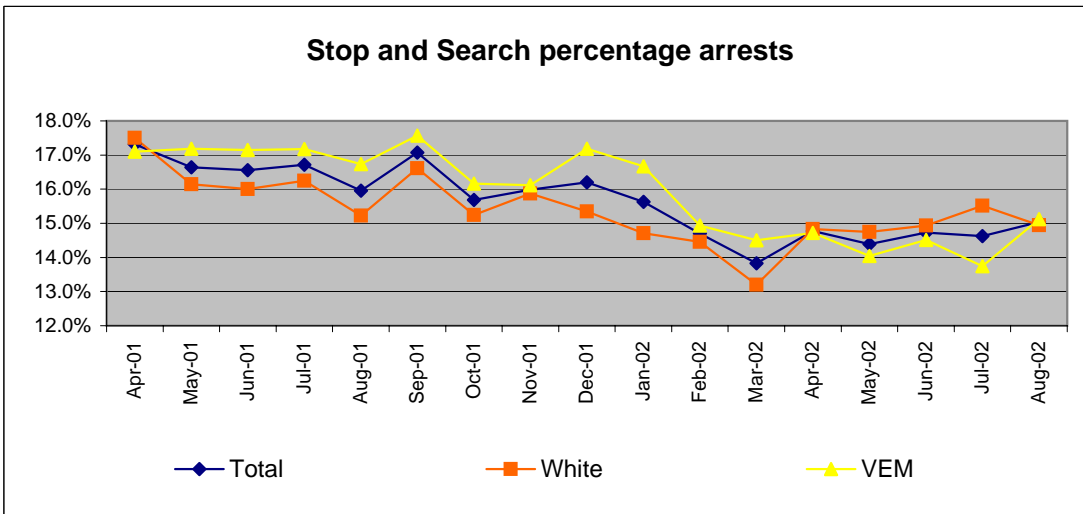
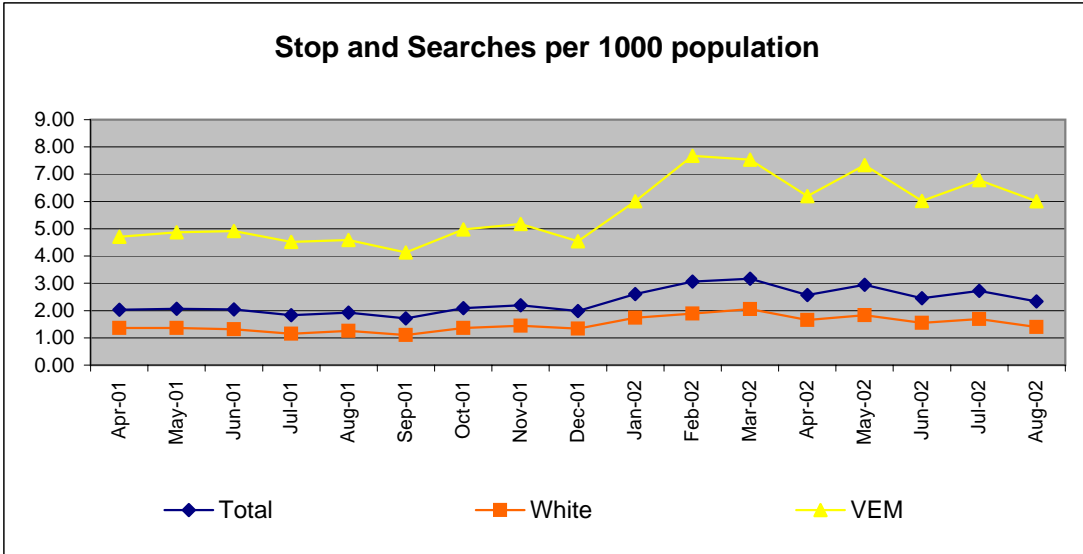
Comments:

A total of 912 police officers have left the MPS between April and September 2002. 125 (13.7%) of these were female and 43 (4.7%) were from VEM groups. These levels are similar to strength levels (with slightly less females leaving as a percentage of the female workforce).

However, reasons for leaving vary. For officers overall the most common reasons for leaving are jointly pension and resignation, followed by joining another force. For female officers the most common reason is resignation followed by medical reasons. For VEM officers resignation is by far the most common reason (although it should be noted that numbers are small).

Equal Opportunities and Diversity Board - Management Information

Stop and Search

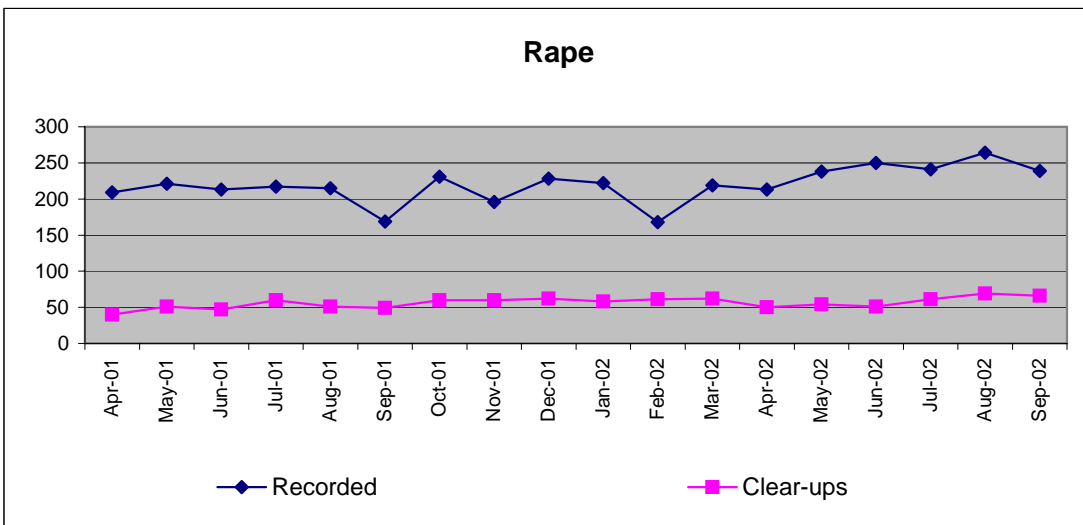
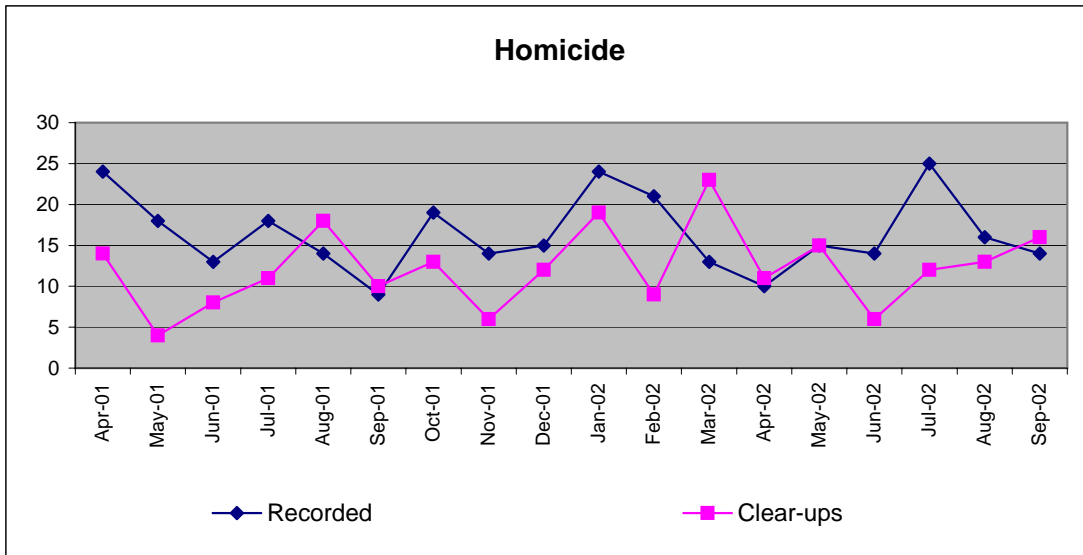


Comments:

Until December 2001 levels of stop and search had been fairly consistent. Overall stop and search levels were at around 2 per 1000 population per month and stop and searches of VEM persons were about 3.5 times that of white persons (using census population data). There was a step change in January/ February this year, increasing stop searches to over 3 per 1000 population per month with VEM searches increasing to 7.7 per 1000 population in February. There has been a recent decline in levels of stop and search. Percentage arrests are similar for white and VEM stop/ searches but have shown a decreasing trend. A more detailed MPS report has been requested for the committee.

Equal Opportunities and Diversity Board - Management Information

Crime Levels



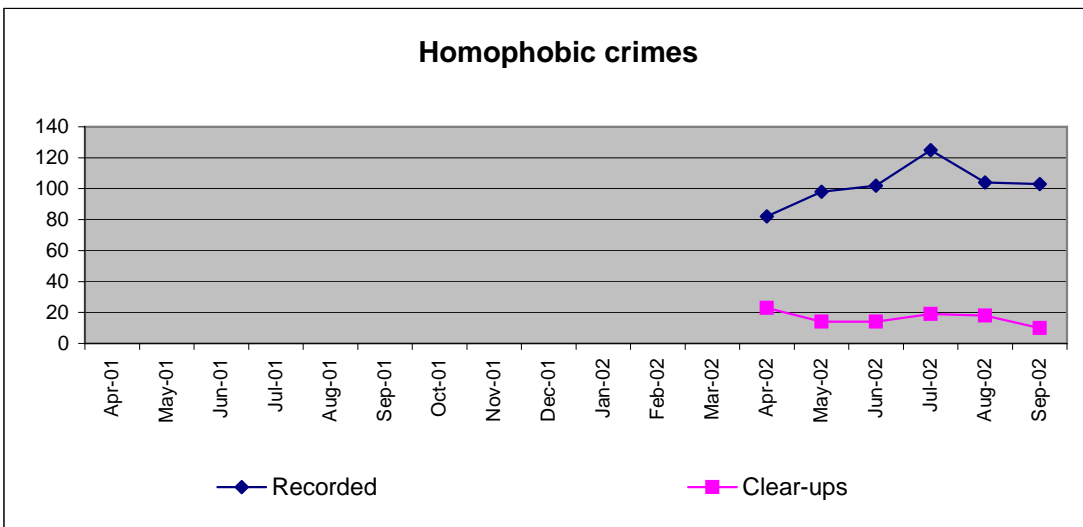
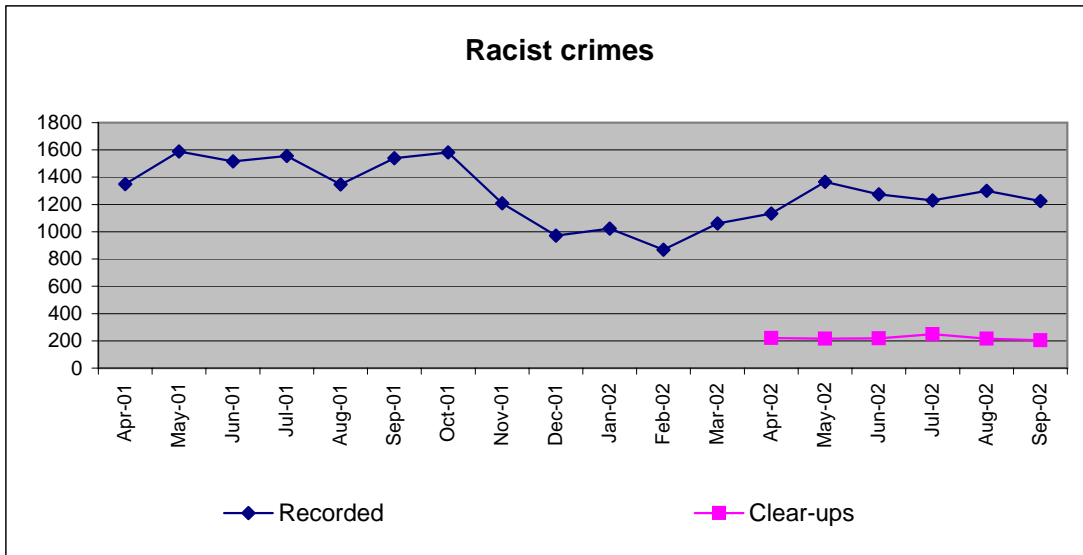
Comments:

Numbers of homicides are small and trends difficult to determine. To date in 2002/3 recorded levels seem to be slightly lower than last year on average and the detection rate slightly higher.

Recorded rape offences have been increasing gradually in recent months, although some of this may be due to efforts to encourage reporting of rape offences. Detections have also been increasing with a high detection rate of 28% in September 2002.

Equal Opportunities and Diversity Board - Management Information

Crime Levels



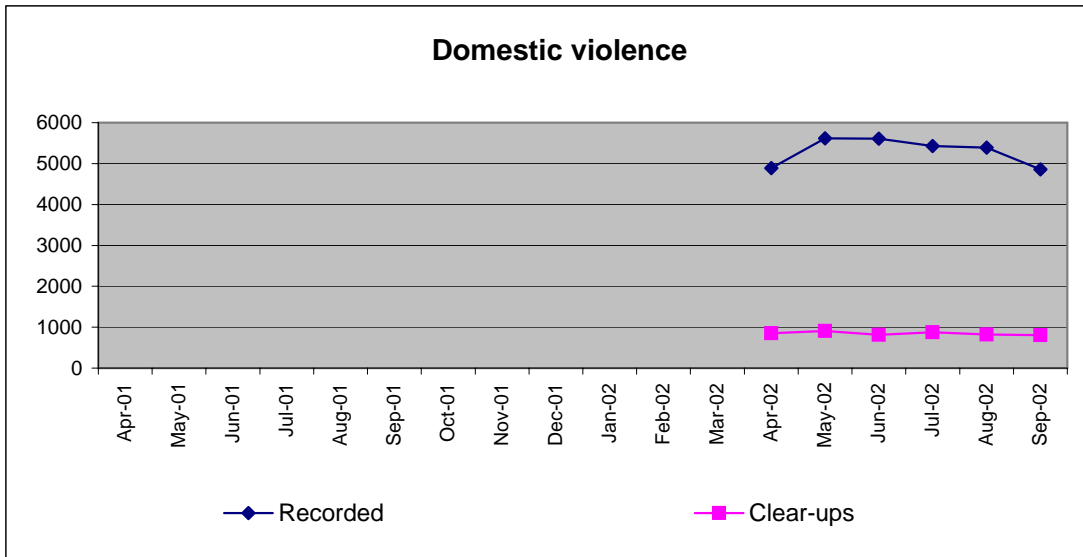
Comments:

Recorded racist crimes are showing a reduction over time. The levels of detections are fairly stable with a clear-up rate of about 16%.

Data on homophobic crimes is currently only available from April 2002. Since then there has been an increase in offences recorded and a reduction in detections, but numbers are too small to show significant trends.

Equal Opportunities and Diversity Board - Management Information

Crime Levels



Comments:

Data for domestic violence is only currently available for recent months.

Data on child abuse will be developed over the next few months.