

Race and equality impact

Public Complaints allegations per 100 officers by type – February 2005 to January 2006:
People

The next table shows the number of complainants within each borough over the last 12 months and breaks them down by ethnicity, gender and age. The MPS comparison totals are also illustrated.

Complainant Details:		TP PFM Family Group 3												MPS Total	
		Camden		Westminster		Hackney		Lambeth		Southwark		Tower Hamlets			
Ethnicity	White	67	40%	87	21%	21	25%	40	23%	21	18%	33	31%	1182	30%
	Black	28	17%	40	10%	34	40%	80	46%	47	39%	12	11%	855	22%
	Asian	14	8%	22	5%	8	10%	2	1%	5	4%	24	23%	269	7%
	Other	14	8%	22	5%	3	4%	10	6%	2	2%	5	5%	166	4%
	Unknown	45	27%	239	58%	18	21%	42	24%	44	37%	32	30%	1415	36%
	Total	168		410		84		174		119		106		3887	
Gender	Female	57	34%	106	26%	23	27%	52	30%	36	30%	34	32%	1255	32%
	Male	110	65%	296	72%	60	71%	120	69%	81	68%	72	68%	2568	66%
	Unknown	1	1%	8	2%	1	1%	2	1%	2	2%			64	2%
	Total	168		410		84		174		119		106		3887	
Age	0-16 years	9	5%	7	2%	2	2%	10	6%			4	4%	103	3%
	17-24 years	13	8%	35	9%	11	13%	11	6%	20	17%	18	17%	448	12%
	25-44 years	66	39%	114	28%	41	49%	80	46%	39	33%	43	41%	1388	36%
	45-64 years	37	22%	23	6%	15	18%	24	14%	16	13%	17	16%	551	14%
	Over 65 years	4	2%	2	0%	1	1%	3	2%					64	2%
	Unknown	39	23%	229	56%	14	17%	46	26%	44	37%	24	23%	1333	34%
	Total	168		410		84		174		119		106		3887	

It can be seen that the ethnicity of the complainant is unknown in a high percentage of instances. *Westminster* is far above this average which is caused by the residual 'Pro-Hunt' allegations.

It is evident that, in many instances, a higher proportion of complainants are from non-white communities, most notably from African-Caribbean people, excepting *Tower Hamlets* where Asian complainants feature prominently. Importantly, the demographics of the Boroughs in question will play a large part in determining the proportion of complaints from different communities. For example, the 2001 Census reveals that *Tower Hamlets* has a population that is split almost 50/50 between non-white and white people. However, the census data does not take into account the transient nature of the population for example people visiting an area for entertainment.

The capture of gender related information is much better than that for ethnicity. On average, across the group, the split is 30% female and 70% male. This has been the case for many years.

In respect of the complainants' age, the percentage where age is unknown is only marginally better than that for ethnicity. The highest proportion of complainants are aged between 25-44 years old, which was the same as was evident in the last report with TP PFM family 2. However, *Southwark & Tower Hamlets* have the highest proportion of people complaining aged between 16-24 years old at 17% respectively (2001 Census). Although census data shows that both of these boroughs have a higher proportion of their resident population in similar age band.

Conversely, *Camden* has the highest percentage of people complaining aged between 45 and 64 years but a below average resident population in that age group.

The following table shows the number of officers within each borough receiving complaints over the last 12 months and breaks them down by ethnicity, gender and length of service.

Officer Details:		TP PFM Family Group 3										MPS Total			
		Camden		Westminster		Hackney		Lambeth		Southwark			Tower Hamlets		
Ethnicity	White	239	84%	181	36%	77	65%	171	66%	141	69%	135	79%	4145	69%
	Black	8	3%	14	3%	3	3%	2	1%	5	2%	2	1%	121	2%
	Asian	2	1%	12	2%	3	3%	1	0%	3	1%	4	2%	152	3%
	Other	4	1%	6	1%	1	1%	9	3%	3	1%	1	1%	123	2%
	Unknown	32	11%	288	57%	34	29%	77	30%	52	25%	28	16%	1442	24%
	Total	285	501	118	260	204	170	5983							
Gender	Female	42	15%	29	6%	8	7%	27	10%	28	14%	18	11%	720	12%
	Male	211	74%	185	37%	76	64%	156	60%	124	61%	125	74%	3836	64%
	Unknown	32	11%	287	57%	34	29%	77	30%	52	25%	27	16%	1427	24%
	Total	285	501	118	260	204	170	5983							
Length of Service	0-2 years	47	16%	33	7%	10	8%	34	13%	23	11%	20	12%	676	11%
	3 years	45	16%	42	8%	16	14%	34	13%	40	20%	28	16%	779	13%
	4-5 years	58	20%	45	9%	25	21%	43	17%	29	14%	43	25%	975	16%
	6-10 years	41	14%	31	6%	14	12%	39	15%	26	13%	22	13%	732	12%
	11-15 years	38	13%	18	4%	7	6%	17	7%	12	6%	12	7%	499	8%
	16-20 years	16	6%	24	5%	4	3%	10	4%	16	8%	5	3%	397	7%
	21-25 years	7	2%	11	2%	6	5%	4	2%	3	1%	11	6%	283	5%
	Over 25 years	1	0%	9	2%	2	2%	2	1%	3	1%	1	1%	209	3%
	Unknown	32	11%	288	57%	34	29%	77	30%	52	25%	28	16%	1433	24%
	Total	285	501	118	260	204	170	5983							

There is, on average across the family, approximately 28% where these details are not yet established. This is again higher than the overall MPS totals. *Westminster* is far above this average which is caused by the residual 'Pro-Hunt' allegations. This has skewed the group average.

The numbers of non-white officers receiving complaints overall is small when compared with their white colleagues who make up the greater proportion of officer workforce. In most cases they are the same or lower than the MPS percentages.

Female officers currently represent approximately 20% of the overall police officer workforce and receive only 12% of the complaints. When put into context of the number of female officers based within BOCUs this figure is better as women represent 23% of the borough workforce.

The majority of officers who have contact with the general public will be younger in service. Currently 32% of police officers have less than 5 years service. The majority of Boroughs have a similar percentage of probationers, 20% as at the end of December 2005.

An officer's length of service may affect the numbers of complaints they receive. Early in their career probationer officers will be less experienced but likely to receive greater supervision. Once they complete the probation period they will be supervised less but remain relatively inexperienced.

When the high number of 'unknown' length of service is factored out of the table there is some disparity in the percentage of officers receiving complaints with less than 5 years service. This ranges between *Westminster*, the lowest, with 56% of such officers and *Tower Hamlets* with the highest percentage at 64%.

The following table illustrates the actual number of officers who have received formal sanctions in respect of allegations concluded in the 12 months to February 2006.

TP PFM Family Group 3							MPS Total
Outcomes (Officers):	Camden	Westminster	Hackney	Lambeth	Southwark	Tower Hamlets	
Criminal Prosecution	0	0	0	0	0	1	2
Misconduct Hearing	1	3	0	0	0	0	25
Written Warning	2	5	0	1	0	0	25

Public Complaint allegations that are substantiated are usually within the region of 2 to 3% of all finalised allegations. It is therefore expected that there will be few formal outcomes such as a *criminal prosecution* or *misconduct hearing*.

A higher number of *written warnings* may mean that it is being used as a tool to deal with minor misconduct issues rather than a higher number of officers whose conduct falls short of that expected.