

## Race and equality impact

Public Complaints allegations per 100 officers by type – June 2005 to May 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. Both the TP and MPS comparison totals are also illustrated.

Complainant Details:		TP PFM Family Group 5												TP Total		MPS Total	
		Greenwich		Hammersmith & Fulham		Kensington & Chelsea		Lewisham		Waltham Forest		Wandsworth					
Ethnicity	White	21	30%	32	31%	11	20%	33	25%	34	31%	22	25%	1068	26%	1240	26%
	Black	12	17%	19	19%	16	29%	61	46%	27	25%	20	23%	771	19%	925	19%
	Asian	4	6%	4	4%	4	7%	3	2%	5	5%	2	2%	224	5%	264	6%
	Other			3	3%	1	2%	1	1%	2	2%	2	2%	48	1%	60	1%
	Unknown	34	48%	44	43%	24	43%	34	26%	42	38%	41	47%	1976	48%	2264	48%
	<b>Total</b>	<b>71</b>		<b>102</b>		<b>56</b>		<b>132</b>		<b>110</b>		<b>87</b>		<b>4087</b>		<b>4753</b>	
Gender	Female	29	41%	42	41%	10	18%	64	48%	38	35%	37	43%	1273	31%	1466	31%
	Male	42	59%	58	57%	43	77%	68	52%	72	65%	50	57%	2618	64%	3080	65%
	Unknown			2	2%	3	5%							196	5%	207	4%
	<b>Total</b>	<b>71</b>		<b>102</b>		<b>56</b>		<b>132</b>		<b>110</b>		<b>87</b>		<b>4087</b>		<b>4753</b>	
Age	0-16 years	4	6%	2	2%			3	2%	3	3%			84	2%	96	2%
	17-24 years	6	8%	11	11%	5	9%	24	18%	10	9%	9	10%	367	9%	456	10%
	25-44 years	18	25%	32	31%	26	46%	50	38%	50	45%	30	34%	1248	31%	1461	31%
	45-64 years	5	7%	15	15%	5	9%	21	16%	14	13%	14	16%	462	11%	547	12%
	Over 65 years	3	4%											57	1%	72	2%
	Unknown	35	49%	42	41%	20	36%	34	26%	33	30%	34	39%	1869	46%	2121	45%
	<b>Total</b>	<b>71</b>		<b>102</b>		<b>56</b>		<b>132</b>		<b>110</b>		<b>87</b>		<b>4087</b>		<b>4753</b>	

It can be seen that the ethnicity of the complainant is unknown in a high percentage of instances, on average 48% across TP. The DPS is working with the IPCC to address this.

It is evident that, in many instances, a higher proportion of complainants are from non-white communities. Importantly, the demographics of the Boroughs in question will play a large part in determining the proportion of complaints from different communities.

Most notably, Black people are represented greatly within complaints and particularly so in *Lewisham* where they are disproportionately represented, at 46%, compared with the resident population of 26%. (NB *Lewisham* has the lowest proportion of people for whom their ethnicity is unknown).

The capture of gender related information is much better than that for ethnicity. On average, in respect of complaints the split is generally 30% female and 70% male. It is interesting to note that with the exception of *Kensington & Chelsea* who have a lower

proportion of female complainants, the remaining boroughs have far more than the norm. *Lewisham* comes close to a 50/50 split.

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 previous reports covering other TP PFM families. However, *Lewisham* has the highest proportion of people complaining aged under 25 years old at 20% of the total. Although census data shows that *Lewisham* have a higher proportion of their resident population in similar age band. (Census 2001).

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 5										TP Total		MPS Total			
		Greenwich		Hammersmith & Fulham		Kensington & Chelsea		Lewisham		Waltham Forest						Wandsworth	
Ethnicity	White	29	35%	81	54%	35	46%	117	59%	126	68%	60	54%	3408	57%	4234	61%
	Black			4	3%	1	1%	4	2%	7	4%			100	2%	123	2%
	Asian			5	3%	3	4%	5	3%	5	3%	2	2%	141	2%	154	2%
	Other	1	1%	2	1%	1	1%	7	4%	4	2%	3	3%	110	2%	131	2%
	Unknown	52	63%	59	39%	36	47%	66	33%	44	24%	46	41%	2171	37%	2329	33%
	<b>Total</b>		<b>82</b>		<b>151</b>		<b>76</b>		<b>199</b>		<b>186</b>		<b>111</b>		<b>5930</b>		<b>6971</b>
Gender	Female	2	2%	14	9%	5	7%	26	13%	30	16%	6	5%	692	12%	769	11%
	Male	28	34%	78	52%	35	46%	109	55%	113	61%	62	56%	3108	52%	3930	56%
	Unknown	52	63%	59	39%	36	47%	64	32%	43	23%	43	39%	2130	36%	2272	33%
	<b>Total</b>		<b>82</b>		<b>151</b>		<b>76</b>		<b>199</b>		<b>186</b>		<b>111</b>		<b>5930</b>		<b>6971</b>
Length of Service	0-2 years	6	7%	33	22%	8	11%	31	16%	43	23%	16	14%	1125	19%	1195	17%
	3 years	3	4%	15	10%	7	9%	28	14%	17	9%	6	5%	626	11%	719	10%
	4 years	4	5%	11	7%	6	8%	18	9%	10	5%	7	6%	365	6%	442	6%
	5-9 years	10	12%	18	12%	6	8%	21	11%	16	9%	9	8%	547	9%	742	11%
	10-14 years	2	2%	5	3%	4	5%	8	4%	20	11%	6	5%	349	6%	491	7%
	15-19 years	3	4%	2	1%	2	3%	4	2%	20	11%	6	5%	259	4%	380	5%
	20-24 years	1	1%	1	1%	3	4%	3	2%	7	4%	10	9%	191	3%	278	4%
	25-29 years	1	1%	3	2%	2	3%	6	3%	2	1%	2	2%	132	2%	197	3%
	30-34 years													10	0%	17	0%
	35-39 years													2	0%	2	0%
	40 years and over																
	Unknown	52	63%	63	42%	38	50%	80	40%	51	27%	49	44%	2324	39%	2508	36%
<b>Total</b>		<b>82</b>		<b>151</b>		<b>76</b>		<b>199</b>		<b>186</b>		<b>111</b>		<b>5930</b>		<b>6971</b>	

There is, on average across TP PFM group 4, approximately 41% where these details are not yet established. This is greater than the overall TP & MPS totals. However, unknown data for *Greenwich* and *Kensington & Chelsea* is much greater than their peers within this family group.

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. As a percentage, non-white officers appear to be complained of in a greater proportion to their representation within the MPS workforce would suggest. However, the recruitment policy in recent years has seen an increase in non-white officers whose length of service will mean they are more likely to be at constable/sergeant rank employed in front-line operation roles dealing with the public.

Female officers currently represent approximately 20% of the overall police officer workforce and generally speaking receive only 11-12% 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, on average 18% as at the end of March 2006.

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.

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

Outcomes (Officers):	TP PFM Family Group 5						TP Total	MPS Total
	Greenwich	Hammersmith & Fulham	Kensington & Chelsea	Lewisham	Waltham Forest	Wandsworth		
Criminal Prosecution	0	0	0	0	0	0	3	4
Misconduct Hearing	1	2	0	0	1	2	14	20
Written Warning	0	2	1	0	0	1	18	22
<b>Informal Discipline</b>								
Advice	0	6	0	2	14	0	85	97
Discussion	0	0	0	0	0	0	1	1
Guidance	0	0	0	0	0	0	2	4
Training	0	0	0	0	0	0	1	1

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 high number of *written warnings* may mean that it is being used as a means of dealing with minor misconduct issues rather than a higher number of officers whose conduct falls short of that expected and it should be seen as encouraging. A *written warning* means that the officer accepts the failing and is a key component in encouraging learning from past mistakes.

The table shows *Advice* being the most used form of *informal discipline* and the higher number for *Waltham Forest* indicative of the higher proportion of their allegations that are *substantiated* in the first instance.