## **Directorate of Professional Standards**

		Diversity Information		2000/2001	2001/2002	Rolling 12 months	
		Number of officers		25,430	26,768	26,636	
	MPS	Officers Ethnicity	% White	<i>24,388</i> 95.9%	<i>25,480</i> <b>95.2</b> %	<i>25,363</i> 95.2%	
	Workforce Figures	,	% Black	458 1.8%	476 1.8%	501 1.9%	
1	Workforce rigures		% Asian	229 0.9%	<i>32</i> 7 1.2%	409 1.5%	
	Figures as at end F/Y or end of		% Other	<i>356</i> 1.4%	<i>185</i> 1.8%	<i>363</i> 1.4%	
	April 2002 for current F/Y	Officers Gender	% Male	<i>21,438</i> <b>84.3</b> %	<i>22,467</i> 83.9%	<i>22,360</i> 83.9%	
			% Female	<i>3,993</i> 15.7%	<i>4,301</i> 16.1%	4,276 16.1%	
			Number of complainants	3,766	3,111	3,156	
	Public Complaints (Recorded)	Complainants Ethnicity	% White	1,836 55.3%	1,432 53.4%	1,443 53.3%	
			% Black	952 28.6%	827 30.8%	825 30.5%	
2			% Asian	326 9.8%	263 9.8%	279 10.3%	
	Complainants	Olein-out- Olei	% Other	209 6.3%	159 5.9%	161 5.9%	
		Complainants Gender	% Male % Female	2,577 68.6% 1,178 31.4%	2,150 69.2% 955 30.8%	2,178 69.2% 971 30.8%	
			% Female	1,178 31.4%	900 30.8%	9/1 30.8%	
			Number of officers	6,753	4,970	4,914	
		Officers Ethnicity	% White	6,410 95.1%	<i>4,721</i> 95.0%	4,652 94.7%	
	<b>Public Complaints</b>		% Black	150 2.2%	116 2.3%	113 2.3%	
3	(Recorded)		% Asian	113 1.7%	<del>74</del> 1.5%	86 1.8%	
	Officers		% Other	69 1.0%	<i>58</i> 1.2%	<i>61</i> 1.2%	
		Officers Gender	% Male	<i>6,032</i> 89.4%	<i>4,408</i> 88.7%	<i>4,358</i> 88.7%	
			% Female	718 10.6%	<i>562</i> 11.3%	<i>556</i> 11.3%	
		T		077	1 454	4/0	
		Complainants Ethnicity	Number of complainants % White	277 109 41.8%	154 43 29.5%	163 48 31.0%	
		Compianiants Eurincity	% Black				
4	Stop & Search Only		% Asian				
7	(Recorded)		% Other	16 6.1% 9 3.4%	15 10.3% 11 7.5%	15 9.7% 11 7.1%	
		Complainants Gender	% Male	217 78.3%	132 85.7%	138 84.7%	
		Complainants Centre	% Female	60 21.7%	22 14.3%	25 15.3%	
		•				, , , , , , , , , , , , , , , , , , , ,	
			Number of complainants	311			
	Racial Discriminatory	Complainants Ethnicity	% White	44 15.5%	24 11.9%	19 9.5%	
_	Behaviour Allegations		% Black	158 55.8%	113 56.2%	115 57.5%	
5	<u>Only</u>		% Asian	56 19.8%	45 22.4%	48 24.0%	
	(Recorded)	Olein-out- Olen	% Other	25 8.8%	19 9.5%	18 9.0%	
		Complainants Gender	% Male % Female	238 77.0% 71 23.0%	171 78.1% 48 21.9%	166 76.1% 52 23.9%	
			% remaie	71 23.0%	48 21.9%	<u>52</u> 23.9%	
			Number of Officers	631	543	570	
		Officers Ethnicity	% White	589 <b>93.3</b> %	505 93.0%	531 93.2%	
	Internal Investigations		% Black	25 4.0%	14 2.6%	<u>15</u> 2.6%	
6	(Recorded)		% Asian	<u>11</u> 1.7%	12 2.2%	11 1.9%	
	Officers		% Other	<u>6</u> 1.0%	12 2.2%	13 2.3%	
		Officers Gender	% Male	576 91.3%	491 90.4%	518 90.9%	
			% Female	<u>55</u> 8.7%	<u>52</u> 9.6%	52 9.1%	
			Number of Officers	76	22	21	
		Officers Ethnicity	% White	69 90.8%	18 81.8%	17 85.0%	
		o.nooro Etimotty	% Black	4 5.3%	2 9.1%	2 10.0%	
7	Suspended Officers		% Asian	3 4.0%	2 9.1%	1 5.0%	
			% Other	0 0.0%	0 0.0%	0 0.0%	
		Officers Gender	% Male	73 96.1%	21 95.5%	20 95.2%	
			% Female	3 4.0%	1 4.5%	1 4.8%	
				•	•		
			Number of Officers	120	211	227	
		Office Fig. 1 ii		114 95.0%	<i>200</i> 94.8%	<i>214</i> 94.3%	
		Officers Ethnicity	% White				
c	Written Werning	Officers Ethnicity	% Black		6 2.8%	6 2.6%	
8	Written Warnings	Officers Ethnicity	% Black % Asian	3 2.5% 3 2.5%	6 2.8% 1 0.5%	6 2.6% 1 0.4%	
8	Written Warnings	,	% Black % Asian % Other	3 2.5% 3 2.5% 0 0.0%	6 2.8% 1 0.5% 4 1.9%	6 2.6% 1 0.4% 6 2.6%	
8	Written Warnings	Officers Ethnicity  Officers Gender	% Black % Asian	3 2.5% 3 2.5%	6 2.8% 1 0.5%	6 2.6% 1 0.4%	

## Directorate of Professional Standards Diversity Information 2000/2004 2004/2004 2004/2004

	Diversity Information		2000/2001	2001/2002	Rolling 12 months	
			Number of Officers	98	110	108
		Public Complaint Ethnicity	% White	95 96.9%	102 92.7%	100 92.6%
			% Black	<i>3</i> 3.1%	5 4.5%	<u>5</u> 4.6%
			% Asian	<i>0</i> 0.0%	1 0.9%	1 0.9%
			% Other	0.0%	<b>2</b> 1.8%	<i>2</i> 1.9%
	Informal Discipline	Public Complaint Gender	% Male	<b>83</b> 84.7%	95 86.4%	<del>93</del> 86.1%
9	as result of Investigation		% Female	<i>15</i> 15.3%	15 13.6%	15 13.9%
9	(Excluding Written		Number of Officers	98	77	76
	Warnings)	Internal Investigations Ethnicity	% White	<del>92</del> 93.9%	<i>68</i> 88.3%	<del>72</del> 94.7%
			% Black	6 6.1%	<u>6</u> 7.8%	2 2.6%
			% Asian	0.0%	3 3.9%	2 2.6%
			% Other	0.0%	0.0%	0.0%
		Internal Investigations Gender	% Male	82 83.7%	70 90.9%	69 90.8%
			% Female	16 16.3%	7 9.1%	7 9.2%
		<del>-</del>	N. J. COW.	40	20	42
		Datella Camalata Ella III	Number of Officers	40	39	42
		Public Complaint Ethnicity	% White	39 97.5%	36 92.3%	38 90.5%
			% Black	1 2.5%	2 5.1%	2 4.8%
			% Asian	0 0.0%	1 2.6%	1 2.4%
			% Other	0 0.0%	0 0.0%	1 2.4%
		Public Complaint Gender	% Male	<u>36</u> 90.0%	35 89.7%	39 92.9%
10	Misconduct / Discipline		% Female	4 10.0% 84	4 10.3%	3 7.1%
	Hearings	laka ana al lan anaki maki ana Ekharisik a	Number of Officers % White		105	101
		Internal Investigations Ethnicity	% White % Black	78 92.9%	98 93.3%	94 93.1%
				5 6.0%	6 5.7%	4 4.0%
			% Asian	1 1.2%	1 1.0%	2 2.0%
		lakamat lawaki aki ang Candan	% Other % Male	0 0.0%	0 0.0% 96 91.4%	1 1.0%
		Internal Investigations Gender	% Iviale % Female	81 96.4% 3 3.6%	96 91.4% 9 8.6%	94 93.1% 7 6.9%
<u> </u>			70 I CITIAIC	3 3.076	9 0.076	/ 0.776
			Number of Officers	4		
		Public Complaint Ethnicity	% White	4 100.0%	4 100.0%	10 100.0%
			% Black	0 0.0%	0 0.0%	0 0.0%
			% Asian	0 0.0%	0 0.0%	0 0.0%
	Dismissals or		% Other	0 0.0%	0 0.0%	0.0%
	Required to Resign	Public Complaint Gender	% Male	4 100.0%		
11	Sanctions				4 100.0%	4 100.0%
	ac recult of		% Female	0.0%	0.0%	0.0%
	as result of	Internal Investigations (theisity)	Number of Officers	0 0.0% 27	0 0.0% 31	0 0.0% 32
	Misconduct/Discipline	Internal Investigations Ethnicity	Number of Officers % White	0         0.0%           27         26         90.0%	0     0.0%       31     29       93.5%	0 0.0% 32 31 96.9%
		Internal Investigations Ethnicity	Number of Officers % White % Black	0 0.0% 27 26 90.0% 1 10.0%	0     0.0%       31       29     93.5%       2     6.5%	0     0.0%       32     31     96.9%       1     3.1%
	Misconduct/Discipline	Internal Investigations Ethnicity	Number of Officers % White % Black % Asian	0         0.0%           27         26         90.0%           1         10.0%           0         0.0%	0     0.0%       31     29     93.5%       2     6.5%       0     0.0%	0     0.0%       32       31     96.9%       1     3.1%       0     0.0%
	Misconduct/Discipline	,	Number of Officers % White % Black % Asian % Other	0         0.0%           27         26         90.0%           1         10.0%         0.0%           0         0.0%         0.0%	0         0.0%           31         29         93.5%           2         6.5%         0           0         0.0%           0         0.0%	0     0.0%       32       31     96.9%       1     3.1%       0     0.0%       0     0.0%
	Misconduct/Discipline	Internal Investigations Ethnicity  Internal Investigations Gender	Number of Officers % White % Black % Asian % Other % Male	0     0.0%       27       26     90.0%       1     10.0%       0     0.0%       0     0.0%       27     100.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           0         0.0%           27         87.1%	0     0.0%       32       31     96.9%       1     3.1%       0     0.0%       0     0.0%       29     90.6%
	Misconduct/Discipline	,	Number of Officers % White % Black % Asian % Other	0         0.0%           27         26         90.0%           1         10.0%         0.0%           0         0.0%         0.0%	0         0.0%           31         29         93.5%           2         6.5%         0           0         0.0%           0         0.0%	0     0.0%       32       31     96.9%       1     3.1%       0     0.0%       0     0.0%
	Misconduct/Discipline	Internal Investigations Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           0         0.0%           27         87.1%           4         12.9%	0     0.0%       32       31     96.9%       1     3.1%       0     0.0%       0     0.0%       29     90.6%
	Misconduct/Discipline	,	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%           10         100.0%	0     0.0%       31     29     93.5%       2     6.5%       0     0.0%       27     87.1%       4     12.9%       8     100.0%	0     0.0%       32       31     96.9%       1     3.1%       0     0.0%       0     0.0%       29     90.6%       3     9.4%   5 100.0%
	Misconduct/Discipline	Internal Investigations Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%           10         100.0%           0         0.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           27         87.1%           4         12.9%           8         100.0%           0         0.0%	0     0.0%       32       31     96.9%       1     3.1%       0     0.0%       0     0.0%       29     90.6%       3     9.4%   5 100.0%
	Misconduct/Discipline	Internal Investigations Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian	0         0.0%           27         26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%           10         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           27         87.1%           4         12.9%           8         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         0.0%           29         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%
	Misconduct/Discipline	Internal Investigations Gender  Public Complaint Ethnicity	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other	0         0.0%           27         26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%           10         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           27         87.1%           4         12.9%           8         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         0.0%           29         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%
	Misconduct/Discipline Hearing	Internal Investigations Gender  Public Complaint Ethnicity  Public Complaint Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male	0         0.0%           27         26         90.0%           1         10.0%         0.0%           0         0.0%         0.0%           27         100.0%         0.0%           10         100.0%         0.0%           0         0.0%         0.0%           0         0.0%         0.0%           0         0.0%         0.0%           9         90.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           0         0.0%           27         87.1%           4         12.9%           8         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           8         100.0%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         0.0%           29         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%           5         100.0%
12	Misconduct/Discipline Hearing  Commissioners Appeal/	Internal Investigations Gender  Public Complaint Ethnicity  Public Complaint Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%           10         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           1         10.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           0         0.0%           27         87.1%           4         12.9%           8         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         0.0%           29         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%           5         100.0%           0         0.0%           0         0.0%           0         0.0%
12	Misconduct/Discipline Hearing	Public Complaint Ethnicity  Public Complaint Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female  Number of Officers	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%           10         100.0%           0         0.0%           0         0.0%           0         0.0%           9         90.0%           1         10.0%           27	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           0         0.0%           27         87.1%           4         12.9%           8         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           3         33
12	Misconduct/Discipline Hearing  Commissioners Appeal/	Internal Investigations Gender  Public Complaint Ethnicity  Public Complaint Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female Number of Officers % White	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%           10         100.0%           0         0.0%           0         0.0%           0         0.0%           9         90.0%           1         10.0%           27         26         96.3%	0         0.0%           31         29         93.5%           2         6.5%         0         0.0%           0         0.0%         0.0%         0.0%           4         12.9%         12.9%           8         100.0%         0.0%         0.0%           0         0.0%         0.0%         0.0%           0         0.0%         0.0%         0.0%           0         0.0%         0.0%         0.0%           35         32         91.4%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%           5         100.0%           0         0.0%           3         30           90.9%
12	Misconduct/Discipline Hearing  Commissioners Appeal/	Public Complaint Ethnicity  Public Complaint Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female Number of Officers % White % Black	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           27         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           9         90.0%           1         10.0%           27         26         96.3%           0         0.0%           0         0.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           0         0.0%           27         87.1%           4         12.9%           8         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           35         32           31.4%         3           3.6%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%           5         100.0%           0         0.0%           3         30           90.9%         3           3         9.1%
12	Misconduct/Discipline Hearing  Commissioners Appeal/	Public Complaint Ethnicity  Public Complaint Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female Number of Officers % White % Black % Asian	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           0         0.0%           27         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           9         90.0%           1         10.0%           27         26         96.3%           0         0.0%           1         3.7%	0         0.0%           31         29         93.5%           2         6.5%         0         0.0%           0         0.0%         0         0.0%           27         87.1%         4         12.9%           8         100.0%         0         0.0%           0         0.0%         0         0.0%           0         0.0%         0         0.0%           0         0.0%         0         0.0%           35         32         91.4%           3         8.6%         0         0.0%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%           5         100.0%           0         0.0%           3         30           90.9%         3           3         9.1%           0         0.0%
12	Misconduct/Discipline Hearing  Commissioners Appeal/	Public Complaint Ethnicity  Public Complaint Gender  Internal Investigations Ethnicity	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female Number of Officers % White % Black % Asian % Other % Officers % White % Black % Asian % Other	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           0         0.0%           27         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           1         10.0%           27         26         96.3%           0         0.0%           1         3.7%           0         0.0%	0         0.0%           31         29         93.5%           2         6.5%           0         0.0%           0         0.0%           27         87.1%           4         12.9%           8         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           35         32           31.4%         3           3         8.6%           0         0.0%           0         0.0%           0         0.0%	0         0.0%           32         31         96.9%           1         3.1%         0         0.0%           0         0.0%         0         0.0%           29         90.6%         3         9.4%           5         100.0%         0         0.0%           0         0.0%         0         0.0%           0         0.0%         0         0.0%           5         100.0%         0         0.0%           0         0.0%         0         0.0%           3         9.1%         0         0.0%           0         0.0%         0         0.0%
12	Misconduct/Discipline Hearing  Commissioners Appeal/	Public Complaint Ethnicity  Public Complaint Gender	Number of Officers  % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female  Number of Officers % White % Black % Asian % Other % Male % Female Number of Officers % White % Black % Asian	0         0.0%           27           26         90.0%           1         10.0%           0         0.0%           0         0.0%           27         100.0%           0         0.0%           0         0.0%           0         0.0%           0         0.0%           9         90.0%           1         10.0%           27         26         96.3%           0         0.0%           1         3.7%	0         0.0%           31         29         93.5%           2         6.5%         0         0.0%           0         0.0%         0         0.0%           27         87.1%         4         12.9%           8         100.0%         0         0.0%           0         0.0%         0         0.0%           0         0.0%         0         0.0%           0         0.0%         0         0.0%           35         32         91.4%           3         8.6%         0         0.0%	0         0.0%           32         31         96.9%           1         3.1%           0         0.0%           0         90.6%           3         9.4%           5         100.0%           0         0.0%           0         0.0%           0         0.0%           5         100.0%           0         0.0%           3         30           90.9%         3           3         9.1%           0         0.0%

## **Directorate of Professional Standards**

	I	Diversity Information		2000/2001		2001/2002		Rolling 12 months	
			Number of Officers	10		4		9	
		Public Complaint Ethnicity	% White	10	100.0%	4	100.0%	9	100.0%
			% Black	0	0.0%	0	0.0%	0	0.0%
			% Asian	0	0.0%	0	0.0%	0	0.0%
			% Other	0	0.0%	0	0.0%	0	0.0%
		Public Complaint Gender	% Male	9	90.0%	4	100.0%	8	88.9%
13	Secretary of State/		% Female	1	10.0%	0	0.0%	1	11.1%
13	Police Appeals Tribunal		Number of Officers	17		9		8	
		Internal Investigations Ethnicity	% White	15	88.2%	9	100.0%	8	100.0%
		-	% Black	1	5.9%	0	0.0%	0	0.0%
			% Asian	0	0.0%	0	0.0%	0	0.0%
			% Other	1	5.9%	0	0.0%	0	0.0%
		Internal Investigations Gender	% Male	17	100.0%	9	100.0%	8	100.0%
		-	% Female	0	0.0%	0	0.0%	0	0.0%
				1 .					
			Number of Grievances	154 136			125		
		Employees Ethnicity	% White	125	81.2%	118	86.8%	104	83.2%
	0.1		% Black	6	3.9%	6	4.4%	8	6.4%
14	Grievances		% Asian	5	3.2%	5	3.7%	5	4.0%
			% Other	18	11.7%	7	5.1%	8	6.4%
		Employees Gender	% Male	105	68.2%	83	61.0%	90	72.0%
ĺ							20 00/	35	28.0%
			% Female	49	31.8%	53	39.0%	30	20.070
			Number of ET's	9	94	1	04		105
		Employees Ethnicity	Number of ET's % White	58	61.7%	65	04 62.5%	59	105 56.2%
		Employees Ethnicity	Number of ET's % White % Black	58 17	61.7% 18.1%	65 16	04 62.5% 15.4%	59 17	105 56.2% 16.2%
15	Employment Tribunals	Employees Ethnicity	Number of ET's % White % Black % Asian	58 17 7	04 61.7% 18.1% 7.4%	65 16 10	04 62.5% 15.4% 9.6%	59 17 14	105 56.2% 16.2% 13.3%
15	Employment Tribunals	, ,	Number of ET's % White % Black % Asian % Other	58 17 7	61.7% 18.1% 7.4% 12.8%	65 16 10 13	04 62.5% 15.4% 9.6% 12.5%	59 17 14 15	105 56.2% 16.2% 13.3% 14.3%
15	Employment Tribunals	Employees Ethnicity Employees Gender	Number of ET's % White % Black % Asian	58 17 7	04 61.7% 18.1% 7.4%	65 16 10	04 62.5% 15.4% 9.6%	59 17 14	105 56.2% 16.2% 13.3%

Sources : Complaints & Discipline System and DCC8(7)

Will include information on Civil Actions (Claimants) and Accident Claims in due course

N.B. Percentages are calculated on TOTAL (this includes unknown) Officers/Complainants gender/ethnicity.

The figure breakdowns do not include unknown individuals gender/ethnicity