

Directorate of Professional Standards

Diversity Information

| | | | 1999/2000 | | 2000/2001 | | 2001/2002 | | |
|--|--|------------------------|-----------|--------|-----------|--------|-----------|--------|-------|
| 1 | MPS Workforce Figures | Number of officers | | 26,001 | | 25,430 | | 26,768 | |
| | | Officers Ethnicity | % White | 24,987 | 96.1% | 24,388 | 95.9% | 25,480 | 95.2% |
| | | | % Black | 442 | 1.7% | 458 | 1.8% | 476 | 1.8% |
| | | | % Asian | 208 | 0.8% | 229 | 0.9% | 327 | 1.2% |
| | | | % Other | 338 | 1.3% | 356 | 1.4% | 185 | 1.8% |
| | | Officers Gender | % Male | 21,971 | 84.5% | 21,438 | 84.3% | 22,467 | 83.9% |
| % Female | 4,030 | | 15.5% | 3,993 | 15.7% | 4,301 | 16.1% | | |
| Figures as at end FY or end of March 2002 for current FY | | | | | | | | | |
| 2 | Public Complaints (Recorded) Complainants | Number of complainants | | 4,390 | | 3,766 | | 3,111 | |
| | | Complainants Ethnicity | % White | 2,193 | 56.8% | 1,836 | 55.3% | 1,432 | 53.4% |
| | | | % Black | 1,061 | 27.5% | 952 | 28.6% | 827 | 30.8% |
| | | | % Asian | 399 | 10.3% | 326 | 9.8% | 263 | 9.8% |
| | | | % Other | 210 | 5.4% | 209 | 6.3% | 159 | 5.9% |
| | | Complainants Gender | % Male | 3,087 | 70.5% | 2,577 | 68.6% | 2,150 | 69.2% |
| % Female | 1,294 | | 29.5% | 1,178 | 31.4% | 955 | 30.8% | | |
| 3 | Public Complaints (Recorded) Officers | Number of officers | | 8,120 | | 6,753 | | 4,970 | |
| | | Officers Ethnicity | % White | 7,765 | 95.8% | 6,410 | 95.1% | 4,721 | 95.0% |
| | | | % Black | 169 | 2.1% | 150 | 2.2% | 116 | 2.3% |
| | | | % Asian | 95 | 1.2% | 113 | 1.7% | 74 | 1.5% |
| | | | % Other | 77 | 0.9% | 69 | 1.0% | 58 | 1.2% |
| | | Officers Gender | % Male | 7,200 | 88.7% | 6,032 | 89.4% | 4,408 | 88.7% |
| % Female | 917 | | 11.3% | 718 | 10.6% | 562 | 11.3% | | |
| 4 | Stop & Search Only (Recorded) | Number of complainants | | 288 | | 277 | | 154 | |
| | | Complainants Ethnicity | % White | 116 | 43.9% | 109 | 41.8% | 43 | 29.5% |
| | | | % Black | 108 | 40.9% | 127 | 48.7% | 77 | 52.7% |
| | | | % Asian | 26 | 9.8% | 16 | 6.1% | 15 | 10.3% |
| | | | % Other | 14 | 5.3% | 9 | 3.4% | 11 | 7.5% |
| | | Complainants Gender | % Male | 259 | 89.9% | 217 | 78.3% | 132 | 85.7% |
| % Female | 29 | | 10.1% | 60 | 21.7% | 22 | 14.3% | | |
| 5 | Racial Discriminatory Behaviour Allegations Only (Recorded) | Number of complainants | | 390 | | 311 | | 220 | |
| | | Complainants Ethnicity | % White | 47 | 13.7% | 44 | 15.5% | 24 | 11.9% |
| | | | % Black | 187 | 54.5% | 158 | 55.8% | 113 | 56.2% |
| | | | % Asian | 73 | 21.3% | 56 | 19.8% | 45 | 22.4% |
| | | | % Other | 36 | 10.5% | 25 | 8.8% | 19 | 9.5% |
| | | Complainants Gender | % Male | 299 | 77.1% | 238 | 77.0% | 171 | 78.1% |
| % Female | 89 | | 22.9% | 71 | 23.0% | 48 | 21.9% | | |
| 6 | Internal Investigations (Recorded) Officers | Number of Officers | | 652 | | 631 | | 543 | |
| | | Officers Ethnicity | % White | 610 | 93.6% | 589 | 93.3% | 505 | 93.0% |
| | | | % Black | 23 | 3.5% | 25 | 4.0% | 14 | 2.6% |
| | | | % Asian | 17 | 2.6% | 11 | 1.7% | 12 | 2.2% |
| | | | % Other | 2 | 0.3% | 6 | 1.0% | 12 | 2.2% |
| | | Officers Gender | % Male | 593 | 91.0% | 576 | 91.3% | 491 | 90.4% |
| % Female | 59 | | 9.0% | 55 | 8.7% | 52 | 9.6% | | |
| 7 | Suspended Officers | Number of Officers | | 74 | | 76 | | 22 | |
| | | Officers Ethnicity | % White | 70 | 94.6% | 69 | 90.8% | 18 | 81.8% |
| | | | % Black | 2 | 2.7% | 4 | 5.3% | 2 | 9.1% |
| | | | % Asian | 2 | 2.7% | 3 | 4.0% | 2 | 9.1% |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | | Officers Gender | % Male | 69 | 93.2% | 73 | 96.1% | 21 | 95.5% |
| % Female | 5 | | 6.8% | 3 | 4.0% | 1 | 4.5% | | |
| 8 | Written Warnings | Number of Officers | | 78 | | 120 | | 211 | |
| | | Officers Ethnicity | % White | 70 | 95.9% | 114 | 95.0% | 200 | 94.8% |
| | | | % Black | 3 | 4.1% | 3 | 2.5% | 6 | 2.8% |
| | | | % Asian | 0 | 0.0% | 3 | 2.5% | 1 | 0.5% |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 4 | 1.9% |
| | | Officers Gender | % Male | 70 | 95.9% | 106 | 88.3% | 188 | 89.1% |
| % Female | 3 | | 4.1% | 14 | 11.7% | 23 | 10.9% | | |

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| 9 | Informal Discipline as result of Investigation (Excluding Written Warnings) | Number of Officers | | 126 | | 98 | | 110 | | | |
| | | Public Complaint Ethnicity | % White | 116 | 92.1% | 95 | 96.9% | 102 | 92.7% | | |
| | | | % Black | 6 | 4.8% | 3 | 3.1% | 5 | 4.5% | | |
| | | | % Asian | 0 | 0.0% | 0 | 0.0% | 1 | 0.9% | | |
| | | | % Other | 4 | 3.2% | 0 | 0.0% | 2 | 1.8% | | |
| | | Public Complaint Gender | % Male | 110 | 87.3% | 83 | 84.7% | 95 | 86.4% | | |
| | | | % Female | 16 | 12.7% | 15 | 15.3% | 15 | 13.6% | | |
| | | | | Number of Officers | | 140 | | 98 | | 77 | |
| | | Internal Investigations Ethnicity | % White | 126 | 90.0% | 92 | 93.9% | 68 | 88.3% | | |
| | | | % Black | 8 | 5.7% | 6 | 6.1% | 6 | 7.8% | | |
| | | | % Asian | 5 | 3.6% | 0 | 0.0% | 3 | 3.9% | | |
| | | | % Other | 1 | 0.7% | 0 | 0.0% | 0 | 0.0% | | |
| Internal Investigations Gender | % Male | 130 | 92.9% | 82 | 83.7% | 70 | 90.9% | | | | |
| | % Female | 10 | 7.1% | 16 | 16.3% | 7 | 9.1% | | | | |
| 10 | Misconduct / Discipline Hearings | Number of Officers | | 34 | | 40 | | 39 | | | |
| | | Public Complaint Ethnicity | % White | 33 | 97.1% | 39 | 97.5% | 36 | 92.3% | | |
| | | | % Black | 1 | 2.9% | 1 | 2.5% | 2 | 5.1% | | |
| | | | % Asian | 0 | 0.0% | 0 | 0.0% | 1 | 2.6% | | |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | | |
| | | Public Complaint Gender | % Male | 34 | 100.0% | 36 | 90.0% | 35 | 89.7% | | |
| | | | % Female | 0 | 0.0% | 4 | 10.0% | 4 | 10.3% | | |
| | | | | Number of Officers | | 77 | | 84 | | 105 | |
| | | Internal Investigations Ethnicity | % White | 74 | 96.1% | 78 | 92.9% | 98 | 93.3% | | |
| | | | % Black | 0 | 0.0% | 5 | 6.0% | 6 | 5.7% | | |
| | | | % Asian | 3 | 3.9% | 1 | 1.2% | 1 | 1.0% | | |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | | |
| Internal Investigations Gender | % Male | 73 | 94.8% | 81 | 96.4% | 96 | 91.4% | | | | |
| | % Female | 4 | 5.2% | 3 | 3.6% | 9 | 8.6% | | | | |
| 11 | Dismissals or Required to Resign Sanctions as result of Misconduct/Discipline Hearing | Number of Officers | | 10 | | 4 | | 4 | | | |
| | | Public Complaint Ethnicity | % White | 10 | 100.0% | 4 | 100.0% | 4 | 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 | 10 | 100.0% | 4 | 100.0% | 4 | 100.0% | | |
| | | | % Female | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | | |
| | | | | Number of Officers | | 46 | | 27 | | 31 | |
| | | Internal Investigations Ethnicity | % White | 43 | 93.5% | 26 | 90.0% | 29 | 93.5% | | |
| | | | % Black | 1 | 2.2% | 1 | 10.0% | 2 | 6.5% | | |
| | | | % Asian | 2 | 4.3% | 0 | 0.0% | 0 | 0.0% | | |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | | |
| Internal Investigations Gender | % Male | 46 | 100.0% | 27 | 100.0% | 27 | 87.1% | | | | |
| | % Female | 0 | 0.0% | 0 | 0.0% | 4 | 12.9% | | | | |
| 12 | Commissioners Appeal/ AC Review | Number of Officers | | 13 | | 10 | | 8 | | | |
| | | Public Complaint Ethnicity | % White | 11 | 84.6% | 10 | 100.0% | 8 | 100.0% | | |
| | | | % Black | 1 | 7.7% | 0 | 0.0% | 0 | 0.0% | | |
| | | | % Asian | 1 | 7.7% | 0 | 0.0% | 0 | 0.0% | | |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | | |
| | | Public Complaint Gender | % Male | 11 | 84.6% | 9 | 90.0% | 8 | 100.0% | | |
| | | | % Female | 2 | 15.4% | 1 | 10.0% | 0 | 0.0% | | |
| | | | | Number of Officers | | 33 | | 27 | | 35 | |
| | | Internal Investigations Ethnicity | % White | 30 | 90.9% | 26 | 96.3% | 32 | 91.4% | | |
| | | | % Black | 1 | 3.0% | 0 | 0.0% | 3 | 8.6% | | |
| | | | % Asian | 1 | 3.0% | 1 | 3.7% | 0 | 0.0% | | |
| | | | % Other | 1 | 3.0% | 0 | 0.0% | 0 | 0.0% | | |
| Internal Investigations Gender | % Male | 32 | 97.0% | 26 | 96.3% | 32 | 91.4% | | | | |
| | % Female | 1 | 3.0% | 1 | 3.7% | 3 | 8.6% | | | | |

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| 13 | Secretary of State/ Police Appeals Tribunal | Number of Officers | | 13 | | 10 | | 4 | |
| | | Public Complaint Ethnicity | % White | 11 | 84.6% | 10 | 100.0% | 4 | 100.0% |
| | | | % Black | 1 | 7.7% | 0 | 0.0% | 0 | 0.0% |
| | | | % Asian | 1 | 7.7% | 0 | 0.0% | 0 | 0.0% |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| | | Public Complaint Gender | % Male | 11 | 84.6% | 9 | 90.0% | 4 | 100.0% |
| | | | % Female | 2 | 15.4% | 1 | 10.0% | 0 | 0.0% |
| | | Number of Officers | | 9 | | 17 | | 9 | |
| | | Internal Investigations Ethnicity | % White | 7 | 77.8% | 15 | 88.2% | 9 | 100.0% |
| | | | % Black | 1 | 11.1% | 1 | 5.9% | 0 | 0.0% |
| | | | % Asian | 1 | 11.1% | 0 | 0.0% | 0 | 0.0% |
| | | | % Other | 0 | 0.0% | 1 | 5.9% | 0 | 0.0% |
| | | Internal Investigations Gender | % Male | 9 | 100.0% | 17 | 100.0% | 9 | 100.0% |
| % Female | 0 | | 0.0% | 0 | 0.0% | 0 | 0.0% | | |
| 14 | Grievances | Number of Grievances | | 154 | | 136 | | 125 | |
| | | Employees Ethnicity | % White | 125 | 81.2% | 118 | 86.8% | 105 | 84.0% |
| | | | % Black | 6 | 3.9% | 6 | 4.4% | 8 | 6.4% |
| | | | % Asian | 5 | 3.2% | 5 | 3.7% | 5 | 4.0% |
| | | | % Other | 18 | 11.7% | 7 | 5.1% | 7 | 5.6% |
| | | Employees Gender | % Male | 105 | 68.2% | 83 | 61.0% | 89 | 71.2% |
| | | | % Female | 49 | 31.8% | 53 | 39.0% | 36 | 28.8% |
| | | 15 | Employment Tribunals | Number of New ET cases | | 94 | | 104 | |
| Employees Ethnicity | % White | | | 58 | 61.7% | 65 | 62.5% | 57 | 54.8% |
| | % Black | | | 17 | 18.1% | 16 | 15.4% | 17 | 16.3% |
| | % Asian | | | 7 | 7.4% | 10 | 9.6% | 15 | 14.4% |
| | % Other | | | 12 | 12.8% | 13 | 12.5% | 15 | 14.4% |
| Employees Gender | % Male | | | 40 | 42.6% | 47 | 45.2% | 48 | 46.2% |
| | % Female | | | 54 | 57.4% | 57 | 54.8% | 56 | 53.8% |

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