

MPA Counter Terrorism and Protective Services Sub-committee

Meeting - 25th November 2010

Supplementary to agenda item 4: Update on Diversity within the SO Business Group

Introduction

Following the initial submission of the update report on Diversity within the SO Business Group, as required by the above sub-committee, the MPS has been asked to provide additional information/data over an extended (10 year) time period. This paper provides the data that is still available for this period and relevant commentary.

A breakdown of the annual average percentage representation of female and BME staff within the SO Business Group, during the financial years 1998/99 - 2010/11 (FYTD), is included in the table and chart at **Appendix 1**. This provides data for both female and BME police officers and police staff. The only year for which data is no longer available is the 2002/3 FY.

There is a need to exercise some caution over these figures - particularly in terms of strict comparison between financial years. Over the period of review SO has undergone significant change, both in terms of structure and composition. For example, prior to 2003/4 SO included many of the OCUs which now comprise the SCD Business Group; it also included what is now CO19. These changes have resulted in a variation in the type of work undertaken by the business group - some of which may particularly appeal/not appeal to staff from different ethnic backgrounds or gender. A good example of the impact of changes in role is highlighted by the female police officer representation between 1999 and 2004. During this time SO included the Child Protection Command, within which almost 50% of staff were female.

Commentary

Whilst acknowledging the shortcomings of the figures expressed above, and with the exception of female police staff representation, the data presented at Appendix 1 highlights an upward trend in relation to the representation of female police officers and BME police officers and staff.

There is no apparent reason for the variation in female police staff representation over the reporting period. However, because of the relatively small numbers of police staff in some OCUs, minor variations in numbers do tend to have a disproportionate impact on percentages overall.

Female/BME representation in SO – 1998/2011

