METROPOLITAN POLICE SERVICE EQUALITIES AND DEVELOPMENT COST SUMMARY - 2000-01 BUDGET

Note

Figures include direct staff costs and operating expenses (where appropriate) but not indirect such as accommodation and IT infrastructure. They also exclude senior management and non branch support but make no allowance for inflation/pay rises etc.

£K	00/01	NOTES
Positive Action Team	652	Costs of staff and operating expenses involved with recruitment and retention initiatives
Corporate Positive Action	820	Costs of external supplied advertising services and retention consultants
Training School Diversity	203	Costs of staff and operating expenses involved in diversity training at MPS training school
Community Race Relations Training	1300	Costs of externally delivered training at Borough level
Black Police Association	50	MPS financial support of BPA executive and office
Employee Tribunal & Grievance Advice Unit	176	Costs of staff and operating expenses of promotion and implementation of EO
Assessment Centre	218	Costs of staff and operating expense of promotion and selection process based on merit
Secondments to Employee Forum on disability	30	Police officer attached to Employers Forum
Disability advisor	22	Providing servicewide advice on disability issues
Worklife balance advice	12	Providing Servicewide advice where personnel circumstances can prevent equality of opportunity
Workforce planning exit study	5	Costs of staff and operating expenses involved in the creation and subsequent administering of process
Borough based Community Safety Teams	21454	Primary responsible for investigation of hate crime including racist incidents, homophobic offences and domestic violence.
Diversity Directorate	7023	
Property related	374	This only reflects revenue building work costs
Press and Publicity related	389	This includes sexual offences publications, Hate posters, diversity advertising, Notting Hill float, community safety leaflets. (Following the Lawrence Inquiry 1999/00 costs exceeded £930K)
Tota	l costs 32728	

METROPOLITAN POLICE SERVICE EQUALITIES AND DEVELOPMENT PERFORMANCE INDICATORS 2000/01 Actual April-Sept Issues and subsequent years HUMAN RESOURCE RELATED Percentage of police officer strength which is female Percentage of ethnic minority police officers in MPS 5% 4.02% 10.3% in 5 yrs and 25% in 10 yrs Percentage of ethnic minority officers compared to percentage of ethnic minority officers second quarter is 70.8% compared with 79.3% for victims of all crime Achieve parity Achieve parity Achieve parity Achieve parity Target for investigation as a matter of mandatory policy. The clear up rate for racially aggravated crimes detected The percentage of reported racist incidents where further investigation is taken and percentage of reported racist incidents and 1007% The number of racially motivated offences and racial incidents reported The percentage of judicial disposals secured for racially motivated offences 15% Target setting inappropriate The number of pro-active initiatives undertaken almed at the detection or disruption of offenders for race and hate crime 250 125	Appendix B						
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	undertaken aimed at the detection or						
	disruption of offenders for race and hate						
	crime	250	125				

The number of PACE stop/searches of			
white persons per 1000 of white			
population and percentage leading to			
arrest Ditto: minority ethnic persons	No targets set		Work in this area on going
The percentage of London Boroughs		4 have completed, 5 are	
which have received borough based		between 55-86%	6 OCUs are in the process of commencing training. The remainder
community and race relations training	50	complete.	will follow in the coming year
Building related			
			During 2000/01 it is anticipated that 73% will be accessible 2001/02
All police stations to be accessible (to			has another 20 sites, 10 of which are in the planning stage.
ensure compliance with DDA and Part M			Problems can be encountered with planning due to "listed" nature
of 1991 Building Regs)	68%	65%	of many MPS sites.
			A review is currently being carried out regarding shower facilities
Shower facilities	No targets set		within custody suites with Equal Ops or other relevant legislation