

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	OO/O1	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)
Total costs	32728	

Appendix B			
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	Being developed	15.60%	
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 population			Further work with Home Office in hand to clarify indicator and develop a suitable way of expressing it
DIVERSITY RELATED			
The gap between the levels of satisfaction in the service received from police expressed by victims of racially motivated crime and victims of all crime	Achieve parity	Satisfaction level for second quarter is 70.8% compared with 79.3% for victims of all crime	
The percentage of reported racist incidents where further investigation is taken and percentage of reported racially aggravated crimes detected	Target for investigative action 100%	All racist incidents are screened in for further investigation as a matter of mandatory policy. The clear up rate for racially aggravated crime is currently 24.8%	
The number of racially motivated offences and racial incidents reported	Target setting inappropriate	To date 11572 racial incidents and 10277 racially motivated offences have been recorded	
The percentage of judicial disposals secured for racially motivated offences	15%	15.00%	
The number of pro-active initiatives 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 which have received borough based community and race relations training	50	4 have completed, 5 are between 55-86% complete.	6 OCUs are in the process of commencing training. The remainder will follow in the coming year
Building related			
All police stations to be accessible (to ensure compliance with DDA and Part M of 1991 Building Regs)	68%	65%	During 2000/01 it is anticipated that 73% will be accessible 2001/02 has another 20 sites, 10 of which are in the planning stage. Problems can be encountered with planning due to "listed" nature of many MPS sites.
Shower facilities	No targets set		A review is currently being carried out regarding shower facilities within custody suites with Equal Ops or other relevant legislation