



**Equal Opportunities and Diversity Board**

**Management Information Report**

**February 2003**

## Equal Opportunities and Diversity Board - Management Information

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<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance		Current trend		Comments
	2001/2	2002/3 to date (April to February)	Increasing	Decreasing	
<b>MPA Staffing Information (up to March for FY2002/03)</b>					
Total staff	60	69			
% female	40%	39%			
% male	60%	61%			
% VEM	22%	32%			
% MPA staff disabled	0%	0%			
Total management grade staff	54	64			
% management female	41%	33%			
% management VEM	28%	29%			
% management disabled	0%	0%			
Total applications for posts	1232	24			Note small numbers in 2002
Total selection for posts	44	3			Note small numbers in 2002
% applications female	53%	33%			Note small numbers in 2002
% selected female	55%	67%			Note small numbers in 2002
% applications VEM	30%	38%			Note small numbers in 2002
% selected VEM	43%	33%			Note small numbers in 2002
% feeling they are treated fairly	-	-			Staff not yet surveyed
% confident to use grievance system	-	-			Staff not yet surveyed
<b>MPS Staffing Information</b>					
<i>Workforce profile</i>					
Total police officers	26768.4	28211.66	√		
% female officers	16.1%	16.6%	√		Increasing very slowly
% VEM officers	4.81%	5.33%	√		Increasing gradually
% sergeant and above female	9.15%	9.69%	√		Increasing slowly over time
% sergeant and above VEM	2.80%	2.99%	√		Increasing but under-representative
% CID officers female	14.3%	14.8%	√		Slight recent increase
% CID officers VEM	3.71%	4.14%	√		Increasing over time
% SO staff VEM	n/a	3.60%			
Total civil staff	10574.9	10865.0	√		Recent increases
% female civil staff	59.0%	59.1%			Static
% VEM civil staff	18.4%	19.0%	√		Increasing very slowly
% disabled	0.73%	0.71%			Static
% grade A to D female civil staff	-	51.0%			New grading structure
% grade A to D VEM civil staff	-	10.51%			New grading structure
Total traffic wardens	637.9	654.51			Static since November 2002
% traffic wardens female	58.8%	57.3%		√	Falling gradually
% traffic wardens VEM	15.8%	16.2%			Static recently
Total Community Safety Officers		413.73	√		Increasing
% PCSOs female		25.1%	√		Increasing trend
% PCSOs VEM		27.4%	√		Increasing trend

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance		Current trend		Comments
	2001/2	2002/3 to date (April to February)	Increasing	Decreasing	
<b>Recruitment</b>					
Applications for police officers received	11798	9174		√	Monthly average lower than last year
% applications female	22.1%	23.4%	√		
% applications VEM	18.4%	21.0%	√		Increasing in recent months
Officers attending selection centre	6997	5455		√	Monthly average lower than last year
% selection centre female	22.4%	23.8%	√		
% selection centre VEM	13.8%	23.0%	√		Very large increase in October and November but sharp fall since then.
Officers recruited	2748	2981		√	Increase on last year
% recruited female	19.7%	20.9%	√		
% recruited VEM	10.3%	10.8%			Static
Civil staff recruited	1469.89	989		√	Lower levels than 2001/2
% recruited female	63.1%	58.0%		√	Falling trend
% recruited VEM	23.8%	22.5%		√	Falling trend
Traffic wardens recruited	46.37	87.43	√		
% recruited female	48.7%	31.6%		√	
% recruited VEM	38.4%	22.9%		√	
CSOs recruited		413.73			
% recruited female		25.1%			
% recruited VEM		27.2%			
<b>Retention</b>					
Officers leaving total	1658.44	1578.68	√		Higher monthly average levels than last year
% Officers leaving not pension	70.1%	71.4%			
% leaving female	13.4%	13.2%			
% leaving not pension female	-	93.8%			
% leaving VEM	3.9%	5.2%	√		Increasing trend
% leaving not pension VEM	-	92.8%			
Civil staff leaving	1063.16	730.79		√	Falling monthly average
% leaving female	58.2%	56.1%		√	Falling
% leaving VEM	15.1%	18.9%	√		Increasing trend
Traffic wardens leaving	108.56	68.69		√	Falling monthly average
% leaving female	66.3%	65.3%			
% leaving VEM	13.8%	21.8%			Very small numbers involved
<b>Staff views</b>					
% staff treated fairly					Staff not yet surveyed
% staff confident grievance system					Staff not yet surveyed

Updated for Jan

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance		Current trend		Comments
	2001/2	2002/3 to date (April to February)	Increasing	Decreasing	
<b>MPS Fair Practice</b>					
% BCUs with Fair Practice Information					Under development
<b>Victims of crime ((2002/3 data is April to January)</b>					
% crime screened in overall		40.3%			New data, no comparisons
% crime screened in white victims		38.9%			
% crime screened in black victims		50.7%			
% crime screened in Asian victims		47.3%			
% crime screened in other unknown		29.9%			
% crime screened in male victims		36.4%			
% crime screened in female victims		39.2%			
% crime screened in 0-10 victims		77.3%			
% crime screened in 10-17 victims		67.7%			
% crime screened in 18-25 victims		40.8%			
% crime screened in 26-35 victims		34.4%			
% crime screened in 36-45 victims		35.0%			
% crime screened in 46-55 victims		31.2%			
% crime screened in 56-65 victims		28.7%			
% crime screened in 65+ victims		38.1%			
<b>Arrests for crime</b>					
% arrests overall male					Under Development
% arrests overall VEM					Under Development
% arrests overall 17 or under					Under Development
% arrests street crime male					Under Development
% arrests street crime VEM					Under Development
% arrests street crime 17 or under					Under Development
% arrests weapons male					Under Development
% arrests weapons VEM					Under Development
% arrests weapons 17 or under					Under Development
% those arrested charged					Under Development
% males arrested charged					Under Development
% VEM arrested charged					Under Development
% under 17 arrested charged					Under Development
<b>Stop and search</b>					
Total stop and search	199076	233077	√		Increased levels on 2001/2
Stop and search white persons	101043	115628	√		Increased levels on 2001/2
Stop and search VEM total	93984	112817	√		Increased levels on 2001/2
Stop and search black persons	66748	79863	√		Increased levels on 2001/2
Stop and search Asian persons	23505	28271	√		Increased levels on 2001/2
Stop and search other group	3731	4683	√		Increased levels on 2001/2
Stop and search unknown	4049	4632	√		Increased levels on 2001/2
Stop search per 1000 population	27.02	31.63	√		
White stop search per 1000 white popn	17.19	19.68	√		
VEM stop search per 1000 VEM population	44.74	63.84	√		Sharp increase
Ratio VEM to white stop search	2.60	3.24	√		Increased levels
Black stop search per 1000 black popn	112.73	134.88	√		Increased levels
Asian stop search per 1000 Asian popn	40.99	49.30	√		Increased levels
Other stop search per 1000 other popn	11.43	14.35	√		Increased levels
Male stop search per 1000 male population	51.08	59.78	√		Increasing levels
Female stop search per 1000 female popn	3.03	3.57			
Under 17 stop search per 1000 under 17 popn	38.40	39.77	√		Slight increase on 2001/2
% arrests from stop/ search	15.9%	14.3%		√	
% arrests from stop/ search white persons	15.4%	14.1%		√	
% arrests from stop/ search VEM persons	16.4%	14.5%		√	
% arrests from stop/ search black persons	16.9%	15.1%		√	

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance		Current trend		Comments
	2001/2	2002/3 to date (April to February)	Increasing	Decreasing	
% arrests from stop/ search Asian persons	14.6%	12.4%		√	Important fall
% arrests from stop/ search other groups	19.1%	17.3%		√	
% arrests from stop/ search males	15.9%	14.4%		√	
% arrests from stop/search females	15.1%	13.8%		√	
% arrests from stop/ search youths	11.6%	9.8%		√	
<b>Complaints (Data shown is 2001/2 and 12 months to February 2003)</b>					
Total complaints	3111	2642		√	Long term falling trend
% complaints from males	69.2%	69.4%			
% complaints from females	30.8%	30.6%			
% complaints from white persons	53.4%	53.7%			
% complaints from black persons	30.8%	31.9%			
% complaints from Asian persons	9.8%	9.0%			
% complaints from other groups	5.9%	5.4%			
Complaints for racially discriminatory behaviour	220	152		√	Falling trend
% racially discriminatory behaviour from VEM persons	80.5%	84.2%	√		Increasing trend
Complaints for stop and search	154	132			
% stop and search complaints from VEM persons	66.9%	62.9%			
<b>Crimes requiring specialist policing</b>					
Homicides recorded	202	172		√	Monthly average slightly lower than last year
Homicides % detected	72.8%	81.4%	√		Increasing trend
Rape recorded	2508	2579			Monthly average recorded levels 11% higher than last year
Rape % detected	26.4%	23.5%	√		High increases since January 2003
Domestic violence offences recorded	27927	56277	√		High increase
Domestic violence offences % detected	16.0%	16.9%			
Child abuse recorded					Under development
Child abuse % detected					Under development
Homophobic offences recorded	1239	978		√	Lower monthly average than last year
Homophobic offence % detected	15.3%	18.6%	√		Increasing trend
Racist crimes recorded	15610	12536		√	Lower levels than last year
Racist crimes % detected	-	18.5%			
Victims racist crime % satisfaction (March only for FY2002/03)		63.64%			

Updated for Jan

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## Equal Opportunities and Diversity Board - Management Information

### MPA Staff and Diversity

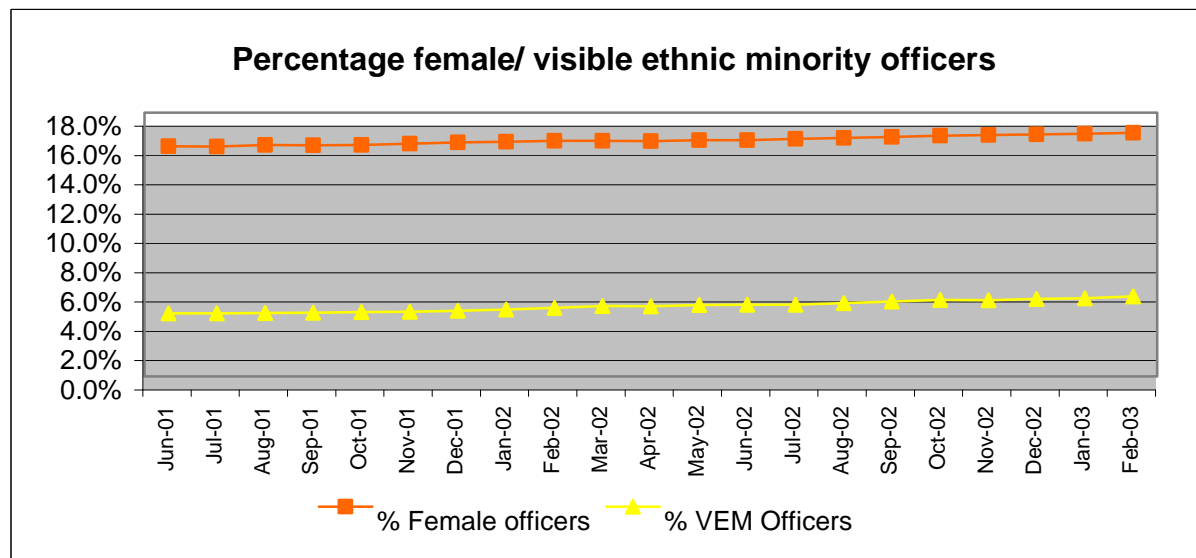
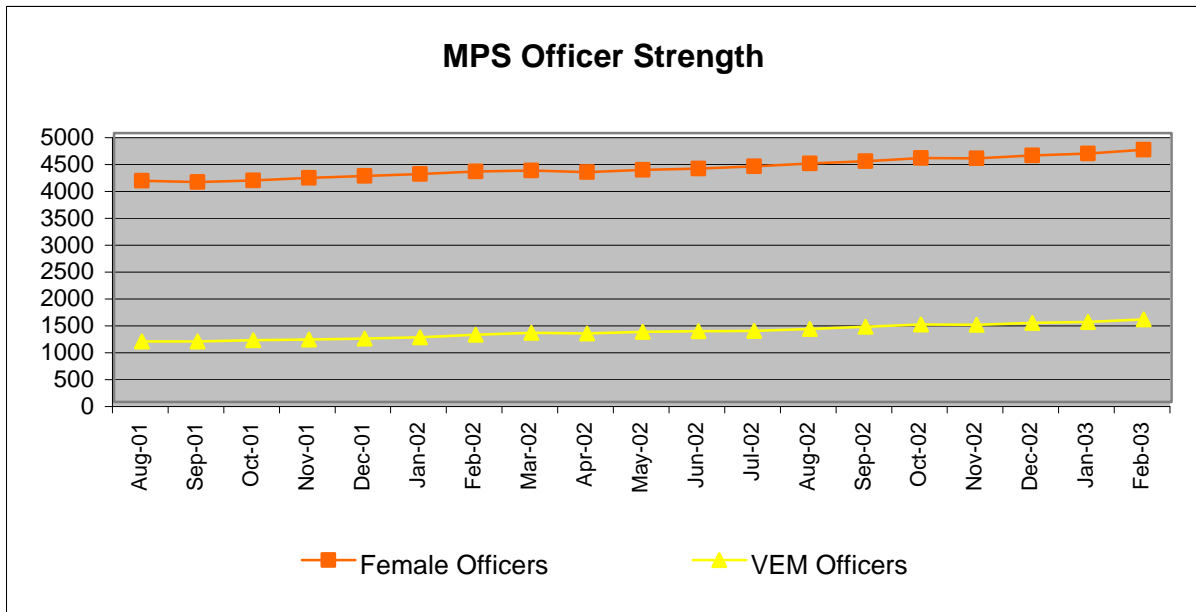
Comments:

MPA staffing numbers (including the secretariat and internal audit) are too small to monitor monthly trends. The summary sheet provides information on last year and this financial year to March 2003.

A total of 69 staff are currently employed in the MPA secretariat and internal audit. 39% of these staff are female and 32% from visible ethnic minority groups. Of management grade staff, 33% are female and 29% VEM. The MPA does not currently employ any disabled staff.

## Equal Opportunities and Diversity Board - Management Information

### MPS Police Officer Strength and Diversity



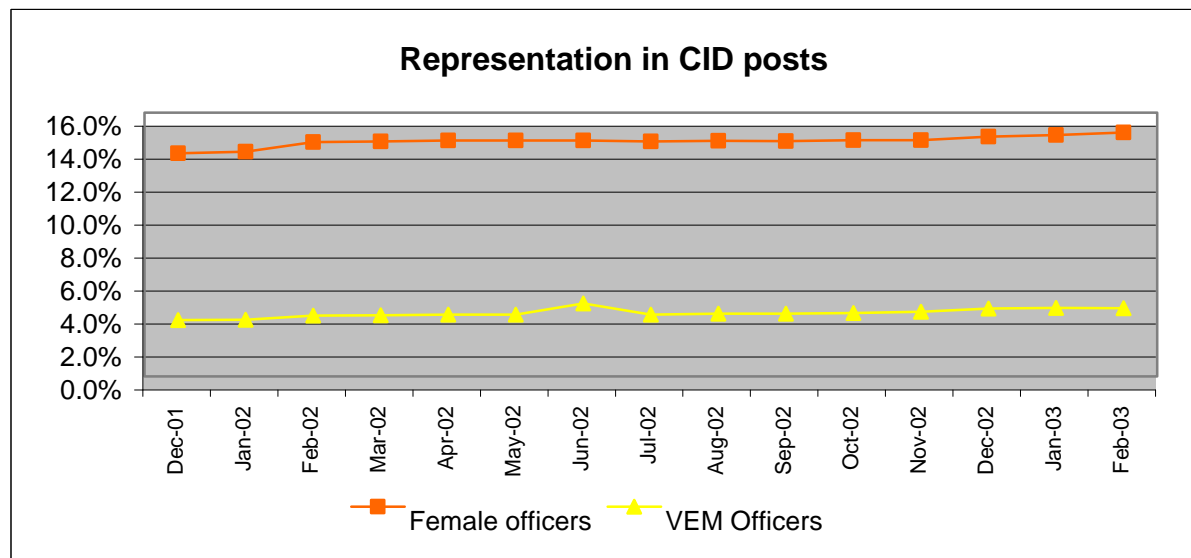
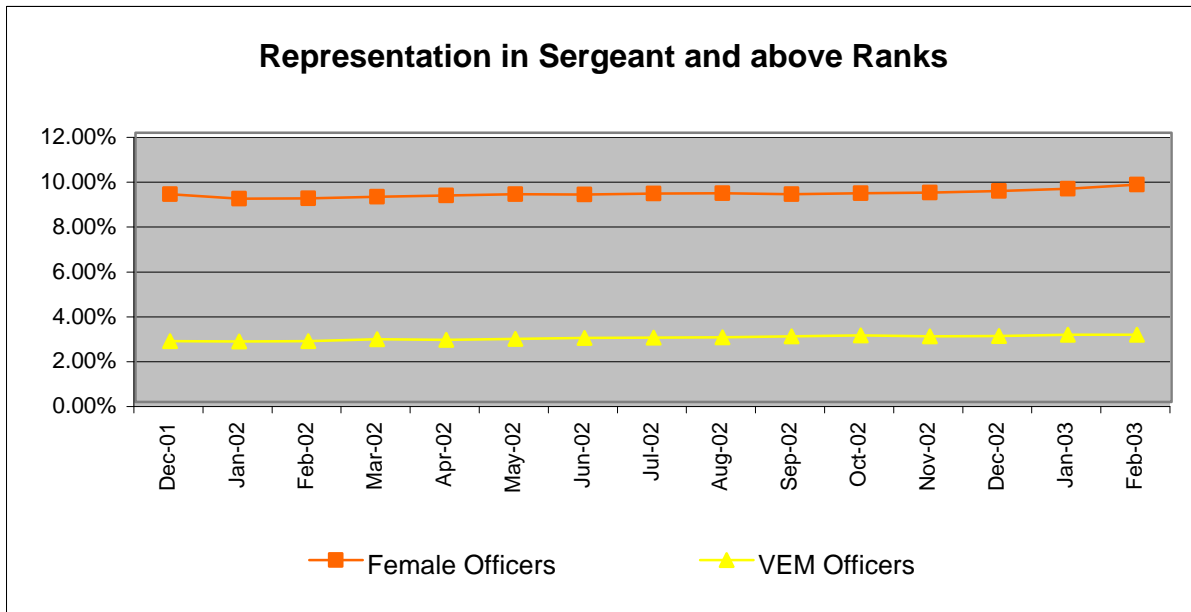
#### Comments:

MPS strength overall has gradually increased over the last two years. Female numbers have also increased but only very slightly in percentage terms, now at 16.6% of total officer workforce, just under the 17% target for 2002/3. The percentage of visible ethnic minority (VEM) officers in the MPS has increased over time, now at 5.33%, but significantly below the 7.9% target for the year.



## Equal Opportunities and Diversity Board - Management Information

### Female and VEM Representation in Police Management and CID

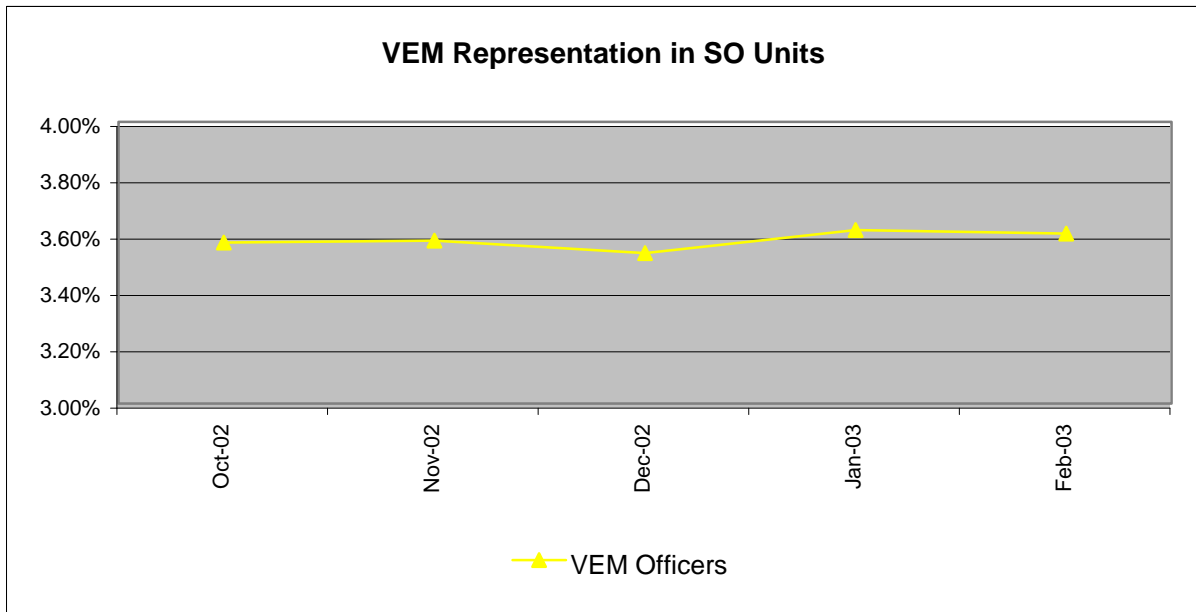


**Comments:**

Although 16.6% of MPS officers overall are female, only 9.7% of managers (sergeant and above) are female. This is marginally increasing over time. Similarly, although VEM officers are 5.3% of total officers, only 3% of managers are from visible ethnic minorities, a large under-representation, although this is again improving slightly over time. Female and VEM staff are better represented in CID posts, at 14.8% and 4.2% respectively. The percentage of VEM officers in CID posts is increasing gradually over time and the female percentage has risen in the last few months after a period of being static.

## Equal Opportunities and Diversity Board - Management Information

### VEM Representation in Specialist Operations Units



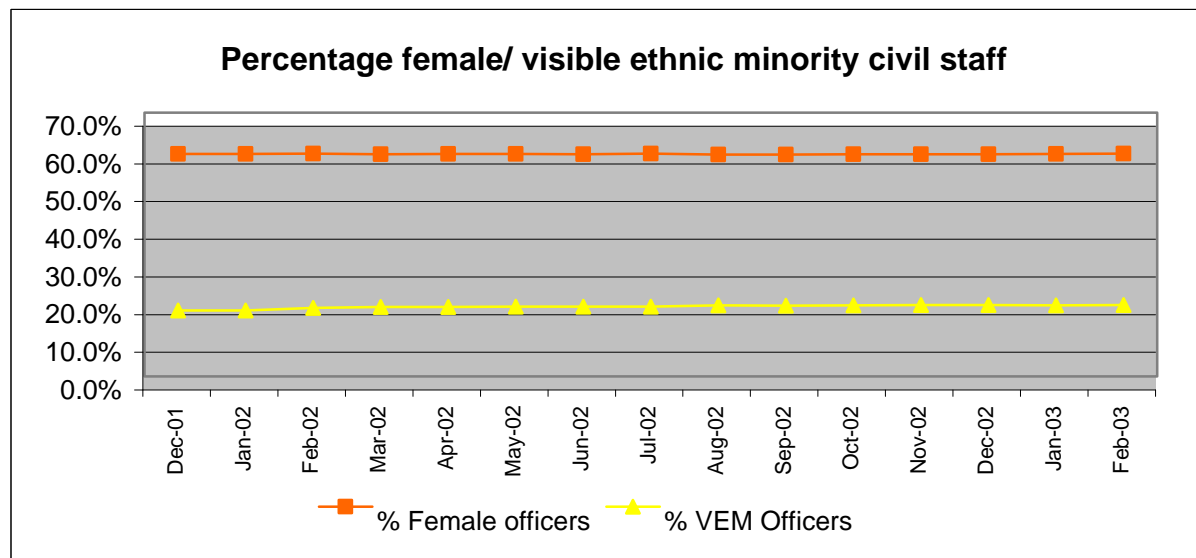
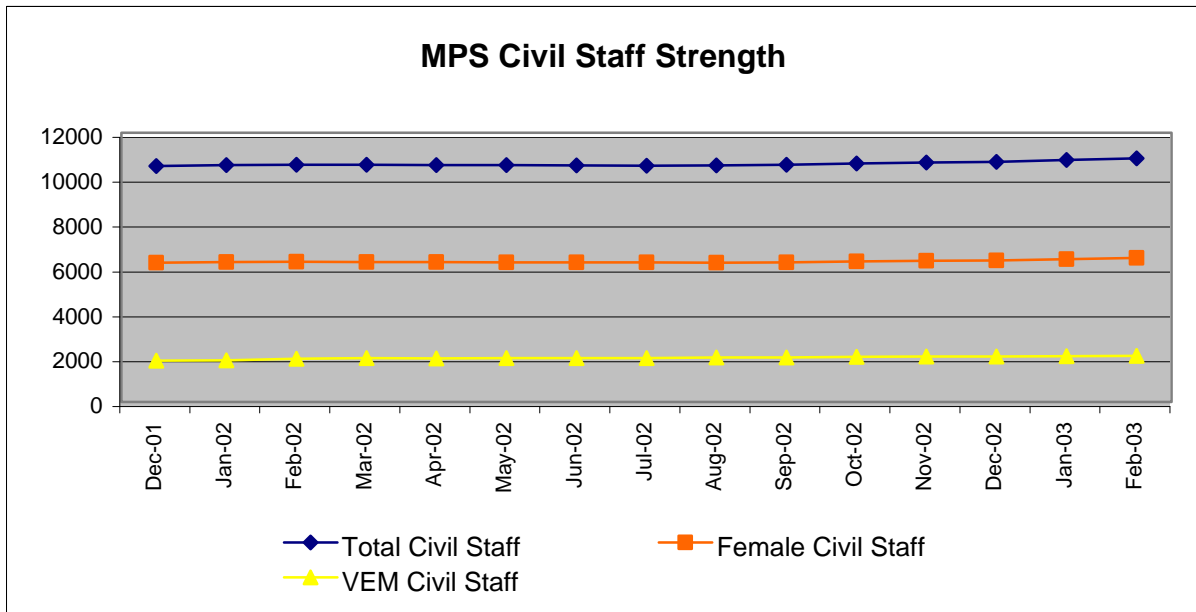
#### Comments:

Data on the VEM representation in Specialist Operations (SO) units are only available to the MPA since October 2002. VEM officers are under-represented in SO units, where only 3.60% of officers are from VEM, although VEM officers are 5.3% of total MPS officers.

Data on further details, such as VEM recruitment to, retention in and progression within Specialist Operations Units are not available to the MPA and will need to be part of a special report from the MPS.

## Equal Opportunities and Diversity Board - Management Information

### MPS Civil Staff Strength and Diversity

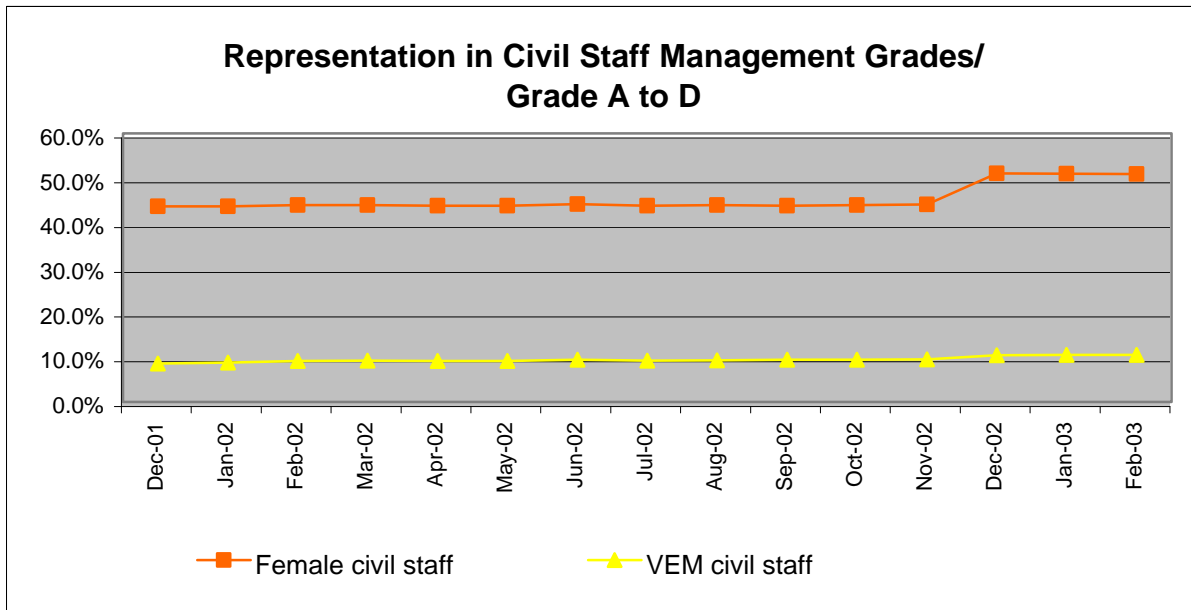


**Comments:**

MPS civil staff strength has increased marginally in the last few months, currently at 10865 (8% below the target for civil staff). The percentage of female civil staff has been at around 59% for some time. The percentage of VEM civil staff has been static over the last few months at just under 19%. Only 0.71% of civil staff (81 staff) are recorded as being disabled.

## Equal Opportunities and Diversity Board - Management Information

### Female and VEM Representation in Civil Staff Management



#### Comments:

In December 2002 civil staff gradings changed from the civil service numerical grading to bands A to G plus an 'other' band. There is no direct comparison between management grades in the old system and the new banding system. For the purposes of this document, bands A to D have been used as higher grades, being roughly the same number as previous management grades.

59% of civil staff overall are female and 51% of grade A to D staff are female. Under the previous grading system 44% of management staff (grade 10+) were female.

19% of civil staff are from visible ethnic minorities and 10.5% of grade A to D are from VEM groups, showing an under-representation.

## Equal Opportunities and Diversity Board - Management Information

### Traffic wardens and PCSOs

Comments:

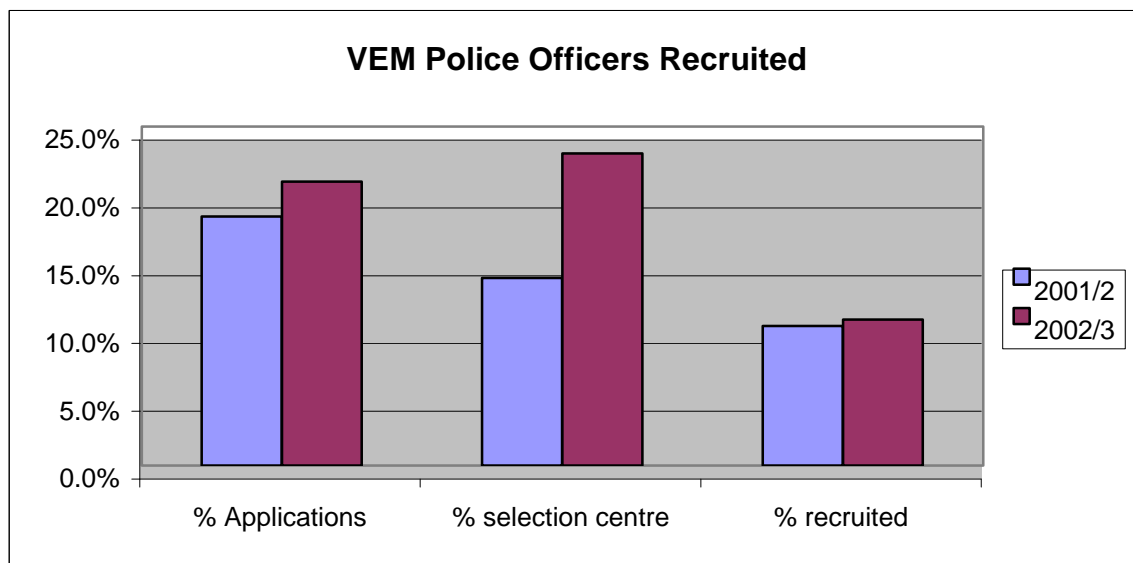
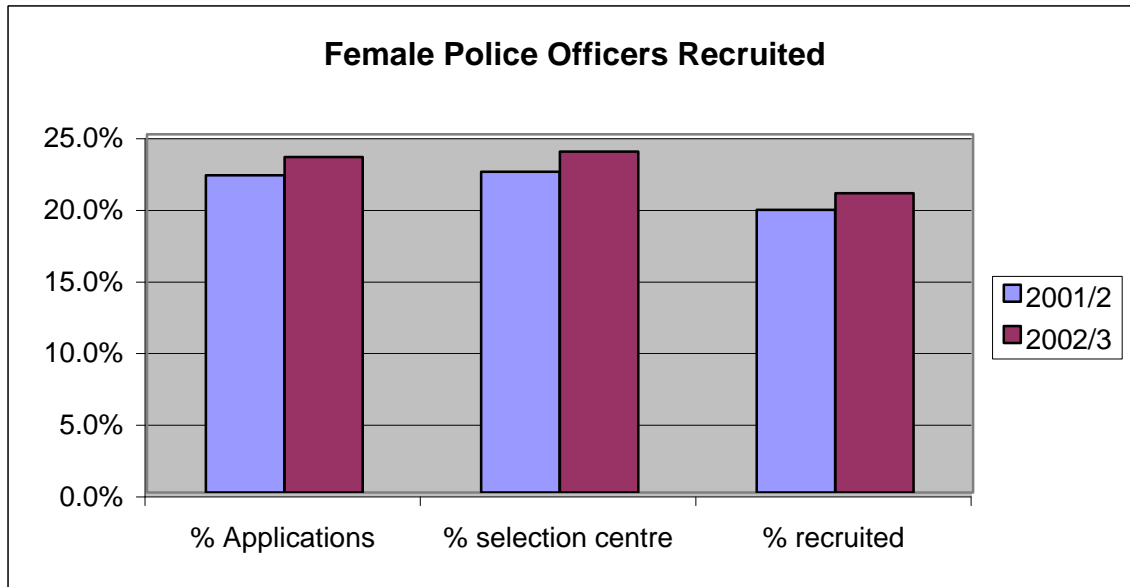
Traffic warden numbers have been declining over time, however an increase was seen in November and the total is now at 654. Recruitment is now focussing on Police Community Support Officers and over time traffic wardens will convert to these posts.

57% of traffic wardens are female and 16.2% from visible ethnic minorities. These levels are fairly static over time.

As at the end of February 2003, 413 Police Community Support Officers were in post. 25.1% of these were female and 27.4% from visible ethnic minority groups. Both representation levels have increased over the last few months.

## Equal Opportunities and Diversity Board - Management Information

### Recruitment and diversity



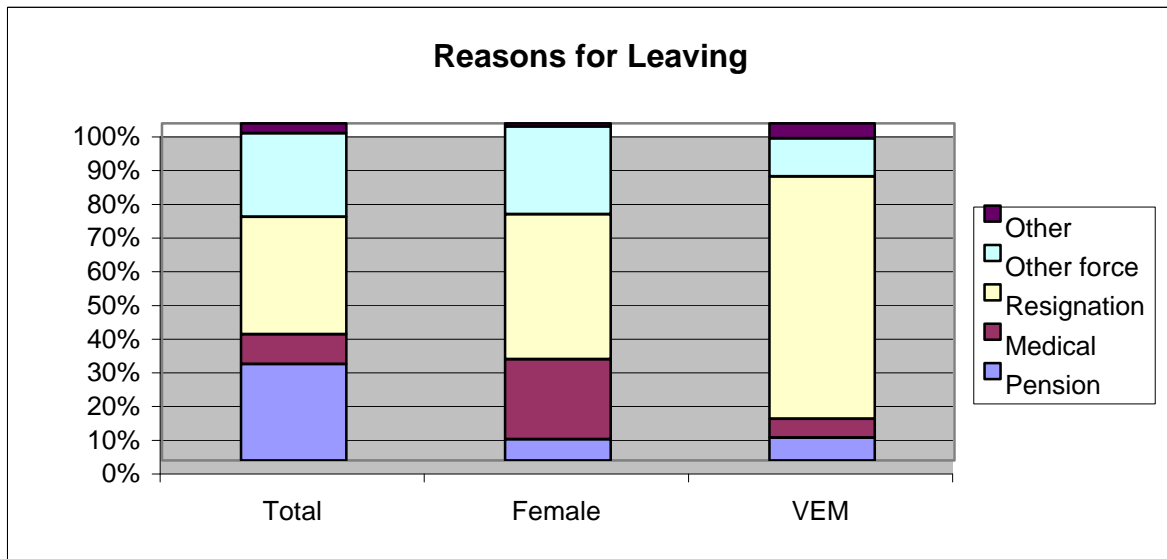
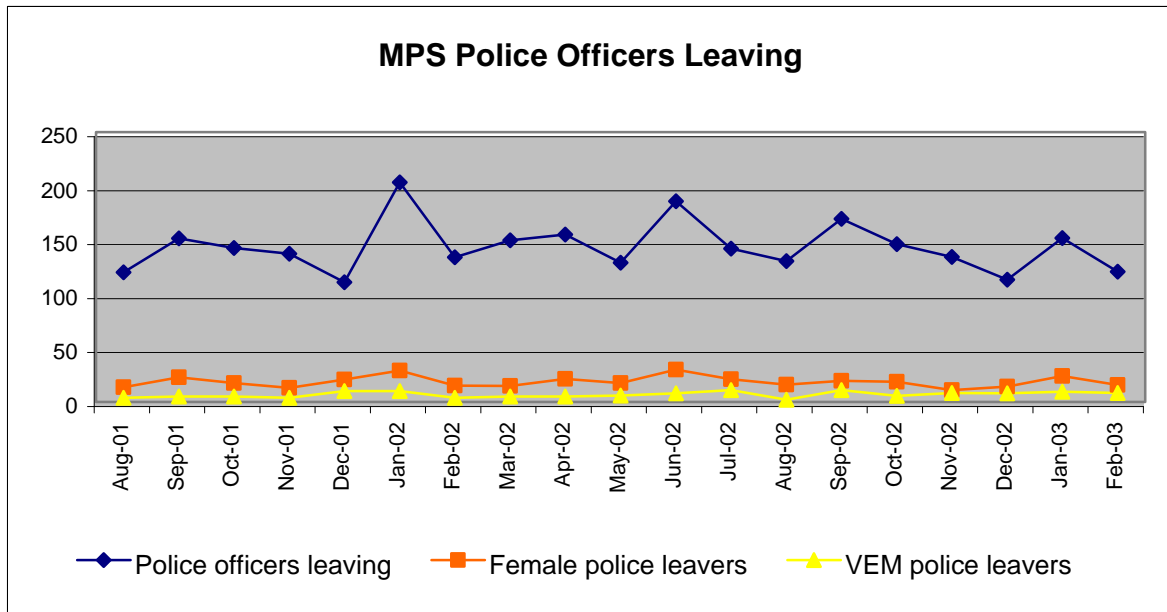
#### Comments:

From April 2002 to February 2003, 9174 applications to be a police officer have been received. 23.4% of these were from females, an increase on 2001/2. 23.8% of those attending selection centre were female (again an increase on 2001/2) and 20.9% of those actually recruited were female, a slight increase on 2001/2.

There is more disparity for VEM persons where in 2002/3 21% of applications have been from VEM people, and 23% attending selection centres are VEM, a very large increase on 2001/2 (13.8%) due to a large recent selection intake. However, to date this year only 10.8% of officers recruited are VEM persons, a slight increase from 10.3% in 2001/2 and a large rate of attrition.

## Equal Opportunities and Diversity Board - Management Information

### MPS Staff Leaving and Diversity



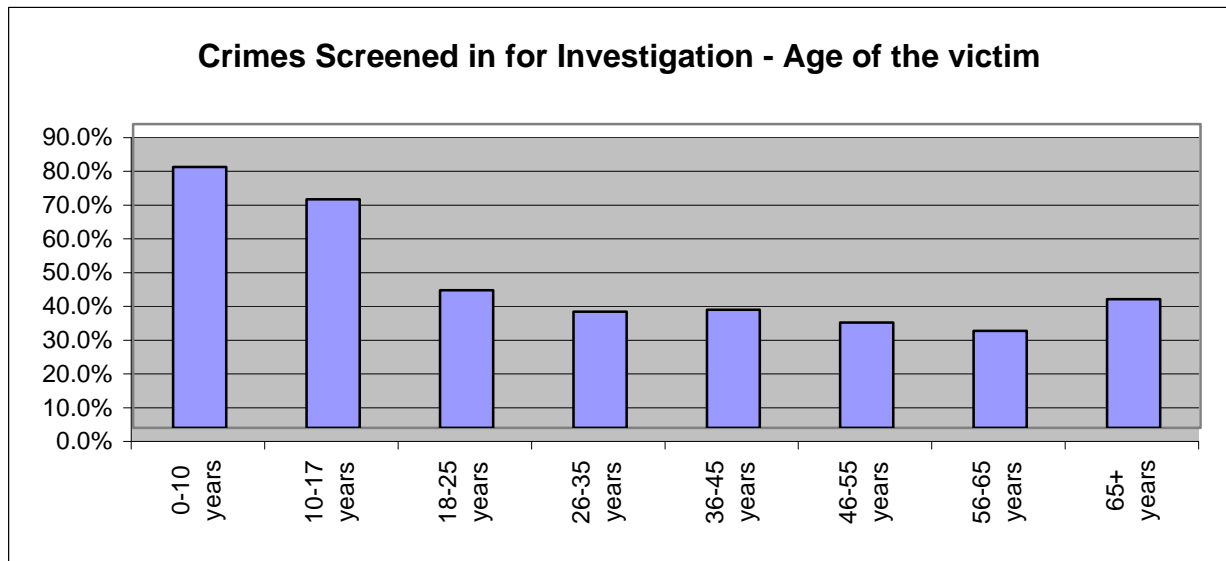
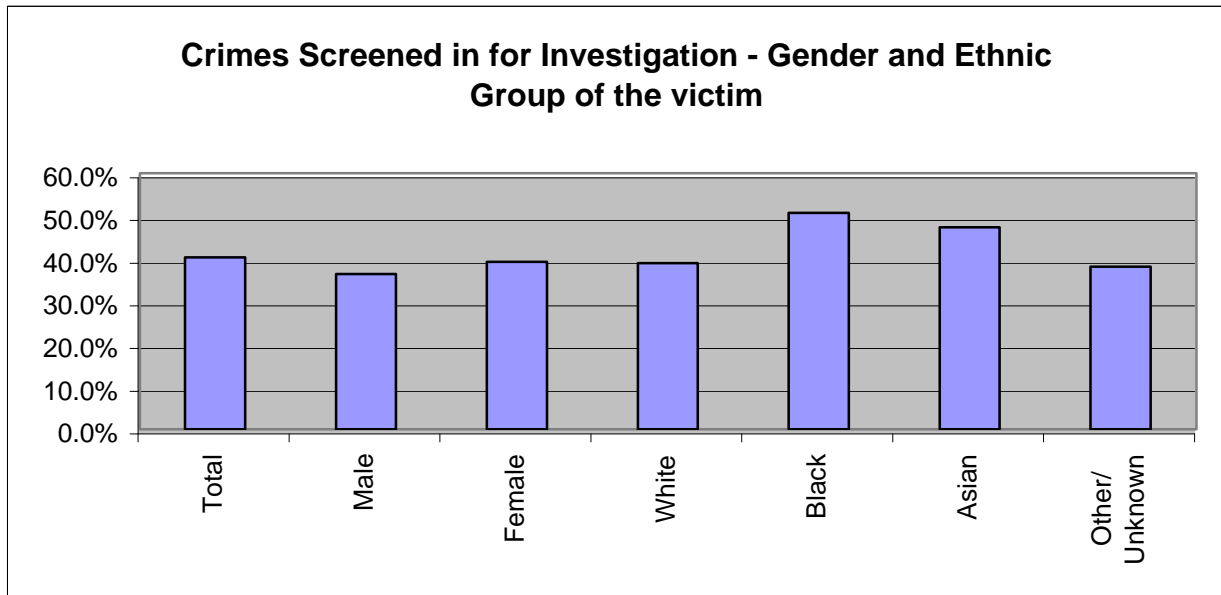
#### Comments:

A total of 1578 police officers have left the MPS between April 2002 and February 2003. 13.2% of these were female and 5.2% were from VEM groups. These levels are similar to strength levels (with slightly less females leaving as a percentage of the female workforce).

However, reasons for leaving vary. Although the most common reason for all groups is resignation, the percentage resigning varies from 35% for officers overall, to 43% for female officers and a high of 72% for VEM officers.

## Equal Opportunities and Diversity Board - Management Information

### Crimes screened in



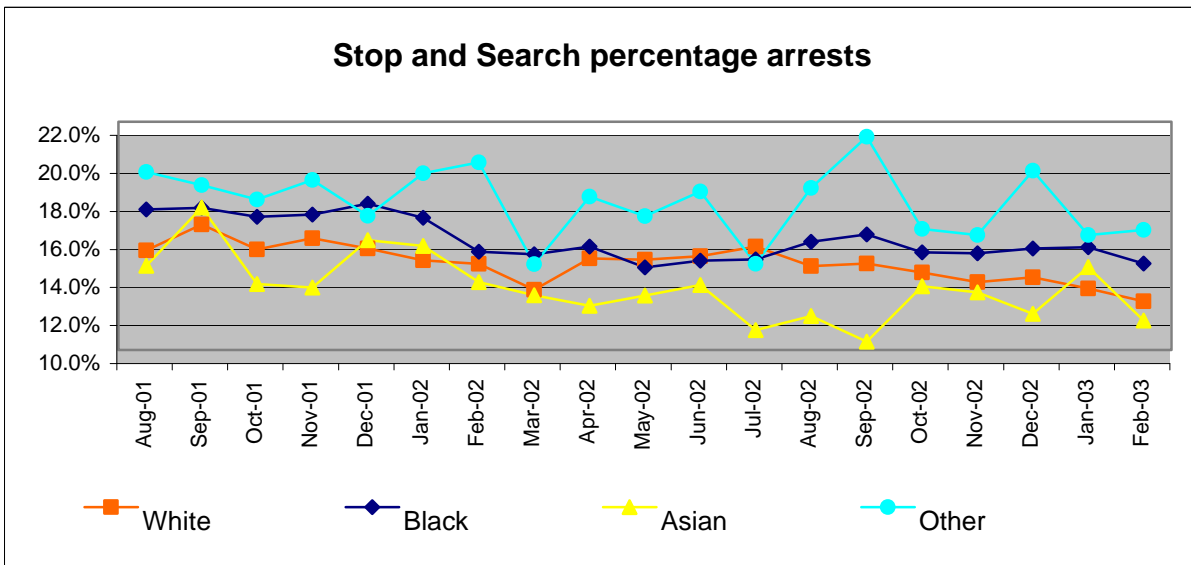
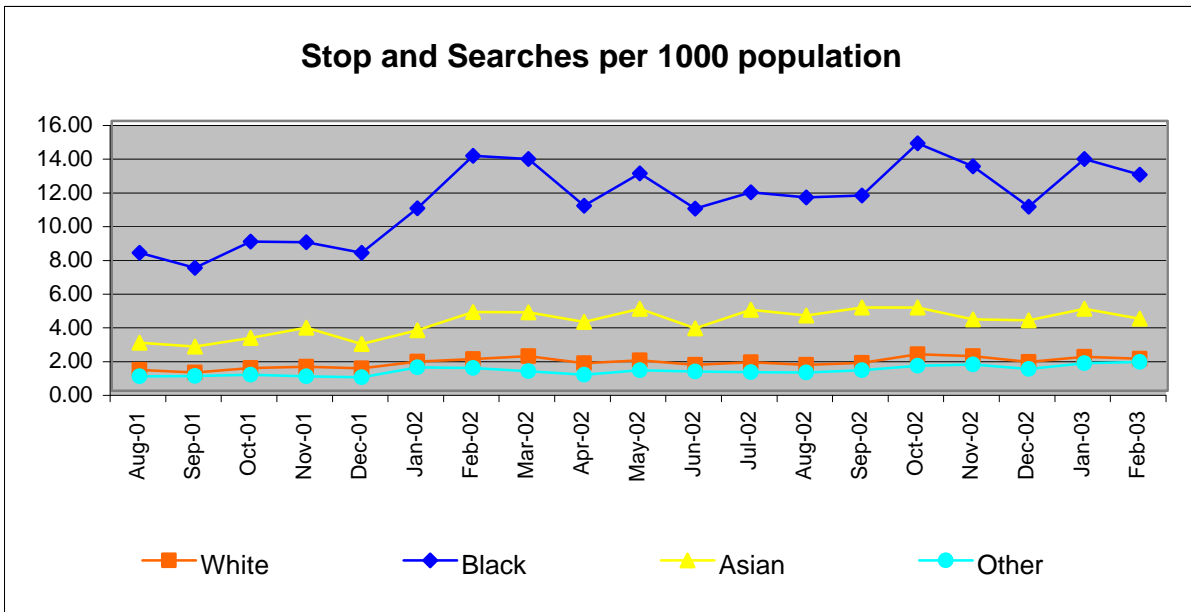
#### Comments:

When a crime is reported the MPS screens some crimes in for investigation, based on a set of criteria. The percentage of crime screened in by victim demography is considered by the MPS Fair Practice Working Group to be a key indicator of fairness in policing service. Overall from April 2002 to January 2003 40% of crimes were screened in for investigation. This varies little by gender. By ethnic group more crime is screened in for black and Asian victims. The biggest variations are seen by age, where a higher percentages of crime is screened in for under 17 year olds than for older age groups.



# Equal Opportunities and Diversity Board - Management Information

## Stop and Search



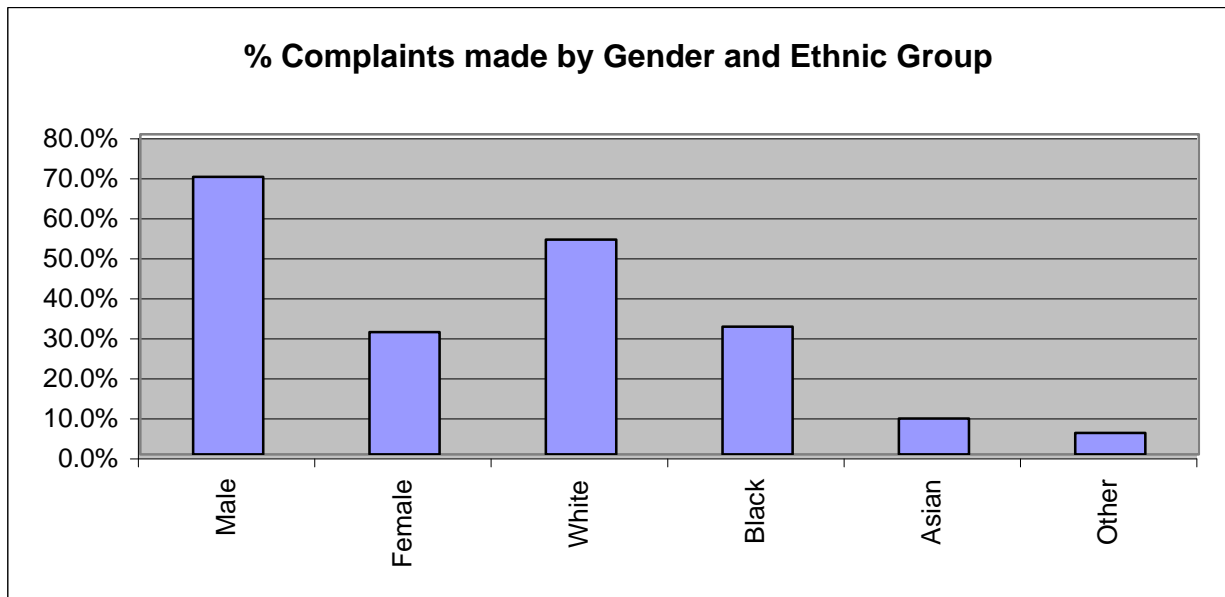
### Comments:

Information for stop and search is now presented by white, black, Asian and other groups. It can be seen that stop and searches per 1000 resident population are far higher for black persons than any other group, although there are difficulties with using resident population as a baseline. Stop/ search of all persons, particularly black and Asian, have increased since January 2002.

The percentage arrested following stop and search have reduced for all groups over time. The arrest rate has declined in particularly for Asian persons stopped and searched.

## Equal Opportunities and Diversity Board - Management Information

### Complaints



#### Comments:

A total of 2642 complaints have been made over the last twelve months to February 2003. This represents a long term falling trend, monitored by the Professional Standards Committee.

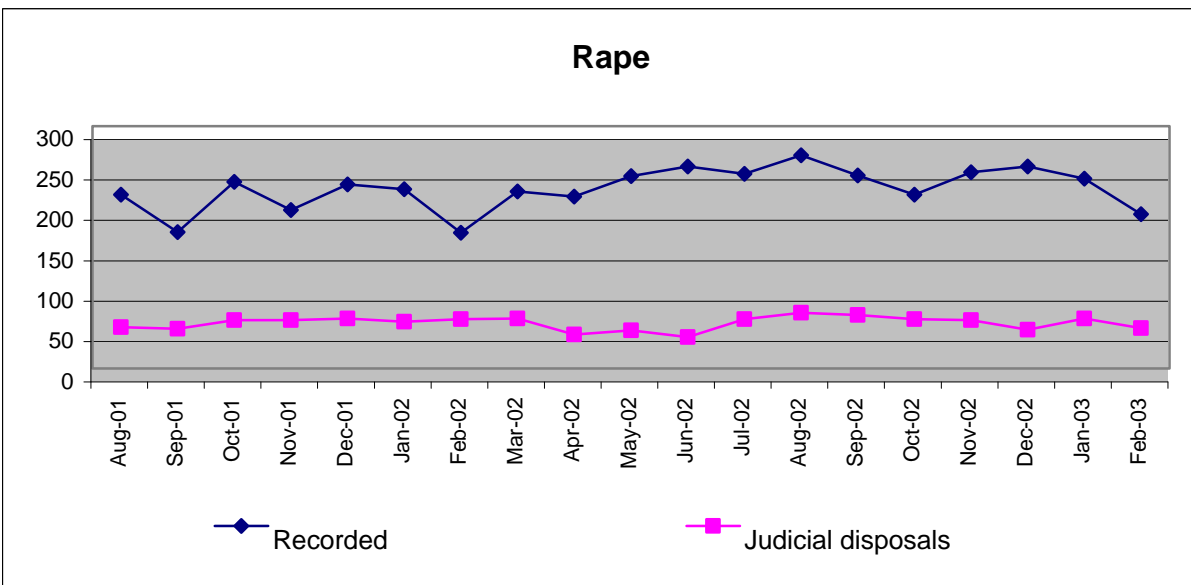
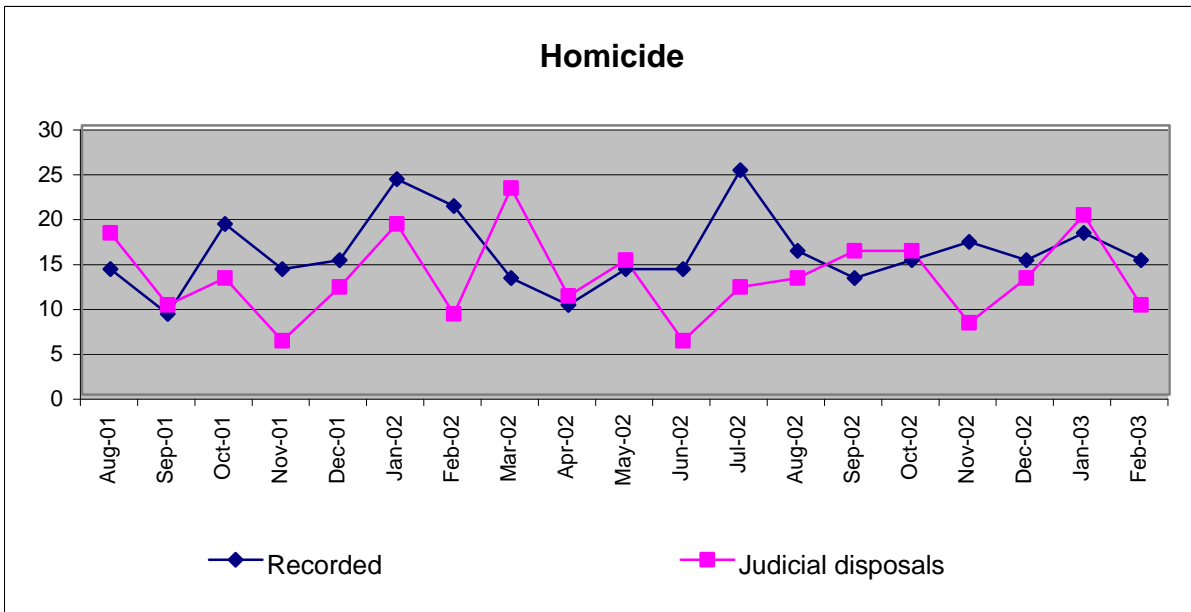
Of the complaints made, 70% are made by males and 30% females. 54% of complaints are from white persons, 32% from black persons and 9% from Asian persons.

Over the last 12 months (up to February 2003), 152 complaints have been made against officers for racially discriminatory behaviour. This is a reducing trend from 220 complaints made in 2001/2.

Over the last 12 months (up to February 2003), 132 complaints have been made regarding a stop and search. This is a slightly smaller level of complaints on last year.

# Equal Opportunities and Diversity Board - Management Information

## Crime Levels



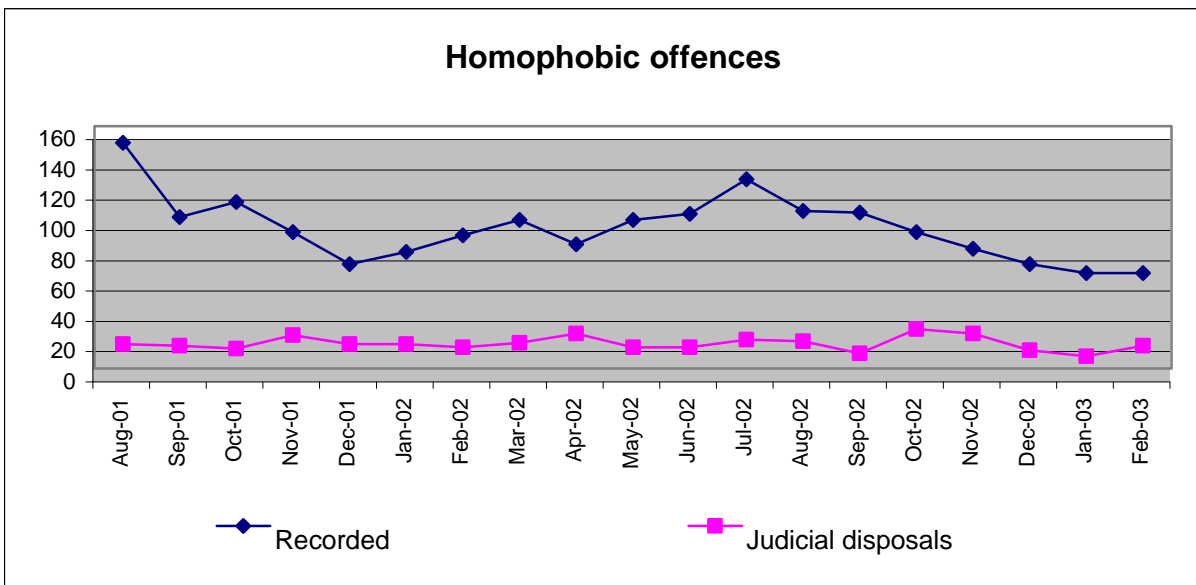
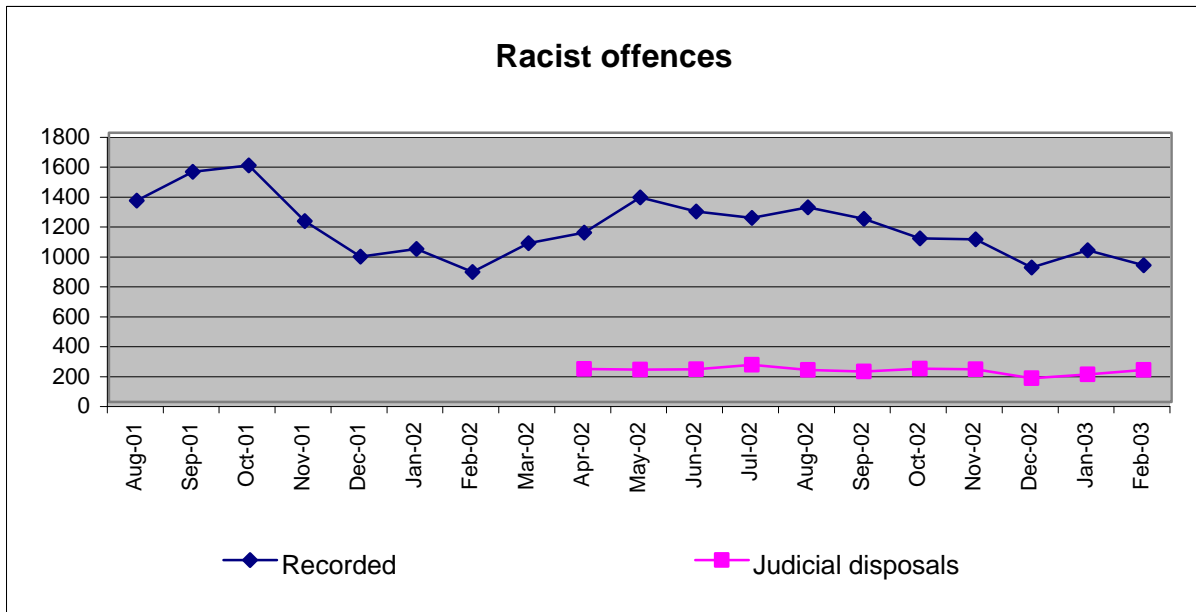
### Comments:

Numbers of homicides are small and trends difficult to determine. In 2002/3 up to February recorded levels seem to be slightly lower than last year on average. The detection rate is eight points higher.

Recorded rape offences have been at around 234 offences per month in average since April last year, an increase on the previous year. The detection rate is currently around 24%.

## Equal Opportunities and Diversity Board - Management Information

### Crime Levels



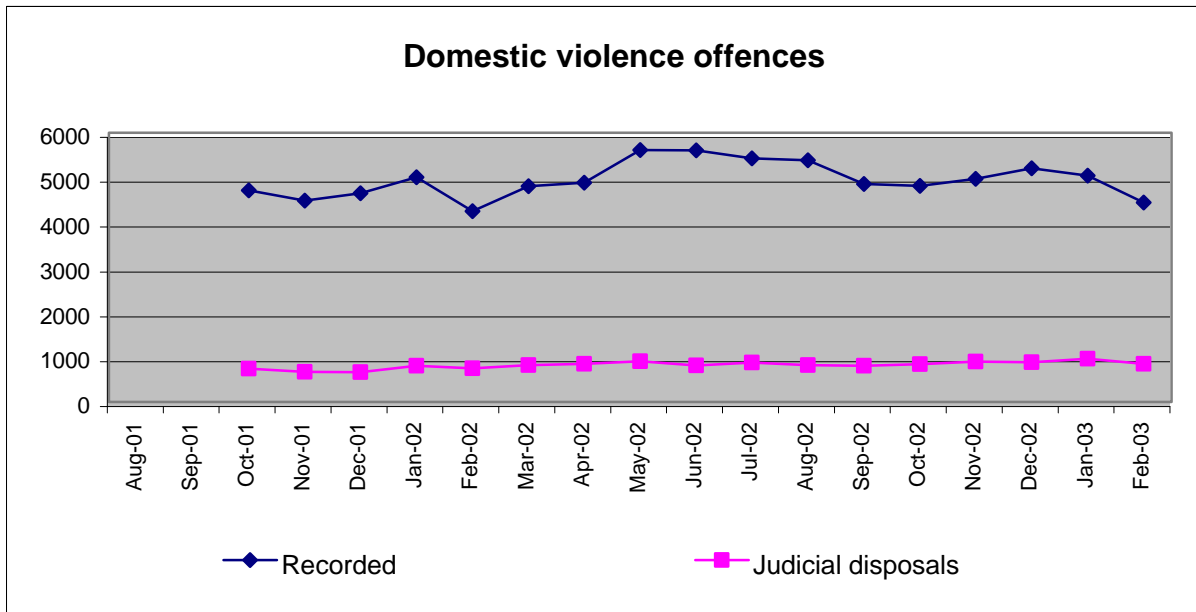
#### Comments:

The number of recorded racist offences has significantly dropped over time. In average 1140 offences were recorded each month between April 2002 to February 2003, to be compared with 1300 in monthly average in 2002/03. The levels of detections are fairly stable with a JD rate of about 18.5% for 2002/03 up to February.

Homophobic crimes saw a decreasing trend until December last year, increasing again until July and falling again since then. An average of 89 offences were recorded every month 2002/03 up to February, a fall on the monthly average of 103 offences in 2001/02.

## Equal Opportunities and Diversity Board - Management Information

### Crime Levels



#### Comments:

Levels of domestic violence offences are fairly stable at around 5000 per month, a large increase on 2001/02. The detection rate is also stable at around 17%.

Data on child abuse will be developed over the next few months.