

Directorate of Professional Standards

Diversity Information

			1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	Rolling 12 months Mar 04 - Feb 05							
1	MPS Workforce Figures <small>Figures as at end FY and end of Jan 2005 for rolling 12 months</small>	Number of officers	26,001	25,430	26,768	28,477	30,265	30,790							
		Officers Ethnicity	% White	24,985	24,375	25,480	26,902	28,284	28,656	96.1%	95.9%	95.2%	94.5%	93.5%	93.1%
			% Black	513	516	552	637	761	816	2.0%	2.0%	2.1%	2.2%	2.5%	2.7%
			% Asian	295	320	441	570	781	839	1.1%	1.3%	1.6%	2.0%	2.6%	2.7%
			% Other	208	219	296	368	439	480	0.8%	0.9%	1.1%	1.3%	1.5%	1.6%
		Officers Gender	% Male	21,975	21,426	22,467	23,721	24,772	24,876	84.5%	84.3%	83.9%	83.3%	81.9%	80.8%
			% Female	4,026	4,005	4,301	4,756	5,493	5,914	15.5%	15.7%	16.1%	16.7%	18.1%	19.2%
2	Public Complaints (Recorded) Complainants	Number of complainants	4,390	3,800	3,216	2,845	2,677	2,934							
		Complainants Ethnicity	% White	2,198	1,866	1,499	1,290	1,226	1,118	56.8%	55.3%	53.4%	52.9%	51.2%	47.9%
			% Black	1,064	962	869	783	802	816	27.5%	28.5%	30.9%	32.1%	33.5%	34.9%
			% Asian	399	327	279	224	238	259	10.3%	9.7%	9.9%	9.2%	9.9%	11.1%
			% Other	210	219	162	143	128	143	5.4%	6.5%	5.8%	5.9%	5.3%	6.1%
		Complainants Gender	% Male	3,086	2,600	2,227	1,973	1,847	1,978	70.5%	68.6%	69.4%	69.5%	69.2%	67.6%
			% Female	1,294	1,188	983	866	823	947	29.5%	31.4%	30.6%	30.5%	30.8%	32.4%
3	Public Complaints (Recorded) Officers	Number of officers	8,124	6,831	5,835	4,507	4,385	3,880							
		Officers Ethnicity	% White	7,773	6,488	5,539	4,211	4,079	3,539	95.8%	95.7%	95.0%	93.6%	93.2%	91.6%
			% Black	180	154	140	133	103	111	2.2%	2.2%	2.4%	3.0%	2.4%	2.9%
			% Asian	109	126	96	101	112	140	1.3%	1.4%	1.6%	2.2%	2.6%	3.6%
			% Other	56	56	58	53	84	72	0.7%	0.7%	1.0%	1.2%	1.9%	1.9%
		Officers Gender	% Male	7,210	6,096	5,161	3,949	3,800	3,342	88.7%	88.7%	88.5%	87.6%	86.7%	86.2%
			% Female	914	734	672	557	584	534	11.3%	11.3%	11.5%	12.4%	13.3%	13.8%
4	Stop & Search Only (Recorded)	Number of complainants	288	278	196	222	205	210							
		Complainants Ethnicity	% White	116	111	59	67	63	50	43.9%	42.5%	31.4%	33.0%	33.0%	25.9%
			% Black	108	125	98	105	105	114	40.9%	47.9%	52.1%	51.7%	55.0%	59.1%
			% Asian	26	16	18	26	15	15	9.8%	6.1%	9.6%	12.8%	7.9%	7.8%
			% Other	14	9	13	5	8	14	5.3%	3.4%	6.9%	2.5%	4.2%	7.3%
		Complainants Gender	% Male	259	218	168	184	165	165	89.9%	78.4%	85.7%	82.9%	80.5%	78.6%
			% Female	29	60	28	38	40	45	10.1%	21.6%	14.3%	17.1%	19.5%	21.4%
5	Discriminatory Behaviour against <u>Faith/Religion</u> Allegations Only (Recorded)	Number of complainants						1	1						
		Complainants Ethnicity	% White					0	0	0.0%	0	0.0%			
			% Black					0	0	0.0%	0	0.0%			
			% Asian					1	1	100.0%	1	100.0%			
			% Other					0	0	0.0%	0	0.0%			
	Complainants Gender	% Male					1	0	100.0%	0	0.0%				
		% Female					0	1	0.0%	1	100.0%				
	Discriminatory Behaviour against <u>Gender</u> Allegations Only (Recorded)	Number of complainants					0	3							
		Complainants Ethnicity	% White					0	0	0%	1	50.0%			
			% Black					0	1	0%	1	50.0%			
			% Asian					0	0	0%	0	0.0%			
			% Other					0	0	0%	0	0.0%			
	Complainants Gender	% Male					0	1	0%	1	33.3%				
		% Female					0	2	0%	2	66.7%				
	Discriminatory Behaviour against <u>Homophobic</u> Allegations Only (Recorded)	Number of complainants					1	2							
		Complainants Ethnicity	% White					1	1	100.0%	1	50.0%			
			% Black					0	0	0.0%	0	0.0%			
			% Asian					0	1	0.0%	1	50.0%			
			% Other					0	0	0.0%	0	0.0%			
	Complainants Gender	% Male					1	2	100.0%	2	100.0%				
		% Female					0	0	0.0%	0	0.0%				
Discriminatory Behaviour against <u>disability</u> Allegations Only (Recorded)	Number of complainants					0	2								
	Complainants Ethnicity	% White					0	0	0%	0	0.0%				
		% Black					0	0	0%	0	0.0%				
		% Asian					0	0	0%	0	0.0%				
		% Other					0	0	0%	0	0.0%				
Complainants Gender	% Male					0	2	0%	2	100.0%					
	% Female					0	0	0%	0	0.0%					
Discriminatory Behaviour against <u>other</u> Allegations Only (Recorded)	Number of complainants					0	2								
	Complainants Ethnicity	% White					0	1	0%	1	50.0%				
		% Black					0	0	0%	0	0.0%				
		% Asian					0	1	0%	1	50.0%				
		% Other					0	0	0%	0	0.0%				
Complainants Gender	% Male					0	2	0%	2	100.0%					
	% Female					0	0	0%	0	0.0%					
Discriminatory Behaviour against <u>Race</u> Allegations Only (Recorded)	Number of complainants	393	311	255	199	188	220								
	Complainants Ethnicity	% White	47	45	24	13	14	23	13.5%	15.7%	10.0%	7.5%	8.0%	12.0%	
		% Black	191	158	140	115	113	120	55.0%	55.1%	58.6%	66.1%	64.6%	62.5%	
		% Asian	73	57	56	30	40	36	21.0%	19.9%	23.4%	17.2%	22.9%	18.8%	
		% Other	36	27	19	16	8	13	10.4%	9.4%	7.9%	9.2%	4.6%	6.8%	
	Complainants Gender	% Male	301	241	199	143	157	170	77.0%	78.0%	78.0%	72.6%	82.2%	77.3%	
		% Female	90	68	56	54	34	50	23.0%	22.0%	22.0%	27.4%	17.8%	22.7%	

Directorate of Professional Standards

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	Rolling 12 months Mar 04 - Feb 05								
6	Conduct Matters (Recorded) Officers	Number of Officers		653		631		604		642		817		798	
		Officers Ethnicity	% White	610	93.4%	590	93.5%	560	92.7%	576	90.0%	699	85.7%	681	86.0%
			% Black	23	3.5%	24	3.8%	21	3.5%	29	4.5%	40	4.9%	36	4.5%
			% Asian	17	2.6%	12	1.9%	14	2.3%	24	3.8%	54	6.6%	52	6.6%
			% Other	3	0.5%	5	0.8%	9	1.5%	11	1.7%	23	2.8%	23	2.9%
		Officers Gender	% Male	594	91.0%	576	91.3%	544	90.1%	580	90.6%	726	88.9%	716	89.7%
% Female	59		9.0%	55	8.7%	60	9.9%	60	9.4%	91	11.1%	82	10.3%		
7	Suspended Officers	Number of Officers		83		78		36		28		64		42	
		Officers Ethnicity	% White	77	92.8%	71	91.0%	32	88.9%	26	92.9%	53	82.8%	37	88.1%
			% Black	4	4.8%	4	5.1%	2	5.6%	1	3.6%	5	7.8%	1	2.4%
			% Asian	2	2.4%	3	3.8%	2	5.6%	1	3.6%	5	7.8%	4	9.5%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%
		Officers Gender	% Male	77	92.8%	74	94.9%	34	94.4%	25	89.3%	61	95.3%	39	92.9%
% Female	6		7.2%	4	5.1%	2	5.6%	3	10.7%	3	4.7%	3	7.1%		
8	Written Warnings	Number of Officers		71		127		220		334		454		415	
		Officers Ethnicity	% White	68	95.8%	121	95.3%	208	94.5%	291	87.1%	383	84.4%	354	85.3%
			% Black	3	4.2%	3	2.4%	9	4.1%	18	5.4%	24	5.3%	25	6.0%
			% Asian	0	0.0%	3	2.4%	1	0.5%	14	4.2%	33	7.3%	24	5.8%
			% Other	0	0.0%	0	0.0%	2	0.9%	11	3.3%	14	3.1%	11	2.7%
		Officers Gender	% Male	68	95.8%	111	87.4%	198	90.0%	307	91.9%	404	89.0%	372	89.6%
% Female	3		4.2%	16	12.6%	22	10.0%	27	8.1%	50	11.0%	43	10.4%		
9	Informal Discipline as result of Investigation (Excluding Written Warnings)	Number of Officers		128		98		114		125		80		60	
		Public Complaint Ethnicity	% White	118	92.2%	95	96.9%	106	93.0%	119	95.2%	76	95.0%	55	91.7%
			% Black	7	5.5%	3	3.1%	5	4.4%	4	3.2%	2	2.5%	2	3.3%
			% Asian	2	1.6%	0	0.0%	1	0.9%	2	1.6%	0	0.0%	2	3.3%
			% Other	1	0.8%	0	0.0%	2	1.8%	0	0.0%	2	2.5%	1	1.7%
		Public Complaint Gender	% Male	112	87.5%	83	84.7%	99	86.8%	111	88.8%	70	87.5%	53	88.3%
			% Female	16	12.5%	15	15.3%	15	13.2%	14	11.2%	10	12.5%	7	11.7%
		Number of Officers		140		101		89		83		68		74	
		Internal Investigations Ethnicity	% White	126	90.0%	94	93.1%	79	88.8%	77	92.8%	61	89.7%	65	87.8%
			% Black	8	5.7%	7	6.9%	7	7.9%	1	1.2%	3	4.4%	3	4.1%
			% Asian	6	4.3%	0	0.0%	3	3.4%	4	4.8%	3	4.4%	6	8.1%
			% Other	0	0.0%	0	0.0%	0	0.0%	1	1.2%	1	1.5%	0	0.0%
Internal Investigations Gender	% Male	130	92.9%	85	84.2%	82	92.1%	73	88.0%	55	80.9%	63	85.1%		
	% Female	10	7.1%	16	15.8%	7	7.9%	10	12.0%	13	19.1%	11	14.9%		
10	Misconduct / Discipline Hearings	Number of Officers		45		47		46		37		29		12	
		Public Complaint Ethnicity	% White	44	97.8%	46	97.9%	42	91.3%	36	97%	25	86.2%	9	75.0%
			% Black	1	2.2%	1	2.1%	2	4.3%	1	2.7%	2	6.9%	2	16.7%
			% Asian	0	0.0%	0	0.0%	2	4.3%	0	0.0%	1	3.4%	1	8.3%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.4%	0	0.0%
		Public Complaint Gender	% Male	44	97.8%	43	91.5%	42	91.3%	35	94.6%	28	96.6%	12	100.0%
			% Female	1	2.2%	4	8.5%	4	8.7%	2	5.4%	1	3.4%	0	0.0%
		Number of Officers		99		86		125		84		73		71	
		Internal Investigations Ethnicity	% White	93	93.9%	80	93.0%	116	92.8%	77	91.7%	66	90.4%	63	88.7%
			% Black	1	1.0%	5	5.8%	7	5.6%	2	2.4%	3	4.1%	2	2.8%
			% Asian	5	5.1%	1	1.2%	2	1.6%	3	3.6%	4	5.5%	4	5.6%
			% Other	0	0.0%	0	0.0%	0	0.0%	2	2.4%	0	0.0%	2	2.8%
Internal Investigations Gender	% Male	95	96.0%	83	96.5%	115	92.0%	80	95.2%	70	95.9%	64	90.1%		
	% Female	4	4.0%	3	3.5%	10	8.0%	4	4.8%	3	4.1%	7	9.9%		
11	Dismissals or Required to Resign Sanctions as result of Misconduct/ Discipline Hearing	Number of Officers		9		4		4		3		4		4	
		Public Complaint Ethnicity	% White	9	100%	4	100%	4	100%	3	100%	4	100%	2	50%
			% Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%
			% Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Public Complaint Gender	% Male	9	100%	4	100%	4	100%	3	100%	4	100%	4	100%
			% Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Number of Officers		44		26		32		29		18		24	
		Internal Investigations Ethnicity	% White	41	93.2%	25	96.2%	30	93.8%	26	89.7%	17	94.4%	21	87.5%
			% Black	1	2.3%	1	3.8%	2	6.3%	2	6.9%	1	5.6%	1	4.2%
			% Asian	2	4.5%	0	0.0%	0	0.0%	1	3.4%	0	0.0%	2	8.3%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Internal Investigations Gender	% Male	44	100%	26	100%	28	87.5%	28	96.6%	18	100%	21	88%		
	% Female	0	0.0%	0	0.0%	4	12.5%	1	3.4%	0	0.0%	3	12.5%		

Directorate of Professional Standards

Diversity Information

			1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	Rolling 12 months Mar 04 - Feb 05								
12	Commissioners Appeal/ AC Review	Number of Officers	16		13		11		7		5		7			
		Public Complaint Ethnicity	% White	14	88%	13	100%	11	100%	7	100%	4	80%	5	71%	
			% Black	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%	
			% Asian	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%	
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	
		Public Complaint Gender	% Male	14	88%	12	92%	11	100%	7	100%	5	100%	7	100%	
			% Female	2	12.5%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
		Number of Officers			41		36		38		34		26		33	
		Internal Investigations Ethnicity	% White	37	90.2%	35	97%	35	92.1%	33	97.1%	26	100%	28	85%	
			% Black	2	4.9%	0	0.0%	3	7.9%	0	0.0%	0	0.0%	2	6.1%	
			% Asian	1	2.4%	1	2.8%	0	0.0%	0	0.0%	0	0.0%	3	9.1%	
			% Other	1	2.4%	0	0.0%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	
		Internal Investigations Gender	% Male	40	97.6%	35	97%	34	89.5%	33	97.1%	26	100%	31	94%	
			% Female	1	2.4%	1	2.8%	4	10.5%	1	2.9%	0	0.0%	2	6.1%	
13	Secretary of State/ Police Appeals Tribunal	Number of Officers	1		8		6		14		1		2			
		Public Complaint Ethnicity	% White	1	100.0%	7	87.5%	6	100%	14	100%	1	100%	1	50.0%	
			% Black	0	0.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	
			% Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
		Public Complaint Gender	% Male	1	100.0%	7	87.5%	6	100%	13	92.9%	1	100%	2	100.0%	
			% Female	0	0.0%	1	12.5%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	
		Number of Officers			11		18		11		14		14		16	
		Internal Investigations Ethnicity	% White	10	90.9%	16	89%	11	100%	14	100%	13	92.9%	13	81.3%	
			% Black	1	9.1%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	2	12.5%	
			% Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.1%	1	6.3%	
			% Other	0	0.0%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
		Internal Investigations Gender	% Male	11	100%	18	100%	11	100%	14	100%	14	100%	16	100%	
			% Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
15	Civil Actions	Number of Claimants	516		531		465		446		519		457			
		Claimants Ethnicity	% White	105	44.1%	123	44.6%	128	40.8%	147	47.3%	180	44.7%	121	39.8%	
			% Black	103	43.3%	120	43.5%	135	43.0%	106	34.1%	165	40.9%	135	44.4%	
			% Asian	20	8.4%	18	6.5%	26	8.3%	35	11.3%	34	8.4%	27	8.9%	
			% Other	10	4.2%	15	5.4%	25	8.0%	23	7.4%	24	6.0%	21	6.9%	
		Claimants Gender	% Male	409	82.0%	431	81.3%	375	81.0%	335	75.8%	396	77.2%	359	79.2%	
			% Female	90	18.0%	99	18.7%	88	19.0%	107	24.2%	117	22.8%	94	20.8%	

Sources : Complaints & Discipline System and DCC8(7)

NB: Percentages are calculated on the total of KNOWN Officers/Complainants gender/ethnicity.

The figure breakdowns do not include unknown individuals gender/ethnicity