

Directorate of Professional Standards

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	Rolling 12 Months May 04 to April 05									
6	Conduct Matters (Recorded) Officers	Number of Officers		648		631		604		642		813		842		841	
		Officers Ethnicity	% White	605	93.4%	590	93.5%	560	92.7%	576	90.0%	695	85.6%	723	86.7%	720	86.3%
			% Black	23	3.5%	24	3.8%	21	3.5%	29	4.5%	40	4.9%	39	4.7%	38	4.6%
			% Asian	17	2.6%	12	1.9%	14	2.3%	24	3.8%	54	6.7%	49	5.9%	52	6.2%
			% Other	3	0.5%	5	0.8%	9	1.5%	11	1.7%	23	2.8%	23	2.8%	24	2.9%
		Officers Gender	% Male	590	91.0%	576	91.3%	544	90.1%	580	90.6%	722	88.8%	757	90.1%	757	90.2%
% Female	58		9.0%	55	8.7%	60	9.9%	60	9.4%	91	11.2%	83	9.9%	82	9.8%		
7	Suspended Officers	Number of Officers		83		78		36		28		64		41		39	
		Officers Ethnicity	% White	77	92.8%	71	91.0%	32	88.9%	26	92.9%	53	82.8%	35	85.4%	33	84.6%
			% Black	4	4.8%	4	5.1%	2	5.6%	1	3.6%	5	7.8%	2	4.9%	2	5.1%
			% Asian	2	2.4%	3	3.8%	2	5.6%	1	3.6%	5	7.8%	4	9.8%	4	10.3%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	0	0.0%	0	0.0%
		Officers Gender	% Male	77	92.8%	74	94.9%	34	94.4%	25	89.3%	61	95.3%	38	92.7%	36	92.3%
% Female	6		7.2%	4	5.1%	2	5.6%	3	10.7%	3	4.7%	3	7.3%	3	7.7%		
8	Written Warnings	Number of Officers		71		127		220		333		454		440		428	
		Officers Ethnicity	% White	68	95.8%	121	95.3%	208	94.5%	290	87.1%	383	84.4%	383	87.0%	375	87.6%
			% Black	3	4.2%	3	2.4%	9	4.1%	18	5.4%	24	5.3%	27	6.1%	27	6.3%
			% Asian	0	0.0%	3	2.4%	1	0.5%	14	4.2%	33	7.3%	20	4.5%	18	4.2%
			% Other	0	0.0%	0	0.0%	2	0.9%	11	3.3%	14	3.1%	9	2.0%	7	1.6%
		Officers Gender	% Male	68	95.8%	111	87.4%	198	90.0%	306	91.9%	404	89.0%	393	89.3%	379	88.6%
% Female	3		4.2%	16	12.6%	22	10.0%	27	8.1%	50	11.0%	47	10.7%	49	11.4%		
9	Informal Discipline as result of Investigation (Excluding Written Warnings)	Number of Officers		128		98		114		125		80		60		62	
		Public Complaint Ethnicity	% White	118	92.2%	95	96.9%	106	93.0%	119	95.2%	76	95.0%	55	91.7%	57	91.9%
			% Black	7	5.5%	3	3.1%	5	4.4%	4	3.2%	2	2.5%	1	1.7%	1	1.6%
			% Asian	2	1.6%	0	0.0%	1	0.9%	2	1.6%	0	0.0%	2	3.3%	2	3.2%
			% Other	1	0.8%	0	0.0%	2	1.8%	0	0.0%	2	2.5%	2	3.3%	2	3.2%
		Public Complaint Gender	% Male	112	87.5%	83	84.7%	99	86.8%	111	88.8%	70	87.5%	52	86.7%	53	85.5%
			% Female	16	12.5%	15	15.3%	15	13.2%	14	11.2%	10	12.5%	8	13.3%	9	14.5%
		Number of Officers		140		101		89		83		79		80		78	
		Internal Investigations Ethnicity	% White	126	90.0%	94	93.1%	79	88.8%	77	92.8%	71	89.9%	68	85.0%	66	84.6%
			% Black	8	5.7%	7	6.9%	7	7.9%	1	1.2%	3	3.8%	3	3.8%	3	3.8%
			% Asian	6	4.3%	0	0.0%	3	3.4%	4	4.8%	4	5.1%	7	8.8%	7	9.0%
			% Other	0	0.0%	0	0.0%	0	0.0%	1	1.2%	1	1.3%	2	2.5%	2	2.6%
Internal Investigations Gender	% Male	130	92.9%	85	84.2%	82	92.1%	73	88.0%	66	83.5%	71	88.8%	70	89.7%		
	% Female	10	7.1%	16	15.8%	7	7.9%	10	12.0%	13	16.5%	9	11.3%	8	10.3%		
10	Misconduct / Discipline Hearings	Number of Officers		45		47		46		37		29		18		19	
		Public Complaint Ethnicity	% White	44	97.8%	46	97.9%	42	91.3%	36	97%	25	86.2%	13	72.2%	13	68.4%
			% Black	1	2.2%	1	2.1%	2	4.3%	1	2.7%	2	6.9%	4	22.2%	5	26.3%
			% Asian	0	0.0%	0	0.0%	2	4.3%	0	0.0%	1	3.4%	1	5.6%	1	5.3%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	3.4%	0	0.0%	0	0.0%
		Public Complaint Gender	% Male	44	97.8%	43	91.5%	42	91.3%	35	94.6%	28	96.6%	18	100.0%	19	100.0%
			% Female	1	2.2%	4	8.5%	4	8.7%	2	5.4%	1	3.4%	0	0.0%	0	0.0%
		Number of Officers		96		86		119		82		71		69		66	
		Internal Investigations Ethnicity	% White	90	93.8%	80	93.0%	111	93.3%	76	92.7%	64	90.1%	61	88.4%	59	89.4%
			% Black	1	1.0%	5	5.8%	6	5.0%	2	2.4%	3	4.2%	2	2.9%	1	1.5%
			% Asian	5	5.2%	1	1.2%	2	1.7%	3	3.7%	4	5.6%	4	5.8%	3	4.5%
			% Other	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	2	2.9%	3	4.5%
Internal Investigations Gender	% Male	92	95.8%	83	96.5%	109	91.6%	78	95.1%	69	97.2%	63	91.3%	60	90.9%		
	% Female	4	4.2%	3	3.5%	10	8.4%	4	4.9%	2	2.8%	6	8.7%	6	9.1%		
11	Dismissals or Required to Resign Sanctions as result of Misconduct/ Discipline Hearing	Number of Officers		9		4		4		3		4		5		4	
		Public Complaint Ethnicity	% White	9	100%	4	100%	4	100%	3	100%	4	100%	3	60%	2	50%
			% Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	1	25.0%
			% Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	1	25.0%
			% Other	0	0.0%	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%	5	100%	4	100%
			% Female	0	0.0%	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		21		18	
		Internal Investigations Ethnicity	% White	41	93.2%	25	96.2%	30	93.8%	26	89.7%	17	94.4%	20	95.2%	18	100.0%
			% Black	1	2.3%	1	3.8%	2	6.3%	2	6.9%	1	5.6%	0	0.0%	0	0.0%
			% Asian	2	4.5%	0	0.0%	0	0.0%	1	3.4%	0	0.0%	1	4.8%	0	0.0%
			% Other	0	0.0%	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%	18	86%	15	83%		
	% Female	0	0.0%	0	0.0%	4	12.5%	1	3.4%	0	0.0%	3	14.3%	3	16.7%		

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12	Commissioners Appeal/ AC Review	Number of Officers		16		13		11		7		5		7		8		
		Public Complaint	Ethnicity	% White	14	88%	13	100%	11	100%	7	100%	4	80%	5	71%	6	75%
			% Black	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%	1	12.5%	
			% Asian	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%	1	12.5%	
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	
		Public Complaint	Gender	% Male	14	88%	12	92%	11	100%	7	100%	5	100%	7	100%	8	100%
			% Female	2	12.5%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
		Number of Officers		41		36		34		32		26		26		26		
		Internal Investigations	Ethnicity	% White	37	90.2%	35	97%	31	91.2%	32	100.0%	26	100%	21	81%	22	85%
				% Black	2	4.9%	0	0.0%	3	8.8%	0	0.0%	0	0.0%	2	7.7%	1	3.8%
				% Asian	1	2.4%	1	2.8%	0	0.0%	0	0.0%	0	0.0%	3	11.5%	3	11.5%
				% Other	1	2.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Internal Investigations	Gender	% Male	40	97.6%	35	97%	30	88.2%	31	96.9%	26	100%	24	92%	24	92%		
		% Female	1	2.4%	1	2.8%	4	11.8%	1	3.1%	0	0.0%	2	7.7%	2	7.7%		
13	Secretary of State/ Police Appeals Tribunal	Number of Officers		1		7		6		14		1		2		2		
		Public Complaint	Ethnicity	% White	1	100.0%	6	86%	6	100%	14	100%	1	100%	1	50.0%	1	50.0%
				% Black	0	0%	1	14.3%	0	0%	0	0.0%	0	0%	1	50.0%	1	50.0%
				% Asian	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%
		Public Complaint	Gender	% Male	1	100%	6	85.7%	6	100%	13	93%	1	100%	2	100%	2	100%
				% Female	0	0%	1	14.3%	0	0%	1	7.1%	0	0%	0	0%	0	0%
		Number of Officers		11		18		11		14		14		13		12		
		Internal Investigations	Ethnicity	% White	10	90.9%	16	89%	11	100%	14	100%	13	93%	10	76.9%	9	75.0%
				% Black	1	9.1%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	2	15.4%	2	16.7%
				% Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	7.1%	1	7.7%	1	8.3%
				% Other	0	0.0%	1	5.6%	0	0.0%	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%	13	100%	12	100%		
		% Female	0	0.0%	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		455		463		
		Claimants	Ethnicity	% White	107	43.7%	123	44.6%	129	40.8%	149	47.3%	183	45.0%	129	41.5%	128	41.3%
				% Black	106	43.3%	120	43.5%	135	42.7%	108	34.3%	166	40.8%	132	42.4%	130	41.9%
				% Asian	21	8.6%	18	6.5%	26	8.2%	35	11.1%	34	8.4%	26	8.4%	25	8.1%
				% Other	11	4.5%	15	5.4%	26	8.2%	23	7.3%	24	5.9%	24	7.7%	27	8.7%
		Claimants	Gender	% Male	409	82.0%	431	81.3%	375	81.0%	335	75.8%	396	77.2%	352	78.0%	361	78.6%
% Female	90			18.0%	99	18.7%	88	19.0%	107	24.2%	117	22.8%	99	22.0%	98	21.4%		

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