

Directorate of Professional Standards

Diversity Information

1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	Rolling 12 Months Aug 04 to Jul 05
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1	MPS Workforce Figures <small>Figures as at end F/Y and end of June 2005 for rolling 12 months</small>	Number of officers		26,001		25,430		26,768		28,477		30,265		31,175		31,141	
		Officers Ethnicity		% White	24,985	96%	24,375	96%	25,480	95%	26,902	94%	28,284	93%	29,007	93%	28,936
% Black	513			2%	516	2%	552	2%	637	2%	761	3%	822	3%	833	3%	
% Asian	295			1%	320	1%	441	2%	570	2%	781	3%	860	3%	879	3%	
% Other	208			1%	219	1%	296	1%	368	1%	439	1%	487	2%	494	2%	
% Unknown																	
Officers Gender		% Male	21,975	85%	21,426	84%	22,467	84%	23,721	83%	24,772	82%	25,197	81%	25,124	81%	
		% Female	4,026	15%	4,005	16%	4,301	16%	4,756	17%	5,493	18%	5,978	19%	6,018	19%	

2	Public Complaints (Recorded) Complainants	Number of complainants		4,390		3,798		3,215		2,846		2,680		3,100		3,351	
		Complainants Ethnicity		% White	1,064	24%	962	25%	869	27%	782	27%	805	30%	836	27%	837
% Black	399			9%	327	9%	279	9%	224	8%	239	9%	260	8%	260	8%	
% Asian	210			5%	219	6%	162	5%	143	5%	128	5%	150	5%	166	5%	
% Other	519			12%	424	11%	406	13%	405	14%	278	10%	687	22%	944	28%	
% Unknown																	
Complainants Gender		% Male	2,985	68%	2,600	68%	2,227	69%	1,975	69%	1,853	69%	2,084	67%	2,226	66%	
		% Female	1,391	32%	1,187	31%	983	31%	865	30%	824	31%	1,005	32%	1,106	33%	
		% Unknown	14	0%	11	0%	5	0%	6	0%	3	0%	11	0%	19	1%	

3	Public Complaints (Recorded) Officers	Number of officers		8,124		6,830		5,833		4,518		4,433		4,583		4,242	
		Officers Ethnicity		% White	7,773	96%	6,488	96%	5,539	95%	4,223	94%	4,127	93%	4,197	92%	3,867
% Black	180			2%	154	2%	140	2%	133	3%	102	2%	126	3%	135	3%	
% Asian	109			1%	126	1%	96	2%	101	2%	113	3%	159	3%	154	4%	
% Other	56			1%	56	1%	58	1%	53	1%	85	2%	80	2%	62	1%	
% Unknown																	
Officers Gender		% Male	7,210	89%	6,096	89%	5,161	88%	3,960	88%	3,842	87%	3,955	86%	3,624	85%	
		% Female	914	11%	734	11%	672	12%	558	12%	591	13%	628	14%	618	15%	

4	Stop & Search Only (Recorded)	Number of complainants		286		272		190		207		199		227		200	
		Complainants Ethnicity		% White	114	40%	109	40%	56	29%	66	32%	63	32%	52	23%	45
% Black	108			38%	122	45%	95	50%	102	49%	102	51%	127	56%	107	54%	
% Asian	26			9%	16	6%	18	9%	16	8%	13	7%	15	7%	13	7%	
% Other	14			5%	8	3%	13	7%	5	2%	8	4%	12	5%	14	7%	
% Unknown	24			8%	17	6%	8	4%	18	9%	13	7%	21	9%	21	11%	
Complainants Gender		% Male	257	90%	214	79%	164	86%	174	84%	159	80%	179	79%	159	80%	
		% Female	29	10%	58	21%	26	14%	33	16%	40	20%	47	21%	40	20%	
		% Unknown	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	1	1%	

5	Discriminatory Behaviour against Faith/Religion Allegations Only (Recorded)	Number of complainants		0		3		3		
		Complainants Ethnicity		% White	0	0%	0	0%	0	0%
% Black	0			0%	0	0%	0	0%		
% Asian	0			0%	3	100%	0	0%		
% Other	0			0%	0	0%	2	67%		
% Unknown	0			0%	0	0%	1	33%		
Complainants Gender		% Male	0	0%	2	67%	2	67%		
		% Female	0	0%	1	33%	1	33%		
		% Unknown	0	0%	0	0%	0	0%		
Discriminatory Behaviour against Gender Allegations Only (Recorded)		Number of complainants		0		3		2		
		Complainants Ethnicity		% White	0	0%	0	0%	0	0%
				% Black	0	0%	2	67%	1	50%
				% Asian	0	0%	0	0%	0	0%
				% Other	0	0%	0	0%	0	0%
% Unknown	0			0%	1	33%	1	50%		
Complainants Gender		% Male	0	0%	0	0%	0	0%		
		% Female	0	0%	2	67%	1	50%		
		% Unknown	0	0%	0	0%	0	0%		
Discriminatory Behaviour against Homophobic Allegations Only (Recorded)		Number of complainants		1		4		6		
		Complainants Ethnicity		% White	1	0%	3	75%	4	67%
				% Black	0	0%	0	0%	0	0%
				% Asian	0	0%	1	25%	1	17%
				% Other	0	0%	0	0%	1	17%
% Unknown	0			0%	0	0%	0	0%		
Complainants Gender		% Male	1	0%	4	100%	6	100%		
		% Female	0	0%	0	0%	0	0%		
		% Unknown	0	0%	0	0%	0	0%		
Discriminatory Behaviour against disability Allegations Only (Recorded)		Number of complainants		0		2		3		
		Complainants Ethnicity		% White	0	0%	0	0%	0	0%
				% Black	0	0%	0	0%	1	33%
				% Asian	0	0%	0	0%	0	0%
				% Other	0	0%	0	0%	0	0%
% Unknown	0			0%	2	100%	2	67%		
Complainants Gender		% Male	0	0%	2	100%	3	100%		
		% Female	0	0%	0	0%	0	0%		
		% Unknown	0	0%	0	0%	0	0%		

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		Number of complainants														
Discriminatory Behaviour against other Allegations Only (Recorded)	Complainants Ethnicity	% White						0	0%	2	50%	0	0%			
		% Black					0	0%	0	0%	1	50%	0	0%		
		% Asian					0	0%	1	50%	0	0%	1	50%		
		% Other					0	0%	0	0%	0	0%	1	50%		
		% Unknown					0	0%	0	0%	0	0%	0	0%		
	Complainants Gender	% Male					0	0%	2	100%	0	0%	0	0%		
	% Female					0	0%	0	0%	0	0%	2	100%			
	% Unknown					0	0%	0	0%	0	0%	0	0%			
Discriminatory Behaviour against Race Allegations Only (Recorded)	Number of complainants		393		312		256		199		191		253		205	
	Complainants Ethnicity	% White	47	12%	45	14%	24	9%	13	7%	14	7%	24	9%	14	7%
		% Black	191	49%	158	51%	140	55%	115	58%	116	61%	140	55%	113	55%
		% Asian	73	19%	58	19%	56	22%	30	15%	40	21%	39	15%	30	15%
		% Other	36	9%	27	9%	19	7%	16	8%	8	4%	19	8%	21	10%
		% Unknown	46	12%	24	8%	17	7%	25	13%	13	7%	31	12%	27	13%
	Complainants Gender	% Male	301	77%	241	77%	199	78%	144	72%	156	82%	188	74%	158	77%
		% Female	90	23%	68	22%	55	21%	55	28%	33	17%	61	24%	47	23%
		% Unknown	2	1%	2	1%	1	0%	0	0%	0	0%	0	0%	0	0%

		Number of Officers															
6	Conduct Matter (Recorded) Officers	Officers Ethnicity	% White	605	93%	590	94%	559	93%	576	90%	695	86%	729	87%	730	86%
		% Black	23	4%	24	4%	21	3%	29	5%	40	5%	41	5%	44	5%	
		% Asian	17	3%	12	2%	14	2%	24	4%	54	7%	48	6%	48	6%	
		% Other	3	0%	5	1%	9	1%	11	2%	23	3%	23	3%	30	4%	
		Officers Gender	% Male	590	91%	576	91%	543	90%	580	91%	722	89%	764	90%	761	89%
	% Female	58	9%	55	9%	60	10%	60	9%	91	11%	84	10%	95	11%		

		Number of Officers															
7	Suspended Officers	Officers Ethnicity	% White	77	93%	71	91%	31	89%	26	93%	53	83%	35	85%	32	73%
		% Black	4	5%	4	5%	2	6%	1	4%	5	8%	2	5%	2	5%	
		% Asian	2	2%	3	4%	2	6%	1	4%	5	8%	4	10%	9	20%	
		% Other	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	1	2%	
		Officers Gender	% Male	77	93%	74	95%	33	94%	25	89%	61	95%	38	93%	42	95%
	% Female	6	7%	4	5%	2	6%	3	11%	3	5%	3	7%	2	5%		

		Number of Officers															
8	Written Warnings	Officers Ethnicity	% White	72	96%	121	95%	208	95%	290	87%	384	84%	383	87%	361	86%
		% Black	3	4%	3	2%	9	4%	18	5%	24	5%	28	6%	29	7%	
		% Asian	0	0%	3	2%	1	0%	14	4%	33	7%	20	5%	18	4%	
		% Other	0	0%	0	0%	2	1%	11	3%	14	3%	9	2%	9	2%	
		Officers Gender	% Male	68	91%	111	87%	198	90%	306	92%	405	89%	394	89%	366	88%
	% Female	3	4%	16	13%	22	10%	27	8%	50	11%	47	11%	52	12%		

		Number of Officers															
Informal Discipline - Admonishment as result of Investigation	Public Complaint Ethnicity	% White	49	92%	29	94%	11	85%	3	100%	0	0%	2	100%	2	100%	
		% Black	3	6%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	
		% Asian	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
		% Other	0	0%	0	0%	2	15%	0	0%	0	0%	0	0%	0	0%	
	Public Complaint Gender	% Male	46	87%	29	94%	11	85%	3	100%	0	0%	2	100%	2	100%	
		% Female	7	13%	2	6%	2	15%	0	0%	0	0%	0	0%	0	0%	
	Conduct Matter Ethnicity	Number of Officers		56		27		10		1		1		0		0	
		% White	53	95%	27	100%	9	90%	1	100%	0	0%	0	0%	0	0%	
		% Black	2	4%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	
		% Asian	1	2%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	
% Other		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Conduct Matter Gender		% Male	54	96%	23	85%	8	80%	1	100%	0	0%	0	0%	0	0%	
	% Female	2	4%	4	15%	2	20%	0	0%	1	100%	0	0%	0	0%		

		Number of Officers															
Informal Discipline - Advice as result of Investigation	Public Complaint Ethnicity	% White	55	90%	59	98%	88	94%	112	95%	67	96%	52	93%	74	91%	
		% Black	4	7%	1	2%	5	5%	4	3%	1	1%	0	0%	1	1%	
		% Asian	1	2%	0	0%	1	1%	2	2%	0	0%	2	4%	3	4%	
		% Other	1	2%	0	0%	0	0%	0	0%	2	3%	2	4%	3	4%	
		Public Complaint Gender	% Male	54	89%	48	80%	82	87%	105	89%	61	87%	48	86%	70	86%
	% Female	7	11%	12	20%	12	13%	13	11%	9	13%	8	14%	11	14%		
	Conduct Matter Ethnicity	Number of Officers		70		56		70		79		77		75		74	
		% White	60	86%	49	88%	61	87%	73	92%	70	91%	63	84%	61	82%	
		% Black	5	7%	7	13%	7	10%	1	1%	2	3%	3	4%	4	5%	
		% Asian	5	7%	0	0%	2	3%	4	5%	4	5%	7	9%	6	8%	
% Other		0	0%	0	0%	0	0%	1	1%	1	1%	2	3%	2	3%		
Conduct Matter Gender	% Male	64	91%	46	82%	66	94%	70	89%	65	84%	67	89%	69	93%		
	% Female	6	9%	10	18%	4	6%	9	11%	12	16%	8	11%	5	7%		

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9	Informal Discipline - Discussion as result of Investigation	Number of Officers		14		7		7		4		10		0		0	
		Public Complaint Ethnicity	% White	14	100%	7	100%	7	100%	4	100%	9	90%	0	0%	0	0%
			% Black	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%
			% Asian	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%
		Public Complaint Gender	% Male	12	86%	6	86%	6	86%	3	75%	9	90%	0	0%	0	0%
			% Female	2	14%	1	14%	1	14%	1	25%	1	10%	0	0%	0	0%
		Number of Officers		14		18		9		3		1		3		2	
		Conduct Matter Ethnicity	% White	13	93%	18	100%	9	100%	3	100%	1	100%	3	100%	2	100%
			% Black	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
			% Asian	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%
		Conduct Matter Gender	% Male	12	86%	16	89%	8	89%	2	67%	1	100%	3	100%	2	100%
			% Female	2	14%	2	11%	1	11%	1	33%	0	0%	0	0%	0	0%
		10	Misconduct / Discipline Hearings	Number of Officers		45		48		46		37		29		18	
Public Complaint Ethnicity	% White			44	98%	47	98%	42	91%	36	97%	25	86%	13	72%	19	83%
	% Black			1	2%	1	2%	2	4%	1	3%	2	7%	4	22%	3	13%
	% Asian			0	0%	0	0%	2	4%	0	0%	1	3%	1	6%	1	4%
	% Other			0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Public Complaint Gender	% Male			44	98%	44	92%	42	91%	35	95%	28	97%	18	100%	22	96%
	% Female			1	2%	4	8%	4	9%	2	5%	1	3%	0	0%	1	4%
Number of Officers				99		86		129		83		73		69		62	
Conduct Matter Ethnicity	% White			93	94%	80	93%	119	92%	76	92%	66	90%	61	88%	56	90%
	% Black			7	1%	5	6%	8	6%	2	2%	3	4%	2	3%	0	0%
	% Asian			5	5%	1	1%	2	2%	3	4%	4	5%	4	6%	4	6%
	% Other			0	0%	0	0%	0	0%	0	0%	0	0%	2	3%	2	3%
Conduct Matter Gender	% Male			95	96%	83	97%	118	91%	79	95%	70	96%	63	91%	59	95%
	% Female			4	4%	3	3%	11	9%	4	5%	3	4%	6	9%	3	5%
11	Dismissals or Required to Resign Sanctions as result of Misconduct/ Discipline Hearing			Number of Officers		9		4		4		3		4		5	
		Public Complaint Ethnicity	% White	9	100%	4	100%	4	100%	3	100%	4	100%	3	60%	3	75%
			% Black	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
			% Asian	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%	1	25%
			% Other	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%
		Number of Officers		44		26		32		29		18		24		20	
		Conduct Matter Ethnicity	% White	41	93%	25	96%	30	94%	26	90%	17	94%	21	88%	17	85%
			% Black	7	2%	1	4%	2	6%	2	7%	1	6%	1	4%	0	0%
			% Asian	2	5%	0	0%	0	0%	1	3%	0	0%	2	8%	2	10%
			% Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%
		Conduct Matter Gender	% Male	44	100%	26	100%	28	88%	28	97%	18	100%	21	88%	20	100%
			% Female	0	0%	0	0%	4	13%	1	3%	0	0%	3	13%	0	0%

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12	Commissioners Appeal/ AC Review	Number of Officers		16		13		11		7		5		7		6			
		Public Complaint Ethnicity	% White	14	88%	13	100%	11	100%	7	100%	4	80%	5	71%	4	67%		
			% Black	1	6%	0	0%	0	0%	0	0%	0	0%	1	14%	1	17%		
			% Asian	1	6%	0	0%	0	0%	0	0%	0	0%	1	14%	1	17%		
			% Other	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%	6	100%		
			% Female	2	13%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%		
				Number of Officers		41		36		38		34		26		26		31	
		Conduct Matter Ethnicity	% White	37	90%	35	97%	35	92%	33	97%	26	100%	21	81%	27	87%		
			% Black	2	5%	0	0%	3	8%	0	0%	0	0%	2	8%	1	3%		
			% Asian	1	2%	1	3%	0	0%	0	0%	0	0%	3	12%	2	6%		
			% Other	1	2%	0	0%	0	0%	1	3%	0	0%	0	0%	1	3%		
		Conduct Matter Gender	% Male	40	98%	35	97%	34	89%	33	97%	26	100%	24	92%	29	94%		
			% Female	1	2%	1	3%	4	11%	1	3%	0	0%	2	8%	2	6%		
13	Secretary of State/ Police Appeals Tribunal	Number of Officers		1		8		6		14		1		1		1			
		Public Complaint Ethnicity	% White	1	100%	7	88%	6	100%	14	100%	1	100%	1	100%	1	100%		
			% Black	0	0%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%		
			% Asian	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%		
		Public Complaint Gender	% Male	1	100%	7	88%	6	100%	13	93%	1	100%	1	100%	1	100%		
			% Female	0	0%	1	13%	0	0%	1	7%	0	0%	0	0%	0	0%		
				Number of Officers		11		18		11		14		14		13		18	
		Conduct Matter Ethnicity	% White	10	91%	16	89%	11	100%	14	100%	13	93%	10	77%	16	89%		
			% Black	1	9%	1	6%	0	0%	0	0%	0	0%	2	15%	1	6%		
			% Asian	0	0%	0	0%	0	0%	0	0%	1	7%	1	8%	1	6%		
			% Other	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%		
		Conduct Matter Gender	% Male	11	100%	18	100%	11	100%	14	100%	14	100%	13	100%	18	100%		
			% Female	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
14	Civil Actions	Number of Claimants		516		532		465		446		519		455		450			
		Claimants Ethnicity	% White	107	21%	125	23%	129	28%	149	33%	183	35%	137	30%	145	32%		
			% Black	106	21%	120	23%	135	29%	108	24%	166	32%	135	30%	109	24%		
			% Asian	21	4%	18	3%	26	6%	36	8%	34	7%	26	6%	27	6%		
			% Other	11	2%	15	3%	26	6%	23	5%	24	5%	25	5%	23	5%		
			% Unknown	271	53%	254	48%	149	32%	130	29%	112	22%	132	29%	146	32%		
		Claimants Gender	% Male	409	79%	432	81%	375	81%	335	75%	396	76%	352	77%	340	76%		
			% Female	90	17%	99	19%	88	19%	107	24%	117	23%	99	22%	105	23%		
			% Unknown	17	3%	1	0%	2	0%	4	1%	6	1%	4	1%	5	1%		

Sources : Complaints & Discipline System

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

The figure breakdowns do not include unknown individuals gender/ethnicity