

Directorate of Professional Standards

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	Rolling 12 Months Oct 04 to Sept 05		
1	MPS Workforce Figures Figures as at end FY and end of August 2005 for rolling 12 months	Number of officers	26,001	25,430	26,768	28,477	30,265	31,175	31,201	
		Officers Ethnicity	% White	24,985	24,375	25,480	26,902	28,284	29,007	28,970
			% Black	513	516	552	637	761	822	838
			% Asian	295	320	441	570	781	860	890
			% Other	208	219	296	368	439	487	503
		Officers Gender	% Male	21,975	21,426	22,467	23,721	24,772	25,197	25,143
% Female	4,026		4,005	4,301	4,756	5,493	5,978	6,058		
2	Public Complaints (Recorded) Complainants	Number of complainants	4,415	3,821	3,273	2,923	2,789	3,342	3,727	
		Complainants Ethnicity	% White	2,208	1,880	1,524	1,325	1,276	1,195	1,150
			% Black	1,069	966	881	795	832	838	861
			% Asian	400	329	284	227	247	269	253
			% Other	210	219	163	145	131	159	182
		Complainants Gender	% Male	3,102	2,613	2,268	2,029	1,926	2,220	2,427
			% Female	1,304	1,197	999	887	859	1,009	1,184
			% Unknown	9	11	6	7	4	113	116
% Unknown	9		11	6	7	4	113	116		
3	Public Complaints (Recorded) Officers	Number of officers	8,145	6,837	5,838	4,534	4,468	4,760	4,540	
		Officers Ethnicity	% White	7,794	6,499	5,544	4,240	4,158	4,371	4,157
			% Black	180	154	140	133	105	127	134
			% Asian	109	126	96	101	114	165	163
			% Other	56	56	58	53	86	81	72
		Officers Gender	% Male	7,225	6,103	5,166	3,975	3,873	4,109	3,870
% Female	920		734	672	559	595	651	670		
4	Stop & Search Only (Recorded)	Number of complainants	289	278	196	224	205	249	237	
		Complainants Ethnicity	% White	117	111	59	67	63	49	44
			% Black	108	125	98	105	107	137	122
			% Asian	26	16	18	26	14	15	15
			% Other	14	9	13	5	8	17	22
		Complainants Gender	% Male	260	218	168	185	165	204	197
			% Female	29	60	28	39	40	35	38
			% Unknown	0	0	0	0	0	10	2
% Unknown	0		0	0	0	0	10	2		
5	Discriminatory Behaviour against Faith/Religion Allegations Only (Recorded)	Number of complainants					0	5	6	
		Complainants Ethnicity	% White					0	0	0
			% Black					0	1	1
			% Asian					0	4	1
			% Other					0	0	2
		Complainants Gender	% Male					0	3	4
	% Female						0	1	2	
	Discriminatory Behaviour against Gender Allegations Only (Recorded)	Number of complainants					0	3	1	
		Complainants Ethnicity	% White					0	0	0
			% Black					0	2	0
			% Asian					0	0	0
			% Other					0	0	0
Complainants Gender		% Male					0	1	0	
	% Female					0	2	1		
Discriminatory Behaviour against Homophobic Allegations Only (Recorded)	Number of complainants					1	4	6		
	Complainants Ethnicity	% White					1	3	5	
		% Black					0	0	0	
		% Asian					0	1	1	
		% Other					0	0	0	
	Complainants Gender	% Male					1	4	6	
% Female						0	0	0		
Discriminatory Behaviour against disability Allegations Only (Recorded)	Number of complainants					0	2	3		
	Complainants Ethnicity	% White					0	0	0	
		% Black					0	0	1	
		% Asian					0	0	0	
		% Other					0	0	0	
	Complainants Gender	% Male					0	2	3	
% Female						0	0	0		

Directorate of Professional Standards

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	Rolling 12 Months Oct 04 to Sept 05									
Discriminatory Behaviour against other Allegations Only (Recorded)	Number of complainants						0		1		4						
	Complainants Ethnicity	% White					0		0%		1		100%				
		% Black					0		0%		0		0%				
		% Asian					0		0%		0		0%				
		% Other					0		0%		0		25%				
		% Unknown					0		0%		0		50%				
	Complainants Gender	% Male					0		0%		2		200%				
		% Female					0		0%		0		2		50%		
		% Unknown					0		0%		0		0		0%		
	Discriminatory Behaviour against Race Allegations Only (Recorded)	Number of complainants		393		312		256		199		191		253		195	
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%	137	54%	102	52%	
		% Asian	73	19%	58	19%	56	22%	30	15%	40	21%	39	15%	28	14%	
		% Other	36	9%	27	9%	19	7%	16	8%	8	4%	18	7%	20	10%	
		% Unknown	46	12%	24	8%	17	7%	25	13%	13	7%	35	14%	31	16%	
Complainants Gender		% Male	301	77%	242	78%	200	78%	144	72%	157	82%	191	75%	147	75%	
		% Female	90	23%	68	22%	55	21%	55	28%	34	18%	59	23%	45	23%	
		% Unknown	2	1%	2	1%	1	0%	0	0%	0	0%	3	1%	3	2%	
6 Conduct Matter (Recorded) Officers		Number of Officers		648		633		603		640		817		849		872	
	Officers Ethnicity	% White	605	93%	592	94%	559	93%	576	90%	699	86%	730	87%	757	87%	
		% 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%	44	5%	
		% Other	3	0%	5	1%	9	1%	11	2%	23	3%	23	3%	25	3%	
		% Unknown															
	Officers Gender	% Male	590	91%	578	91%	543	90%	580	91%	726	89%	766	90%	773	89%	
		% Female	58	9%	55	9%	60	10%	60	9%	91	11%	83	10%	99	11%	
	7 Suspended Officers	Number of Officers		83		79		35		28		64		41		47	
		Officers Ethnicity	% White	77	93%	72	91%	31	89%	26	93%	53	83%	35	85%	35	74%
% Black			4	5%	4	5%	2	6%	1	4%	5	8%	2	5%	2	4%	
% Asian			2	2%	3	4%	2	6%	1	4%	5	8%	4	10%	8	17%	
% Other			0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	2	4%	
% Unknown																	
Officers Gender		% Male	77	93%	75	95%	33	94%	25	89%	61	95%	38	93%	47	100%	
		% Female	6	7%	4	5%	2	6%	3	11%	3	5%	3	7%	0	0%	
8 Written Warnings		Number of Officers		75		127		220		335		455		442		429	
		Officers Ethnicity	% White	72	96%	121	95%	208	95%	292	87%	384	84%	384	87%	373	87%
	% Black		3	4%	3	2%	9	4%	18	5%	24	5%	28	6%	26	6%	
	% 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%	11	3%	
	% Unknown																
	Officers Gender	% Male	72	96%	111	87%	198	90%	308	92%	405	89%	395	89%	378	88%	
		% Female	3	4%	16	13%	22	10%	27	8%	50	11%	47	11%	51	12%	
	Informal Discipline - Admonishment as result of Investigation	Number of Officers		68		32		14		3		0		2		2	
		Public Complaint Ethnicity	% White	64	94%	30	94%	12	86%	3	100%	0	0%	2	100%	2	100%
% Black			3	4%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	
% Asian			1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
% Other			0	0%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	
% Unknown																	
Public Complaint Gender		% Male	59	87%	29	91%	11	79%	3	100%	0	0%	2	100%	2	100%	
		% Female	9	13%	3	9%	3	21%	0	0%	0	0%	0	0%	0	0%	
Number of Officers		58		28		10		1		1		0		0			
Conduct Matter Ethnicity		% White	55	95%	28	100%	9	90%	1	100%	0	0%	0	0%	0	0%	
	% Black	2	3%	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%		
	% Unknown																
Conduct Matter Gender	% Male	56	97%	24	86%	8	80%	1	100%	0	0%	0	0%	0	0%		
	% Female	2	3%	4	14%	2	20%	0	0%	1	100%	0	0%	0	0%		
Informal Discipline - Advice as result of Investigation	Number of Officers		103		88		148		158		90		64		103		
	Public Complaint Ethnicity	% White	95	92%	87	99%	139	94%	150	95%	85	94%	60	94%	93	90%	
		% Black	5	5%	1	1%	6	4%	6	4%	2	2%	0	0%	3	3%	
		% Asian	1	1%	0	0%	1	1%	2	1%	1	1%	2	3%	3	3%	
		% Other	2	2%	0	0%	2	1%	0	0%	2	2%	2	3%	4	4%	
		% Unknown															
	Public Complaint Gender	% Male	89	86%	73	83%	134	91%	143	91%	78	87%	55	86%	91	88%	
		% Female	14	14%	15	17%	14	9%	15	9%	12	13%	9	14%	12	12%	
	Number of Officers		75		61		75		93		84		80		89		
	Conduct Matter Ethnicity	% White	65	87%	54	89%	66	88%	86	92%	77	92%	67	84%	75	84%	
% Black		5	7%	7	11%	7	9%	2	2%	2	2%	4	5%	5	6%		
% Asian		5	7%	0	0%	2	3%	4	4%	4	5%	7	9%	6	7%		
% Other		0	0%	0	0%	0	0%	1	1%	1	1%	2	3%	3	3%		
% Unknown																	
Conduct Matter Gender	% Male	68	91%	51	84%	70	93%	84	90%	72	86%	71	89%	83	93%		
	% Female	7	9%	10	16%	5	7%	9	10%	12	14%	9	11%	6	7%		

Directorate of Professional Standards

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	Rolling 12 Months Oct 04 to Sept 05									
9	Informal Discipline - Discussion as result of Investigation	Number of Officers		71	44	27	17	12	0	0							
		Public Complaint Ethnicity	% White	66	93%	43	98%	26	96%	15	88%	11	92%	0	0%	0	0%
			% Black	4	6%	0	0%	1	4%	0	0%	1	8%	0	0%	0	0%
			% Asian	1	1%	1	2%	0	0%	1	6%	0	0%	0	0%	0	0%
			% Other	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
		Public Complaint Gender	% Male	64	90%	36	82%	25	93%	16	94%	11	92%	0	0%	0	0%
	% Female		7	10%	8	18%	2	7%	1	6%	1	8%	0	0%	0	0%	
	Conduct Matter	Number of Officers		36	36	17	10	11	5	6							
		Ethnicity	% White	33	92%	34	94%	17	100%	9	90%	10	91%	3	60%	5	83%
			% Black	3	8%	1	3%	0	0%	1	10%	1	9%	1	20%	1	17%
			% Asian	0	0%	1	3%	0	0%	0	0%	0	0%	1	20%	0	0%
			% Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
		Gender	% Male	32	89%	32	89%	16	94%	8	80%	10	91%	5	100%	6	100%
	% Female		4	11%	4	11%	1	6%	2	20%	1	9%	0	0%	0	0%	
	Informal Discipline - Guidance as result of Investigation	Number of Officers		68	32	14	3	0	2	2							
		Public Complaint Ethnicity	% White	64	94%	30	94%	12	86%	3	100%	0	0%	2	100%	2	100%
			% Black	3	4%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%
			% Asian	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
% Other			0	0%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	
Public Complaint Gender		% Male	59	87%	29	91%	11	79%	3	100%	0	0%	2	100%	2	100%	
		% Female	9	13%	3	9%	3	21%	0	0%	0	0%	0	0%	0	0%	
Conduct Matter		Number of Officers		58	28	10	1	1	0	0							
		Ethnicity	% White	55	95%	28	100%	9	90%	1	100%	0	0%	0	0%	0	0%
			% Black	2	3%	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%
	Gender	% Male	56	97%	24	86%	8	80%	1	100%	0	0%	0	0%	0	0%	
% Female		2	3%	4	14%	2	20%	0	0%	1	100%	0	0%	0	0%		
Informal Discipline - Training as result of Investigation	Number of Officers		68	32	14	3	0	2	2								
	Public Complaint Ethnicity	% White	64	94%	30	94%	12	86%	3	100%	0	0%	2	100%	2	100%	
		% Black	3	4%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	
		% Asian	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
		% Other	0	0%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	
	Public Complaint Gender	% Male	59	87%	29	91%	11	79%	3	100%	0	0%	2	100%	2	100%	
		% Female	9	13%	3	9%	3	21%	0	0%	0	0%	0	0%	0	0%	
	Conduct Matter	Number of Officers		58	28	10	1	1	0	0							
		Ethnicity	% White	55	95%	28	100%	9	90%	1	100%	0	0%	0	0%	0	0%
			% Black	2	3%	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%
Gender		% Male	56	97%	24	86%	8	80%	1	100%	0	0%	0	0%	0	0%	
	% Female	2	3%	4	14%	2	20%	0	0%	1	100%	0	0%	0	0%		
10	Misconduct / Discipline Hearings	Number of Officers		45	48	46	37	29	18	20							
		Public Complaint Ethnicity	% White	44	98%	47	98%	42	91%	36	97%	25	86%	13	72%	16	80%
			% Black	1	2%	1	2%	2	4%	1	3%	2	7%	4	22%	3	15%
			% Asian	0	0%	0	0%	2	4%	0	0%	1	3%	1	6%	1	5%
			% 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%	19	95%
	% Female		1	2%	4	8%	4	9%	2	5%	1	3%	0	0%	1	5%	
	Conduct Matter	Number of Officers		99	86	129	83	73	69	64							
		Ethnicity	% White	93	94%	80	93%	119	92%	76	92%	66	90%	61	88%	58	91%
			% Black	1	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%	2	2%	0	0%	2	3%	2	3%
Gender		% Male	95	96%	83	97%	118	91%	79	95%	70	96%	63	91%	59	92%	
	% Female	4	4%	3	3%	11	9%	4	5%	3	4%	6	9%	5	8%		
11	Dismissals or Required to Resign Sanctions as result of Misconduct/ Discipline Hearing	Number of Officers		9	4	4	3	4	5	3							
		Public Complaint Ethnicity	% White	9	100%	4	100%	4	100%	3	100%	4	100%	3	60%	2	67%
			% 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	33%
			% 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%	3	100%
	% Female		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Conduct Matter	Number of Officers		44	26	32	29	18	24	20							
		Ethnicity	% White	41	93%	25	96%	30	94%	26	90%	17	94%	21	88%	17	85%
			% Black	1	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%
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%		

Directorate of Professional Standards

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	Rolling 12 Months Oct 04 to Sept 05									
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%	3	50%
			% Black	1	6%	0	0%	0	0%	0	0%	0	0%	1	14%	2	33%
			% Asian	1	6%	0	0%	0	0%	0	0%	0	0%	1	14%	1	17%
			% Other	0	0%	0	0%	0	0%	1	20%	0	0%	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		25		29	
		Conduct Matter Ethnicity	% White	37	90%	35	97%	35	92%	33	97%	26	100%	21	84%	27	93%
			% Black	2	5%	0	0%	3	8%	0	0%	0	0%	2	8%	0	0%
			% Asian	1	2%	1	3%	0	0%	0	0%	0	0%	2	8%	1	3%
			% 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%	23	92%	27	93%
			% Female	1	2%	1	3%	4	11%	1	3%	0	0%	2	8%	2	7%
13	Secretary of State/ Police Appeals Tribunal	Number of Officers		12	10	3	3	0	2	1							
		Public Complaint Ethnicity	% White	11	92%	10	100%	3	100%	3	100%	0	0%	1	50%	0	0%
			% Black	1	8%	0	0%	0	0%	0	0%	0	0%	1	50%	1	100%
			% 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	11	92%	9	90%	3	100%	3	100%	0	0%	2	100%	1	100%
			% Female	1	8%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
		Number of Officers		16		13		8		16		9		12		16	
		Conduct Matter Ethnicity	% White	13	81%	13	100%	8	100%	16	100%	9	100%	9	75%	13	81%
			% Black	1	6%	0	0%	0	0%	0	0%	0	0%	2	17%	1	6%
			% Asian	1	6%	0	0%	0	0%	0	0%	0	0%	1	8%	2	13%
			% Other	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
		Conduct Matter Gender	% Male	16	100%	13	100%	8	100%	16	100%	9	100%	12	100%	16	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	456	464							
		Claimants Ethnicity	% White	113	22%	127	24%	131	28%	149	33%	184	35%	139	30%	149	32%
			% Black	106	21%	121	23%	135	29%	108	24%	167	32%	136	30%	125	27%
			% Asian	21	4%	18	3%	26	6%	37	8%	34	7%	27	6%	29	6%
			% Other	11	2%	15	3%	26	6%	23	5%	24	5%	25	5%	17	4%
			% Unknown	265	51%	251	47%	147	32%	129	29%	110	21%	129	28%	144	31%
		Claimants Gender	% Male	409	79%	432	81%	375	81%	335	75%	396	76%	353	77%	358	77%
			% Female	90	17%	99	19%	88	19%	107	24%	117	23%	99	22%	102	22%
			% Unknown	17	3%	1	0%	2	0%	4	1%	6	1%	4	1%	4	1%

Sources : Complaints & Discipline System