

APPENDIX 3 Race and equality impact

Public Complaints allegations per 100 officers by type – November 2004 to October 2005: People

The next table shows the number of complainants within each borough over the last 12 months and breaks them down by ethnicity, gender and age. The MPS comparison totals are also illustrated.

Complainant Details:		TP PFM Family Group 2												MPS Total			
		Bexleyheath		Bromley		Havering		Kingston		Merton		Richmond				Sutton	
Ethnicity	White	29	53%	36	56%	34	65%	33	49%	36	46%	26	52%	23	49%	1198	32%
	Black	11	20%	9	14%	1	2%	5	7%	12	15%	2	4%	5	11%	893	24%
	Asian			2	3%	1	2%	4	6%	7	9%	1	2%	3	6%	264	7%
	Other					1	2%	4	6%	5	6%	3	6%	1	2%	178	5%
	Unknown	15	27%	17	27%	15	29%	21	31%	19	24%	18	36%	15	32%	1258	33%
	Total	55		64		52		67		79		50		47		3791	
Gender	Female	18	33%	25	39%	24	46%	22	33%	31	39%	17	34%	12	26%	1207	32%
	Male	37	67%	37	58%	28	54%	41	61%	46	58%	30	60%	32	68%	2495	66%
	Unknown			2	3%			4	6%	2	3%	3	6%	3	6%	89	2%
	Total	55		64		52		67		79		50		47		3791	
Age	0-16 years	2	4%	1	2%	1	2%	4	6%	1	1%			1	2%	105	3%
	17-24 years	7	13%	8	13%	6	12%	15	22%	7	9%	4	8%	7	15%	481	13%
	25-44 years	18	33%	16	25%	22	42%	19	28%	35	44%	21	42%	16	34%	1397	37%
	45-64 years	11	20%	12	19%	9	17%	7	10%	11	14%	8	16%	7	15%	515	14%
	Over 65 years	3	5%	1	2%	2	4%			1	1%			1	2%	65	2%
	Unknown	14	25%	26	41%	12	23%	22	33%	24	30%	17	34%	15	32%	1228	32%
	Total	55		64		52		67		79		50		47		3791	

It can be seen that the ethnicity of the complainant is unknown on average in 30% of cases. It is evident that in many instances a higher proportion of complainants are from non-white communities, most notably from African-Caribbean people.

The capture of gender related information is much better than that for ethnicity. Of note is that *Havering* has the greater proportion of female complainants with a split close to 50/50.

In respect of the complainants' age, the percentage where age is unknown is similar again to that for ethnicity. The highest proportion of complainants is aged between 25-44 years old. *Kingston* however has the highest proportion of people complaining aged between 16-24 years old at 22%.

The following table shows the number of officers within each borough receiving complaints over the last 12 months and breaks them down by ethnicity, gender and length of service.

Officer Details:		TP PFM Family Group 2														MPS Total	
		Bexleyheath		Bromley		Havering		Kingston		Merton		Richmond		Sutton			
Ethnicity	White	63	77%	65	73%	58	75%	77	75%	92	78%	65	77%	69	84%	4267	72%
	Black	1	1%	2	2%			1	1%	2	2%			1	1%	117	2%
	Asian	2	2%			2	3%	2	2%			1	1%	1	1%	152	3%
	Other					2	3%	1	1%	2	2%	2	2%	2	2%	107	2%
	Unknown	16	20%	22	25%	15	19%	22	21%	22	19%	16	19%	9	11%	1269	21%
	Total	82		89		77		103		118		84		82		5912	
Gender	Female	12	15%	10	11%	14	18%	17	17%	22	19%	14	17%	19	23%	713	12%
	Male	55	67%	57	64%	48	62%	64	62%	74	63%	55	65%	54	66%	3947	67%
	Unknown	15	18%	22	25%	15	19%	22	21%	22	19%	15	18%	9	11%	1252	21%
	Total	82		89		77		103		118		84		82		5912	
Length of Service	0-2 years	5	6%	15	17%	16	21%	27	26%	16	14%	11	13%	18	22%	744	13%
	2-5 years	27	33%	22	25%	24	31%	22	21%	32	27%	32	38%	33	40%	1682	28%
	5-10 years	13	16%	5	6%	7	9%	10	10%	14	12%	5	6%	8	10%	788	13%
	10-15 years	9	11%	4	4%	5	6%	8	8%	12	10%	3	4%	4	5%	513	9%
	15-20 years	4	5%	9	10%	4	5%	7	7%	11	9%	10	12%	5	6%	427	7%
	20-25 years	3	4%	6	7%	1	1%	2	2%	6	5%	7	8%	1	1%	289	5%
	Over 25 years	5	6%	6	7%	5	6%	5	5%	5	4%	1	1%	4	5%	211	4%
	Unknown	16	20%	22	25%	15	19%	22	21%	22	19%	15	18%	9	11%	1258	21%
	Total	82		89		77		103		118		84		82		5912	

There is, on average across the family, approximately 19% where these details are not yet established. This is lower, but broadly similar to the overall MPS totals.

The numbers of non-white officers receiving complaints overall is small when compared with their white colleagues who make up the greater proportion of officer workforce. In most cases they are the same or lower than the MPS percentages.

The following table illustrates the number of officers who have received formal sanctions in respect of allegations concluded in the 12 months to October 2005.

Outcomes (Officers):		TP PFM Family Group 2														MPS Total
		Bexleyheath		Bromley		Havering		Kingston		Merton		Richmond		Sutton		
Criminal Prosecution		0		0		0		0		0		0		0		4
Misconduct Hearing		0		0		2		2		0		0		0		22
Written Warning		0		0		0		0		1		0		0		24

Public Complaint allegations that are substantiated are usually within the region of 2 to 3% of all finalised allegations. It is therefore expected that there will be few formal outcomes such as a criminal prosecution or misconduct hearing.