

## RACE AND EQUALITY IMPACT

## Public Complaints allegations per 100 officers by type – April 2005 to March 2006: 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. Both the TP and MPS comparison totals are also illustrated.

Complainant Details:		TP PFM Family Group 4							TP Total	MPS Total
		Barnet	Brent	Croydon	Ealing	Haringey	Islington	Newham		
Ethnicity	White	37 38%	30 20%	23 20%	30 26%	46 33%	30 22%	21 23%	1007 26%	1176 26%
	Black	11 11%	59 40%	40 34%	24 21%	39 28%	31 23%	25 27%	756 19%	900 20%
	Asian	3 3%	13 9%	6 5%	21 18%	3 2%	5 4%	14 15%	228 6%	264 6%
	Other	1 1%	4 3%	2 2%	4 3%	8 6%	3 2%		131 3%	164 4%
	Unknown	46 47%	41 28%	46 39%	38 32%	45 32%	66 49%	32 35%	1811 46%	2088 45%
	<b>Total</b>	<b>98</b>	<b>147</b>	<b>117</b>	<b>117</b>	<b>141</b>	<b>135</b>	<b>92</b>	<b>3933</b>	<b>4592</b>
Gender	Female	48 49%	55 37%	28 24%	37 32%	45 32%	55 41%	28 30%	1233 31%	1422 31%
	Male	50 51%	91 62%	87 74%	79 68%	95 67%	79 59%	63 68%	2567 65%	3028 66%
	Unknown		1 1%	2 2%	1 1%	1 1%	1 1%	1 1%	133 3%	142 3%
	<b>Total</b>	<b>98</b>	<b>147</b>	<b>117</b>	<b>117</b>	<b>141</b>	<b>135</b>	<b>92</b>	<b>3933</b>	<b>4592</b>
Age	0-16 years		3 2%	6 5%	1 1%	1 1%	1 1%	4 4%	91 2%	102 2%
	17-24 years	6 6%	19 13%	6 5%	9 8%	18 13%	10 7%	12 13%	359 9%	437 10%
	25-44 years	23 23%	58 39%	46 39%	57 49%	53 38%	41 30%	32 35%	1230 31%	1430 31%
	45-64 years	22 22%	26 18%	10 9%	15 13%	17 12%	16 12%	14 15%	466 12%	564 12%
	Over 65 years	3 3%	7 5%		3 3%	5 4%	4 3%	2 2%	54 1%	72 2%
	Unknown	44 45%	34 23%	49 42%	32 27%	47 33%	63 47%	28 30%	1733 44%	1987 43%
	<b>Total</b>	<b>98</b>	<b>147</b>	<b>117</b>	<b>117</b>	<b>141</b>	<b>135</b>	<b>92</b>	<b>3933</b>	<b>4592</b>

It can be seen that the ethnicity of the complainant is unknown in a high percentage of instances, on average 46% across TP. The DPS is working with the IPCC to address this.

It is evident that, in many instances, a higher proportion of complainants are from non-white communities. Importantly, the demographics of the Boroughs in question will play a large part in determining the proportion of complaints from different communities. Most notably Black people are represented greatly within complaints particularly in *Brent* & *Croydon* where they are disproportionately represented compared with the resident population. Also, within *Ealing* & *Newham*, Asian complainants feature prominently however; the last census reveals that Asian people are represented within complaints at

a lower level than living in these two boroughs.

The capture of gender related information is much better than that for ethnicity. On average, in respect of complaints the split is generally 30% female and 70% male therefore it is surprising to note that within *Barnet* there is almost a 50/50 split. *Islington* and to a lesser extent *Brent*, also seem to differ from the norm.

In respect of the complainants' age, the percentage where age is unknown is only marginally better than that for ethnicity. The highest proportion of complainants are aged between 25-44 years old, which was the same as was evident in the previous reports covering other TP PFM families. However, *Brent*, *Haringey* & *Newham* have the highest proportion of people complaining aged between 16-24 years old at 13% respectively. Although census data shows that both of these boroughs have a higher proportion of their resident population in similar age band (2001 Census).

Conversely, *Barnet* has the highest percentage of people complaining aged between 45 and 64 but the Census 2001, shows this to accord with the resident population at 21% of the total.

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 4							TP Total	MPS Total
		Barnet	Brent	Croydon	Ealing	Haringey	Islington	Newham		
Ethnicity	White	125 74%	198 74%	114 64%	153 74%	202 77%	147 69%	115 76%	3579 61%	4373 64%
	Black	7 4%	7 3%	2 1%	3 1%	6 2%	7 3%	2 1%	113 2%	136 2%
	Asian	8 5%	16 6%	6 3%	14 7%	5 2%	7 3%	4 3%	137 2%	147 2%
	Other	6 4%	8 3%	1 1%	4 2%	11 4%	7 3%	5 3%	117 2%	137 2%
	Unknown	23 14%	38 14%	56 31%	34 16%	37 14%	45 21%	26 17%	1903 33%	2072 30%
	<b>Total</b>	<b>169</b>	<b>267</b>	<b>179</b>	<b>208</b>	<b>261</b>	<b>213</b>	<b>152</b>	<b>5849</b>	<b>6865</b>
Gender	Female	34 20%	36 13%	24 13%	40 19%	43 16%	30 14%	10 7%	699 12%	772 11%
	Male	112 66%	195 73%	100 56%	135 65%	182 70%	138 65%	116 76%	3257 56%	4039 59%
	Unknown	23 14%	36 13%	55 31%	33 16%	36 14%	45 21%	26 17%	1893 32%	2054 30%
	<b>Total</b>	<b>169</b>	<b>267</b>	<b>179</b>	<b>208</b>	<b>261</b>	<b>213</b>	<b>152</b>	<b>5849</b>	<b>6865</b>
Length of Service	0-2 years	27 16%	33 12%	19 11%	24 12%	40 15%	33 15%	14 9%	625 11%	682 10%
	3 years	26 15%	58 22%	26 15%	36 17%	36 14%	35 16%	21 14%	773 13%	813 12%
	4 years	20 12%	41 15%	22 12%	28 13%	42 16%	30 14%	27 18%	635 11%	718 10%
	5-9 years	32 19%	49 18%	37 21%	38 18%	54 21%	35 16%	26 17%	849 15%	1080 16%
	10-14 years	15 9%	23 9%	5 3%	15 7%	17 7%	18 8%	10 7%	395 7%	519 8%
	15-19 years	9 5%	15 6%	5 3%	13 6%	14 5%	7 3%	15 10%	293 5%	435 6%
	20-24 years	9 5%	7 3%	7 4%	10 5%	14 5%	6 3%	7 5%	196 3%	279 4%
	25-29 years	7 4%	4 1%	2 1%	8 4%	5 2%	4 2%	3 2%	142 2%	220 3%
	30-34 years	1 1%	1 0%		3 1%	2 1%		3 2%	40 1%	56 1%
	35-39 years								2 0%	2 0%
	40 years and over									
	Unknown	23 14%	36 13%	56 31%	33 16%	37 14%	45 21%	26 17%	1899 32%	2061 30%
<b>Total</b>	<b>169</b>	<b>267</b>	<b>179</b>	<b>208</b>	<b>261</b>	<b>213</b>	<b>152</b>	<b>5849</b>	<b>6865</b>	

There is, on average across TP PFM group 4, approximately 18% where these details are not yet established. This is much lower than the overall TP totals. However, unknown data for *Croydon* and to a lesser extent *Islington* is much greater than their peers within this family group.

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. As a percentage, non-white officers appear to be complained of in a greater proportion to their representation within the MPS workforce would suggest. However, the recruitment policy in recent years has seen an increase in non-white officers whose length of service will mean they are more likely to be at constable/sergeant rank employed in front-line operation roles dealing with the public.

Female officers currently represent approximately 20% of the overall police officer workforce and generally speaking receive only 12% of the complaints. When put into context of the number of female officers based within BOCUs this figure is better as women represent 23% of the borough workforce. *Barnet* and *Ealing* do however have a higher percentage of complaints made against female officers closer to the MPS representation at 20% and 19% respectively.

The majority of officers who have contact with the general public will be younger in service. Currently 32% of police officers have less than 5 years service. The majority of Boroughs have a similar percentage of probationers, 18% as at the end of February 2006.

An officer's length of service may affect the numbers of complaints they receive. Early in their career probationer officers will be less experienced but likely to receive greater supervision. Once they complete the probation period, they will be supervised less but remain relatively inexperienced.

The following table illustrates the actual number of officers who have received formal sanctions in respect of allegations concluded in the 12 months to March 2006.

Outcomes (Officers):	TP PFM Family Group 4							TP Total	MPS Total
	Barnet	Brent	Croydon	Ealing	Haringey	Islington	Newham		
Criminal Prosecution	0	0	0	0	1	0	0	2	2
Misconduct Hearing	0	0	0	0	1	0	0	14	25
Written Warning	0	0	0	1	1	2	0	22	26

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*.

A high number of *written warnings* may mean that it is being used as a means of dealing with minor misconduct issues rather than a higher number of officers whose conduct falls short of that expected and it should be seen as encouraging. A *written warning* means that the officer accepts the failing and is a key component in encouraging learning from past mistakes.

The following table, appearing for the first time, shows the 'officer allegations' dealt with by way of *Informal Discipline*. In future reports, the intention will be

to show the table by the number of 'officers' as for the formal sanctions table above. As can be seen, *Advice* is the most used form of *informal discipline*.

TP PFM Family Group 4								Group Averages	TP Total	MPS Total
Barnet	Brent	Croydon	Ealing	Haringey	Islington	Newham				
Admonished							0.00	0.00	0.00	
Advice	0.37	0.75	0.44	0.45	1.55	1.66	0.39	0.45	0.55	0.40
Discussion							0.00	0.00	0.01	0.00
Guidance							0.00	0.00	0.02	0.02
Training					0.15		0.00	0.00	0.01	0.00
<b>Grand Total</b>	0.37	0.75	0.44	0.45	1.55	1.81	0.39	0.45	0.58	0.43

DPS are shortly to meet with central Human Resources (HR) to discuss the making available the 'local' misconduct information contained on the MetHR computer system. It is proposed that this data is also made available in this report and in doing so it will complete the range of misconduct outcomes available from 'formal' and 'informal' to 'local'.