#### DIVERSITY INFORMATION

At the request of the PSCC members, **Appendix 3** appears every six months. The data provided in the following tables (**Annex A**) outline the equality and diversity issues related to the work of the Directorate of Professional Standards in regard to *Police Officer* data only.

In a small number of categories, there are no longer any *black and minority ethnic* officers represented. The categories where they are absent tend to be those where the actual numbers are low. Where numbers are small, and a *black and minority ethnic* officer is present, the percentage is distorted. This highlights some of the difficulties in identifying trends and patterns where the data is small.

Since the inception of the IPCC, the percentage of complainants for whom their ethnicity is not known has increased. This issue is being tackled jointly between the MPS and the Commission, but in the interim it does affect the ability to accurately assess and disproportionality.

The wider disproportionality issue within DPS activity is the subject of a separate piece of research by Cambridge University. The following points focus on exceptions within the data.

#### **MPS Workforce Figures**

Over the past three years, the percentage of *non-white* police officers has remained at between 7% and 8% of the total. More noticeable, since 1999/2000, is the steady increase in the percentage of female officers from 18% to 20%.

## **Public Complaints – Complainants**

Notwithstanding the increasing proportion of complainants whose ethnicity is 'unknown', there are a far higher percentage of complainants who are black and minority ethnic than their representation within London's population. Since 2001, on average 39% of complaints come from this section of the community compared with 29% of the resident population (Census 2001).

Generally speaking, the split between male and female complainants is 70/30 and has been for many years.

# Public Complaints – Stop & Search

The higher proportion of these allegations is made by *black and minority* ethnic people and in particular those who are *Black* where, on average since 1999/2000, they represent 47% of the total.

# **Public Complaints – Discriminatory Behaviour**

With the exception of people complaining about *racial* discrimination, the numbers are very low.

Prior to the IPCC, the numbers of people complaining about such behaviour was reducing. Unsurprisingly the majority of these people were from the

black and minority ethnic community with Black people accounting for, on average, 53%

All allegations in respect of *religious* discrimination have come from *black and minority ethnic* people. Conversely, allegations of *Homophobic* discrimination come, almost exclusively, from the *white* community.

## **Public Complaints - Officers**

Complaints made against *black & minority ethnic officers* appears proportionate to their representation within the workforce.

Female officers receive less complaints that their representation within the workforce.

#### **Conduct Matters**

The number of officers who are subject of a conduct matter investigation is increasing and there is apparent evidence that *black and minority ethnic* officers might be being disproportionately represented.

### **Informal Discipline**

Not all of the 'informal' discipline sanctions have been used against every ethnicity of officer making it difficult to draw any conclusions from it. 'Advice' is the most used sanction and was generally proportionate in its usage between 2001/02 and 2004/05. 2005/06 however, shows slight disproportionality in its use against but black and minority ethnic officers.

#### **Misconduct Hearings**

The number of *black & minority ethnic* officers appearing on a *Misconduct Hearing* is disproportionate although the actual numbers are very often small. Thus, disproportionality carries through to the more serious sanctions such as *Dismissal* or *Required to Resign*.

#### **Civil Actions**

In common with public complaints a greater proportion of *civil actions* are taken out by *black & minority ethnic* claimants with many of them being from *Black* people. The gender distribution is slightly different to that of complaints with females taking out, on average, less *civil actions* than those who make *complaints* at 20% to 30% respectively.

# **Directorate of Professional Standards**

<b>Directorate of</b>														<u> </u>		
	<b>Diversity Information</b>			1999	9/2000	2000/2001		2001/20	2001/2002		2003	2003/2004		2004/2005		2005/06
			Number of officers	26	,001	25,	430	26,76	8	28,4	77	30,2	265	31,	175	30,953
	MPS	Officers Ethnicity	% White	24,985	96%	24,375	96%		95%	26,902	94%	28,284	93%	29,007	93%	<i>28,675</i> 93%
1	Workforce Figures		% Black % Asian	513 295	2% 1%	516 320	2% 1%		2% 2%	637	2% 2%	761	3% 3%	<i>822</i> <i>860</i>	3% 3%	840 3% 925 3%
,	Figures as at end F/Y and		% Other	208	1%	219	1%		1%	<i>570 368</i>	1%	781 439	1%	487	2%	514 2%
	end of February 2006 for rolling 12 months	Officers Gender	% Male	21,975	85%	21,426	84%	22,467	84%	23,721	83%	24,772	82%	25,197	81%	<i>24,850</i> 80%
			% Female	4,026	15%	4,005	16%	4,301	16%	4,756	17%	5,493	18%	5,978	19%	<i>6,103</i> 20%
		Complainants Ethnicity	Number of complainants % White:		414 50%	_	310 49%	3,232	2 47%	2,87	73 45%	2,7	28 46%	3,2	88 36%	4,329 1,100 25%
		Complainants Ethnicity	% White % Black	2,208 1,069	24%	1,872 965	49% 25%		47% 27%	1,301 790	27%	1,251 819	30%	1,176 838	25%	1,100 25% 874 20%
	Public Complaints		% Asian	400	9%	<i>329</i>	9%	280	9%	225	8%	<i>243</i>	9%	266	8%	<i>251</i> 6%
	(Recorded)		% Other	210 527	5% 12%	219	6% 11%		5% 13%	144	5% 14%	130	5% 10%	152	5% 26%	<i>153</i> 4%
	Complainants	Complainants Gender	% Unknown % Male	3,102	70%	425 2,607	68%		69%	413 1,995	69%	285 1,885	69%	856 2,183	66%	1,951 45% 2,834 65%
			% Female	1,303	30%	1,192	31%		31%	872	30%	840	31%	994	30%	<i>1,355</i> 31%
2			% Unknown	9	0%	11	0%		0%	6	0%	3	0%	111	3%	140 3%
		Complainants Ethnicity	Number of complainants % White	0	0 0%	8	0%	41 14	0%	52 24	1%	26	2 1%	33	9 1%	9 0%
	Direction & Control	Complainante Ettimony	% Black	0	0%	1	0%		0%	5	0%	13	0%	5	0%	1 0%
	Public Complaints		% Asian	0	0%	0	0%	4	0%	2	0%	4	0%	6	0%	0 0%
	(Recorded)		% Other % Unknown	0	0% 0%	0 2	0% 0%		0% 0%	1 20	0% 1%	1 18	0% 1%	8 37	0% 1%	2 0% 11 0%
	Complainants	Complainants Gender	% Male	0	0%	6	0%	<i>28</i>	1%	<i>35</i>	1%	42	2%	63	2%	<i>18</i> 0%
			% Female	0	0%	5	0% 0%	<i>13</i>	0%	<i>16</i>	1% 0%	19	1% 0%	<i>26</i>	1% 0%	5 0%
		<u> </u>	% Unknown	0	0%	0			0%	/ :		4.4		0		0 0%
		Officers Ethnicity	Number of officers % White	7.795	140 96%	6.499	96%	5,838 5,544	95%	4,52 4,241	94%	4,163	93%	4,8 4,418	92%	4,764 4.348 91%
	Public Complaints (Recorded) Officers		% Black	180	2%	154	2%	140	2%	133	3%	105	2%	129	3%	<i>159</i> 3%
3			% Asian	109	1%	126	1%		2%	101	2%	114	3%	169	4%	165 3%
		Officers Gender	% Other % Male	56 7,220	1% 89%	<i>57 6,102</i>	1% 89%		1% 88%	53 3.972	1% 88%	<i>87 3,874</i>	2% 87%	<i>85 4,150</i>	2% 86%	92 2% 4,007 84%
			% Female	920	11%	734	11%		12%	556	12%	595	13%	651	14%	757 16%
	Ston & Soarch Only		Number of complainants	2	89	2	78	196		224	4	20	)5	25	i3	290
		Complainants Ethnicity	% White	117	40%	111	40%		30%	67	30%	63	31%	50	20%	55 19%
			% Black % Asian	108 26	37% 9%	125 16	45% 6%		50% 9%	105 26	47% 12%	107 14	52% 7%	138 16	55% 6%	131 45% 19 7%
4	Stop & Search Only (Recorded)		% Other	14	5%	9	3%	13	7%	5	2%	8	4%	17	7%	<i>16</i> 6%
	(1000, 000)	Canadain anta Candan	% Unknown	24	8% 90%	17	6%		4%	21	9% 83%	13	6%	32	13%	69 24%
		Complainants Gender	% Male % Female	260 29	10%	218 60	78% 22%		86% 14%	185 39	17%	165 40	80% 20%	<i>206</i> <i>37</i>	81% 15%	234 81% 56 19%
			% Unknown	0	0%	0	0%		0%	0	0%	0	0%	10	4%	<i>0</i> 0%
			Number of complainants									(		$\epsilon$		9
	Discriminatory	Complainants Ethnicity	% White		<del> </del>			<b></b>				0	0% 0%	0	0%	0 0% 2 22%
	Behaviour against		% Black % Asian		<del> </del>							0	0%	4	33% 67%	2 22% 2 22%
	Faith/Religion		% Other							T i		0	0%	0	0%	<i>3</i> 33%
	Allegations <u>Only</u> (Recorded)	Complainants Gender	% Unknown % Male		<u> </u>							0	0% 0%	<i>0 5</i>	0% 83%	2 22% 6 67%
		Compiainants Gender	% Female		<del> </del>							0	0%	1	17%	2 22%
			% Unknown									0	0%	0	0%	<i>0</i> 0%
		Complainants Ethnicity	Number of complainants % White		1			1		•		0	0%	0	0%	0 0%
	Discriminatory	omplamants Eulinotty	% Writte % Black		<b>†</b>			H				0	0%	2	67%	0 0%
	Behaviour against		% Asian									0	0%	0	0%	0 0%
	Gender Allegations Only		% Other % Unknown		<u> </u>							0	0% 0%	<u>0</u> 1	0% 33%	0 0% 2 100%
	(Recorded)	Complainants Gender	% Male									0	0%	1	33%	1 50%
			% Female									0	0%	2	67%	<i>1</i> 50%
			% Unknown Number of complainants		ţ			•		ţ		0	0% I	0	0% I	0 0%
		Complainants Ethnicity	% White									1	0%	3	75%	<i>3</i> 75%
	Discriminatory		% Black									0	0%	0	0%	0 0%
	Behaviour against Homphobic		% Asian % Other		<del> </del>							0	0% 0%	1 0	25% 0%	0 0% 1 25%
	Allegations Only		% Unknown									0	0%	0	0%	<i>0</i> 0%
	(Recorded)	Complainants Gender	% Male		<b> </b>	ļ		ļ <u>.</u>				1	0%	4	100%	4 100%
			% Female % Unknown		<del> </del>			<del></del>		····- <del>i</del>		0	0% 0%	0	0% 0%	0 0% 0 0%
5			Number of complainants									(		2	270	2
	B	Complainants Ethnicity	% White		<u> </u>			<u>.</u>				0	0%	0	0%	0 0%
	Discriminatory Behaviour against		% Black % Asian		<del> </del>	<b></b>		<del> </del>				0	0% 0%	0	0% 0%	1 50% 0 0%
	disability		% Other		<del> </del>	<b>!</b>						0	0%	0	0%	0 0%
	Allegations Only		% Unknown									0	0%	2	100%	<i>1</i> 50%
	(Recorded)	Complainants Gender	% Male % Female		<del> </del>	<b> </b>		l				0	0% 0%	2 0	100% 0%	2 100% 0 0%
			% Unknown		<u> </u>							0	0%	0	0%	0 0%

		Direc	i <mark>Professional Standards</mark>													Annex A		
		Diversity Information	on	1999	9/2000	2000	2000/2001		2002	2002/2003		2003/2004		2004	1/2005	200	5/06	
-			Number of complainants										0		1	,	5	
	Discriminatory Behaviour against	Complainants Ethnicity	% White % Black % Asian									0 0	0% 0% 0%	1 0 0	100% 0% 0%	0 1 1	0° 20	
	other Allegations Only (Recorded)	Complainants Gender	% Other % Unknown % Male									0 0	0% 0% 0%	0 0 1	0% 0% 100%	2 3	41 61	
			% Female % Unknown Number of complainants	2	93	3	12	25		19	00	0 0 1	0% 0% 91	0	0% 0% 53	0	4 89	
	Discriminatory Behaviour against	Complainants Ethnicity	% White % Black % Asian	47 191 73	12% 49% 19%	45 158 58	14% 51% 19%	24 140 56	9% 55% 22%	13 115 30	7% 58% 15%	14 116 40	7% 61% 21%	24 137 38	9% 54% 15%	10 87 34	5 4 1	
	Race Allegations Only (Recorded)	Complainants Gender	% Other % Unknown % Male	36 46 301	9% 12% 77%	27 24 242	9% 8% 78%	19 17 200	7% 7% 78%	16 25 144	8% 13% 72%	8 13 157	4% 7% 82%	19 35 190	8% 14% 75%	16 42 145	2	
			% Female % Unknown	90 0	23% 0%	68 0	22% 0%	55 0	21% 0%	55 0	28% 0%	34 0	18% 0%	59 0	23% 0%	44 0	2:	
		000 50 10	Number of Officers		48	63		60		64		_	317		48	_	58	
6	Conduct Matter (Recorded) Officers	Officers Ethnicity	% White % Black % Asian % Other	605 23 17 3	93% 4% 3% 0%	593 24 12 5	94% 4% 2% 1%	559 21 14 9	93% 3% 2% 1%	579 29 24 11	90% 5% 4% 2%	700 40 54 23	86% 5% 7% 3%	733 42 48 25	86% 5% 6% 3%	738 45 51 24	8	
		Officers Gender	% Male % Female	590 58	91% 9%	579 55	91% 9%	543 60	90% 10%	583 60	91% 9%	727 90	89% 11%	767 81	90% 10%	742 116	8	
	Suspended Officers		Number of Officers	8	33	7	9	3		2		_	64		39	5	59	
,		Officers Ethnicity	% White % Black % Asian	77 4 2	93% 5% 2%	72 4 3	91% 5% 4%	31 2 2	89% 6% 6%	26 1 1	93% 4% 4%	53 5 5	83% 8% 8%	33 2 4	85% 5% 10%	45 2 9	1	
		Officers Gender	% Other % Male	0 77	0% 93%	0 75	0% 95%	0 33	0% 94%	0 25	0% 89%	1 61	2% 95%	0 36	0% 92%	3 57	9	
			% Female	6	7%	4	5%	2	6%	3	11%	3	5%	3	8%	2		
	Written Warnings	Officers Ethnicity	Number of Officers % White	72	75 96%	121	95%	208	95%	292	85 87%	384	155 84%	388	46 87%	374	37 8	
3		Officers Ethnicity	% Black % Asian	3	4% 0%	3 3	2% 2%	9	4% 0%	18 14	5% 4%	24 33	5% 7%	28 20	6% 4%	22 28		
		Officers Gender	% Other % Male % Famale	0 72 3	0% 96% 4%	0 111	0% 87% 13%	2 198 22	1% 90% 10%	11 308 27	3% 92% 8%	14 405 50	3% 89% 11%	9 397 49	2% 89% 11%	13 382 55	8	
4			% Female		4%	16	13%	1		21			0		2		0	
		Public Complaint Ethnicity	Number of Officers % White % Black	64	94% 4%	30 2	94% 6%	12 0	86% 0%	3 0	100% 0%	0	0% 0%	<u>2</u> 0	100% 0%	0	U	
	Informal Discipline -	Public Complaint Gender	% Asian % Other % Male	1 0 59	1% 0% 87%	0 0 29	0% 0% 91%	0 2 11	0% 14% 79%	0 0 3	0% 0% 100%	0 0 0	0% 0% 0%	0 0	0% 0% 100%	0 0 0		
	Admonishment as result of	·	% Female Number of Officers	9	13% 58	3	9% 8	<i>3</i>	21% 0	0	0%	0	0% 1	0	0% 0	0	0	
	Investigation	Internal Investigations Ethnicity	% Black % Asian	55 2 1	95% 3% 2%	28 0 0	100% 0% 0%	9 0 1	90% 0% 10%	1 0 0	100% 0% 0%	0 1 0	0% 100% 0%	0 0	0% 0% 0%	0 0 0		
		Internal Investigations Gender	% Other % Male % Female	0 56 2	97% 3%	0 24 4	0% 86% 14%	0 8 2	0% 80% 20%	0 1 0	0% 100% 0%	0 0 1	0% 0% 100%	0 0 0	0% 0% 0%	0 0 0		
	Informal Discipline - Advice		Number of Officers	_	03	8	8	14	18	15	8		90	(	66	10	06	
		Public Complaint Ethnicity	% White % Black % Asian	95 5 1	92% 5% 1%	87 1 0	99% 1% 0%	139 6 1	94% 4% 1%	150 6 2	95% 4% 1%	85 2 1	94% 2% 1%	62 0 2	94% 0% 3%	95 4 4	ç	
		Public Complaint Gender	% Other % Male % Female	2 89 14	2% 86% 14%	0 73 15	0% 83% 17%	2 134 14	1% 91% 9%	0 143 15	91% 9%	2 78 12	2% 87% 13%	2 57 9	3% 86% 14%	3 95 11	ç 1	
-	as result of	Internal Investor Control	Number of Officers	_	75	6		7		9			86	_	30		59	
	Investigation	Internal Investigations Ethnicity		65	87%	54	89%	66	88%	86	92% 2%	79	92% 2%	67 4	84% 5%	<i>65</i>	9	
			% Black % Asian	5 5	7% 7%	7 0	11% 0%	2	9% 3%	4	4%	4	5%	7	9%	0	(	

# Directorate of Professional Standards

		Direc			<b>B</b> S			<b>ards</b>									
		Diversity Information		1999/2000		2000/2001		2001/2002		2002/2003		2003/2004		004 2004/2005		2005	5/06
			Number of Officers		71	4	4	2	7	1	7	1	2		0	1	
		Public Complaint Ethnicity	% White	66	93%	43	98%	26	96%	<i>15</i>	88%	11	92%	0	0%	1	100%
			% Black	4	6%	0	0%	1	4%	0	0%	1	8%	0	0%	0	0%
			% Asian % Other	0	1% 0%	0	2% 0%	0	0% 0%	1	6% 6%	0	0% 0%	0	0% 0%	0	0% 0%
	Informal Discipline -	Public Complaint Gender	% Male	64	90%	36	82%	25	93%	16	94%	11	92%	0	0%	1	100%
9	Discussion		% Female	7	10%	8	18%	2	7%	1	6%	1	8%	0	0%	0	0%
	as result of		Number of Officers		37		6	1		1			010/		5	5	
	Investigation	Internal Investigations Ethnicity	% Wnite % Black	34 3	92% 8%	34 1	94% 3%	17 0	100% 0%	9	90% 10%	10 1	91% 9%	<u>3</u>	60% 20%	0	100% 0%
			% 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%
		•	% Male	33	89%	32	89%	16	94%	8	80%	10	91%	5	100%	5	100%
			% Female Number of Officers	4	11% 0	4	11%	1	6% )	2	20%	1	9% 2	0	0% 3	<i>0</i> 5	0%
		Public Complaint Ethnicity	% White	0	0%	0	0%	0	0%	0	0%	2	100%	13	100%	5	100%
			% Black	0	0%	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%
	Informal Discipling	Public Complaint Gender	% Other % Male	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 100%	10	0% 77%	<i>0 5</i>	0% 100%
	Guidance	r ubiic Compianti Gendei	% Female	0	0%	0	0% 0%	0	0%	0	0%	0	0%	10 3	23%	0	0%
	as result of		Number of Officers		0	_	)	(		0			1	J	9	6	
	Investigation	Internal Investigations Ethnicity		0	0%	0	0%	0	0%	0	0%	1	100%	8	89%	6	100%
			% Black	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
			% Asian % Other	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 0%	1 0	11% 0%	0	0% 0%
		Internal Investigations Gender	% Male	0	0%	0	0%	0	0%	0	0%	0	0%	8	89%	5	83%
		,	% Female	0	0%	0	0%	0	0%	0	0%	1	100%	1	11%	1	17%
	Informal Discipline - Training as result of Investigation	D. LIP. O L. L. Ell L. T	Number of Officers		0		)	(		0			0		0	1	00/
		Public Complaint Ethnicity	% White % Black	0	0% 0%	0	0% 0%	0	0% 0%	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%	1	100%
			% Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
		Public Complaint Gender	% Male	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
			% Female Number of Officers	0	0% 0	0	0%	0	0%	<i>O</i>	0%	0	<u>0%</u> 0	0	0%	1	100%
		Internal Investigations Ethnicity		0	0%	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%
			% Black	0	0%	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%
		Internal Investigations Gender	% Other % Male	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 0%	2	0% 100%	0	0% 0%
		internal investigations dender	% Female	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
			Number of Officers		15	4	8	4	6	3	7		29		8	2:	2
		Public Complaint Ethnicity	% White	44	98%	47	98%	42	91%	36	97%	25	86%	13	72%	19	86%
			% Black	1	2%	1	2%	2	4%	1	3%	2	7%	4	22%	1	5%
			% Asian	0	0%	0	0%	2	4%	0	0%	1	3%	1	6%	1	5%
		Public Complaint Gender	% Other % Male	0 44	98%	0 44	0% 92%	0 42	0% 91%	<i>0</i> <i>35</i>	0% 95%	28	3% 97%	0 18	0% 100%	19	5% 86%
10	Misconduct /	i azno compiani conaci	% Female	1	2%	4	8%	4	9%	2	5%	1	3%	0	0%	3	14%
10	Discipline Hearings		Number of Officers		99		5		28	8			14		0	78	
		Internal Investigations Ethnicity		93	94%	79	93%	118	92%	76	92%	66	89% 5%	62 2	89%	67	86%
			% Black % Asian	<i>5</i>	1% 5%	5 1	6% 1%	<u>8</u> 2	6% 2%	3	2% 4%	4	5%	4	3% 6%	3	3% 4%
			% Other	0	0%	0	0%	2 0	0%	2	2%	0	0%	2	3%	6	8%
		Internal Investigations Gender	% Male	95	96%	82	96%	117	91%	79	95%	71	96%	64	91%	72	92%
			% Female	4	4%	3	4%	11	9%	4	5%	3	4%	6	9%	6	8%
			Number of Officers		9		4	4		3			4		5	5	
		Public Complaint Ethnicity	% White	9	100%	4	100%	4	100% 0%	3	100%	4	100%	3	60% 20%	4	80%
			% Black % Asian	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 0%	0	0% 0%	1	20%	0 1	0% 20%
	Dismissals or		% 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%	<u>5</u>	100%	5	100%
11	Sanctions as result of		% Female	0	0%	0	0%	0	0%	0	0%	0	0%  9	0	0%	0	0%
		Internal Investigations Ethnicity	Number of Officers % White	41	93%	25 25	6 96%	30 30	94%	26 26	90%	17	89%	22	25 88%	18	75%
	ne Hearing		% Black	1	2%	1	4%	2	6%	2	7%	2	11%	1	4%	1	4%
	_		% Asian	2	5%	0	0%	0	0%	1	3%	0	0%	2	8%	2	8%
		Liberally one of the control of the	% Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	13%
		Internal Investigations Gender	% Male % Fomalo	44 0	100%	26	100%	28 4	88% 13%	28 1	97% 3%	19 0	100%	22 3	88% 12%	23	96% 4%
Щ_			% Female	U	0%	0	0%	4	15%	1	ა%	U	0%	3	12%	1	4%

# Directorate of Professional Standards

		Diversity Information			1999/2000		2000/2001		2001/2002		2003	2003	2003/2004		/2005	05 2009		
		Number of Officers		1	6	1	3	1	1		,		5	7		-	7	
		Public Complaint Ethnicity	% White	14	88%	13	100%	11	100%	7	100%	4	80%	5	71%	5	71%	
		1	% Black	1	6%	0	0%	0	0%	0	0%	0	0%	1	14%	1	14%	
			% Asian	1	6%	0	0%	0	0%	0	0%	0	0%	1	14%	1	14%	
			% Other	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%	
	Commissioners	Public Complaint Gender	% Male	14	88%	12	92%	11	100%	7	100%	5	100%	7	100%	7	100%	
12	Appeal/		% Female	2	13%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	
12	AC Review		Number of Officers	4	1		6	3		3			26	2	!5	3	6	
	710 Heview	Internal Investigations Ethnicity		37	90%	35	97%	<i>35</i>	92%	33	97%	26	100%	21	84%	31	86%	
			% Black	2	5%	0	0%	3	8%	0	0%	0	0%	2	8%	1	3%	
			% Asian		2%	1	3%	0	0%	0	0%	0	0%	2	8%	3	8%	
			% Other	1	2%	0	0%	0	0%	1	3%	0	0%	0	0%	1	3%	
		Internal Investigations Gender		40	98%	35	97%	34	89%	33	97%	26	100%	23	92%	<i>35</i>	97%	
			% Female	1	2%	1	3%	4	11%	1	3%	0	0%	2	8%	1	3%	
	Secretary of State/		Number of Officers	1	2	1	0	3	3	3	}		0		2	(	)	
		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%	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	11	92%	9	90%	3	100%	3	100%	0	0%	2	100%	0	0%	
13	Police Appeals		% Female	1	8%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Tribunal		Number of Officers		6		3	8		1			9		2	1		
		Internal Investigations Ethnicity		13	81%	13	100%	8	100%	16	100%	9	100%	9	75%	9	75%	
			% Black	7	6%	0	0%	0	0%	0	0%	0	0%	2	17%	0	0%	
			% Asian		6%	0	0%	0	0%	0	0%	0	0%	7	8%	2	17%	
		latana al laccationi ana Canda	% Other	1 16	6% 100%	0 13	0% 100%	0	0% 100%	0	0% 100%	9	0% 100%	0	0% 100%	1 12	8% 100%	
		Internal Investigations Gender	% Male % Female	0	0%	0	0%	8	0%	16 0	0%	0	0%	12 0	0%	0	0%	
$\vdash$								0										
			Number of Claimants		16	53		46		44			19		56	47		
		Claimants Ethnicity	% White	113	22%	<i>127</i>	24%	131	28%	149	33%	186	36%	140	31%	<i>128</i>	27%	
			% Black	107	21%	121	23%	135	29%	108	24%	168	32%	137	30%	139	29%	
l.,	0		% Asian	21	4%	18	3%	27	6%	37	8%	34	7%	27	6%	<i>30</i>	6%	
14	Civil Actions		% Other	11	2%	<i>15</i>	3%	26	6%	23	5%	25	5%	26	6%	<i>25</i>	5%	
		Claimanta Candan	% Unknown	264	51%	251	47%	146	31%	129	29%	106	20%	126	28%	150	32%	
		Claimants Gender	% Male	409	79%	432	81%	375	81%	335	75%	396	76%	353	77%	366	78%	
			% Female	90	17%	99	19%	88	19%	107	24%	117	23%	99	22%	103	22%	
			% Unknown	17	3%	- 7	0%	2	0%	4	1%	6	1%	4	1%	3	1%	

Sources : Complaints & Discipline System NB: Percentages are calculated on the total of <u>KNOWN</u> Officers/Complainants gender/ethnicity. The figure breakdowns do not include unknown individuals gender/ethnicity