

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 than 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

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	2005/06									
9	Informal Discipline - Discussion as result of Investigation	Number of Officers		71	44	27	17	12	0	1							
		Public Complaint Ethnicity	% White	66	93%	43	98%	26	96%	15	88%	11	92%	0	0%	1	100%
			% 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%	1	100%
	% Female		7	10%	8	18%	2	7%	1	6%	1	8%	0	0%	0	0%	
	Internal Investigations	Number of Officers		37	36	17	10	11	5	5							
		Internal Investigations Ethnicity	% White	34	92%	34	94%	17	100%	9	90%	10	91%	3	60%	5	100%
			% Black	3	8%	1	3%	0	0%	1	10%	1	9%	1	20%	0	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%
		Internal Investigations Gender	% Male	33	89%	32	89%	16	94%	8	80%	10	91%	5	100%	5	100%
	% Female		4	11%	4	11%	1	6%	2	20%	1	9%	0	0%	0	0%	
10	Informal Discipline - Guidance as result of Investigation	Number of Officers		0	0	0	0	2	13	5							
		Public Complaint Ethnicity	% White	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%		
			% Asian	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%		
		Public Complaint Gender	% Male	0	0%	0	0%	0	0%	2	100%	10	77%	5	100%		
	% Female		0	0%	0	0%	0	0%	0	0%	3	23%	0	0%			
	Internal Investigations	Number of Officers		0	0	0	0	1	9	6							
		Internal Investigations Ethnicity	% White	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%		
			% Asian	0	0%	0	0%	0	0%	0	0%	1	11%	0	0%		
			% Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
		Internal Investigations Gender	% Male	0	0%	0	0%	0	0%	0	0%	8	89%	5	83%		
	% Female		0	0%	0	0%	0	0%	1	100%	1	11%	1	17%			
11	Misconduct / Discipline Hearings	Number of Officers		45	48	46	37	29	18	22							
		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%
			% Other	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	1	5%
		Public Complaint Gender	% Male	44	98%	44	92%	42	91%	35	95%	28	97%	18	100%	19	86%
	% Female		1	2%	4	8%	4	9%	2	5%	1	3%	0	0%	3	14%	
	Internal Investigations	Number of Officers		99	85	128	83	74	70	78							
		Internal Investigations Ethnicity	% White	93	94%	79	93%	118	92%	76	92%	66	89%	62	89%	67	86%
			% Black	1	1%	5	6%	8	6%	2	2%	4	5%	2	3%	2	3%
			% Asian	5	5%	1	1%	2	2%	3	4%	4	5%	4	6%	3	4%
			% Other	0	0%	0	0%	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%	
12	Dismissals or Required to Resign Sanctions as result of Misconduct/Discipline Hearing	Number of Officers		9	4	4	3	4	5	5							
		Public Complaint Ethnicity	% White	9	100%	4	100%	4	100%	3	100%	4	100%	3	60%	4	80%
			% 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	20%
			% 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%	5	100%
	% Female		0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Internal Investigations	Number of Officers		44	26	32	29	19	25	24							
		Internal Investigations Ethnicity	% White	41	93%	25	96%	30	94%	26	90%	17	89%	22	88%	18	75%
			% 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%
			% Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	13%
		Internal Investigations Gender	% Male	44	100%	26	100%	28	88%	28	97%	19	100%	22	88%	23	96%
	% Female		0	0%	0	0%	4	13%	1	3%	0	0%	3	12%	1	4%	

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	2005/06			
12	Commissioners Appeal/ AC Review	Number of Officers	16	13	11	7	5	7	7		
		Public Complaint Ethnicity	% White	14	88%	13	100%	11	100%	7	100%
			% Black	1	6%	0	0%	0	0%	0	0%
			% Asian	1	6%	0	0%	0	0%	1	14%
			% Other	0	0%	0	0%	0	0%	0	0%
		Public Complaint Gender	% Male	14	88%	12	92%	11	100%	7	100%
			% Female	2	13%	1	8%	0	0%	0	0%
		Number of Officers	41	36	38	34	26	25	36		
		Internal Investigations Ethnicity	% White	37	90%	35	97%	33	92%	26	100%
			% Black	2	5%	0	0%	0	0%	2	8%
			% Asian	1	2%	1	3%	0	0%	2	8%
			% Other	1	2%	0	0%	1	3%	0	0%
Internal Investigations Gender	% Male	40	98%	35	97%	34	89%	33	97%		
	% Female	1	2%	1	3%	4	11%	1	3%		
13	Secretary of State/ Police Appeals Tribunal	Number of Officers	12	10	3	3	0	2	0		
		Public Complaint Ethnicity	% White	11	92%	10	100%	3	100%	0	0%
			% Black	1	8%	0	0%	0	0%	1	50%
			% Asian	0	0%	0	0%	0	0%	0	0%
			% Other	0	0%	0	0%	0	0%	0	0%
		Public Complaint Gender	% Male	11	92%	9	90%	3	100%	2	100%
			% Female	1	8%	1	10%	0	0%	0	0%
		Number of Officers	16	13	8	16	9	12	12		
		Internal Investigations Ethnicity	% White	13	81%	13	100%	8	100%	9	75%
			% Black	1	6%	0	0%	0	0%	2	17%
			% Asian	1	6%	0	0%	0	0%	1	8%
			% Other	1	6%	0	0%	0	0%	0	0%
Internal Investigations Gender	% Male	16	100%	13	100%	8	100%	12	100%		
	% Female	0	0%	0	0%	0	0%	0	0%		
14	Civil Actions	Number of Claimants	516	532	465	446	519	456	472		
		Claimants Ethnicity	% White	113	22%	127	24%	131	28%	149	33%
			% Black	107	21%	121	23%	135	29%	108	24%
			% Asian	27	4%	18	3%	27	6%	37	8%
			% Other	11	2%	15	3%	26	6%	23	5%
			% Unknown	264	51%	251	47%	146	31%	129	29%
		Claimants Gender	% Male	409	79%	432	81%	375	81%	335	75%
			% Female	90	17%	99	19%	88	19%	107	24%
			% Unknown	17	3%	1	0%	2	0%	4	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