

APPENDIX 2

Race and equality impact

Public Complaints allegations per 100 officers by type – June 2007 to May 2008: People

Complainants

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

Complainant Details:		Group 3												TP Total		MPS Total	
		Camden		Hackney		Lambeth		Southwark		Tower Hamlets		Westminster					
Ethnicity	White	66	35%	35	18%	47	19%	37	21%	44	32%	124	35%	148	32%	179	31%
	Black	32	17%	74	39%	81	32%	52	30%	11	8%	31	9%	798	17%	992	17%
	Asian	9	5%	9	5%	11	4%	3	2%	22	16%	11	3%	336	7%	409	7%
	Other	7	4%	1	1%	2	1%	0	0%	2	1%	12	3%	63	1%	81	1%
	Unknown	75	40%	73	38%	109	44%	84	48%	59	43%	173	49%	196	42%	258	44%
Total		189		192		250		176		138		351		4643		5860	
Gender	Female	59	31%	64	33%	89	36%	61	35%	52	38%	117	33%	166	36%	205	35%
	Male	126	67%	127	66%	160	64%	109	62%	85	62%	230	66%	293	63%	374	64%
	Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Unknown	4	2%	1	1%	1	0%	6	3%	1	1%	4	1%	44	1%	58	1%
Total		189		192		250		176		138		351		4643		5860	
Age	0-16 years	4	2%	4	2%	3	1%	1	1%	2	1%	1	0%	69	1%	94	2%
	17 - 24 years	24	13%	32	17%	18	7%	16	9%	23	17%	32	9%	490	11%	608	10%
	25 - 44 years	71	38%	75	39%	93	37%	63	36%	51	37%	113	32%	171	37%	208	36%
	45 - 64 years	43	23%	35	18%	40	16%	37	21%	21	15%	71	20%	804	17%	994	17%
	Over 65 years	6	3%	1	1%	5	2%	2	1%	0	0%	11	3%	85	2%	103	2%
	Unknown	41	22%	45	23%	91	36%	57	32%	41	30%	123	35%	147	32%	197	34%
Total		189		192		250		176		138		351		4643		5860	

It can be seen that the ethnicity of the complainant is *unknown* in a high percentage of instances. The group average is 45% compared with the average of 42% across the rest of TP. Within this group the extent to which ethnicity is unknown ranges between 38% for *Hackney* to 49% in *Westminster*.

It is acknowledged that such a high percentage of *unknown* ethnicity severely hampers accurate analysis of disproportionality. DPS are implementing measures to improve data quality in this area. This issue will be brought to the attention of Borough Commanders and monitored through the PSSP process. Furthermore, DPS caseworkers have been asked to ensure this forms part of their role and of the file checking process before files are returned for filing and storage.

Complainants - Continued

Where the ethnicity is known, it is evident that, a higher proportion of complaints are received from people from non-white communities, most notably from black people. This is particularly apparent within *Hackney*, *Lambeth* and *Southwark* where, in cases where the ethnicity is known, black complainants represent between 39% and 30% of all complainants, which is above the TP average (17%). All boroughs in this group are rated “highly diverse” by the Office of National Statistics.

The capture of gender related information is much better than that for ethnicity with the majority of complaints being made by males. Generally the split between the genders is approximately 35% female and 65% male but in *Camden* it is noticeable that men make a greater proportion of complaints than the other boroughs in the group (67%).

In respect of the complainants’ age, the percentage where age is *unknown* is only marginally better than that for ethnicity. The group average compares with TP as a whole where, on average, 30% remain *unknown*. The highest proportion of complainants is aged between 25-44 years old, which was also evident in the previous reports covering other groupings. However, *Camden* has a greater proportion of complainants aged between 45-64 years (23%).

Officers

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

Officer Details:		Group 3						TP Total	MPS Total
		Camden	Hackney	Lambeth	Southwark	Tower Hamlets	Westminster		
Ethnicity	White	182 64%	177 65%	187 56%	187 66%	129 64%	210 48%	4487 65%	5805 68%
	Black	12 4%	3 1%	11 3%	7 2%	7 3%	7 2%	188 3%	219 3%
	Asian	7 2%	11 4%	11 3%	3 1%	5 2%	12 3%	237 3%	269 3%
	Other	6 2%	7 3%	5 2%	2 1%	5 2%	8 2%	112 2%	149 2%
	Unknown	76 27%	73 27%	119 36%	84 30%	55 27%	204 46%	1879 27%	2108 25%
	Total	283	271	333	283	201	441	6903	8550
Gender	Female	40 14%	33 12%	31 9%	47 17%	36 18%	39 9%	1000 14%	1123 13%
	Male	171 60%	165 61%	183 55%	152 54%	114 57%	199 45%	4048 59%	5364 63%
	Unknown	72 25%	73 27%	119 36%	84 30%	51 25%	203 46%	1855 27%	2063 24%
	Total	283	271	333	283	201	441	6903	8550
Length of Service	0-2 years	40 14%	37 14%	31 9%	32 11%	22 11%	35 8%	831 12%	899 11%
	3 years	25 9%	32 12%	40 12%	29 10%	13 6%	31 7%	612 9%	678 8%
	4 years	20 7%	40 15%	30 9%	36 13%	26 13%	40 9%	809 12%	941 11%
	5-9 years	57 20%	63 23%	62 19%	52 18%	40 20%	50 11%	1311 19%	1816 21%
	10-14 years	28 10%	8 3%	16 5%	15 5%	18 9%	17 4%	403 6%	615 7%
	15-19 years	5 2%	7 3%	11 3%	11 4%	4 2%	23 5%	329 5%	526 6%
	20-24 years	5 2%	2 1%	12 4%	13 5%	15 7%	16 4%	271 4%	404 5%
	25-29 years	9 3%	1 0%	3 1%	7 2%	4 2%	13 3%	194 3%	300 4%
	30-34 years	2 1%	0 0%	0 0%	0 0%	1 0%	3 1%	24 0%	34 0%
	35-39 years	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 0%	1 0%
	40 years and over	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Unknown	92 33%	81 30%	128 38%	88 31%	58 29%	213 48%	2118 31%	2336 27%	
Total	283	271	333	283	201	441	6903	8550	
Staff Type	Police Officer	279 99%	269 99%	330 99%	283 100%	201 100%	436 99%	6843 99%	8484 99%
	Senior Officer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	7 0%	11 0%
	Special Constable	4 1%	2 1%	3 1%	0 0%	0 0%	5 1%	53 1%	55 1%
	Total	283	271	333	283	201	441	6903	8550

There is a high proportion where these details are not yet established. The percentage of officers where gender is 'unknown' ranges from 25% to 46% the equivalent range for ethnicity is 27% to 46%. The proportion of officers whose details are as yet unknown is because we are looking at recorded complaints. The complaints system is fed with officer details by the HR

system, so once an officer is identified all of this diversity information will be available.

Officers - Continued

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' operations and roles dealing with the public. This would suggest that because of their 'front-line' role non-white officers should have a higher proportion of allegations. However, within this group non-white officers appear to be complained of in a similar proportion to their representation within the workforce.

Female officers currently represent approximately 25% of the overall police officer workforce within TP, but they receive on average only 13% of allegations within group 3. It is noticeable though that both *Southwark* and *Tower Hamlets* have 17% and 18% recorded against female officers, respectively. It is possible that this correlates with a higher proportion of complaints being made by females in these particular boroughs.

The majority of officers who have contact with the general public will be younger in service. 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. This is reflected in the length of service statistics where the majority of complaints are made against officers with less than ten years service.

Outcomes

The following table illustrates the actual number of officers who have received formal sanctions or informal discipline in respect of allegations concluded in the twelve months to May 2008.

Outcomes (Officers):	Group 3						TP Total	MPS Total
	Camden	Hackney	Lambeth	Southwark	Tower Hamlets	Westminster		
Criminal Prosecution	1	0	0	0	0	0	2	3
Misconduct Hearing	0	2	0	1	1	0	11	15
Written Warning	0	2	3	4	1	3	36	38

Informal Discipline

Advice	0	2	1	2	0	2	41	52
Discussion	0	9	2	15	31	29	403	549
Guidance	0	0	0	0	0	0	6	14
Training	0	0	0	0	0	0	1	2

Public complaint allegations that are '*substantiated*' are usually within the region of 1-2% on average of all finalised allegations. It is therefore expected that there will be few, if any, formal outcomes such as a *criminal prosecution* or *misconduct hearing*. In this period there was just one *criminal prosecution* and four *misconduct hearings*, arising from public complaints, for officers in Group 3.

Within this group there were thirteen *written warnings* issued as a result of a public complaint. These are often used as a means of dealing with minor misconduct issues rather than signifying that an officer's conduct falls short of that expected. A *written warning* means that the officer accepts the failing and is a key component in encouraging learning from past mistakes. The table shows '*Discussion*' being the most used form of *informal discipline*.

Under the Taylor reforms, the 'informal' results illustrated here are likely to result from behaviour that would be regarded in the future as 'misconduct' and thus dealt with locally by boroughs themselves through a 'misconduct meeting' as *management action*, *written warning (new style)* or perhaps even the *Unsatisfactory Performance Procedure (UPP)*.

Professional Standards Support Program (PSSP)

The PSSP tasking meeting sat in February 2008 to consider group 3 and decide what program of input would be tailored to each borough's needs. The MPA Professional Standards Officer also now attends the tasking and review meetings to represent the interests of the authority.

It was noticeable, at the time of the meeting, that *Hackney* had the greatest proportion of public complaints within Group 3 and that they had risen over the previous year. The meeting agreed therefore that *Hackney* would receive additional support through the PSSP.

DPS will engage with senior managers within these boroughs to raise the profile of DPS and advise them of what they can expect from the PSSP program. Feedback in relation to the delivery of the PSSP to the Groups subject to the process so far remains positive and people have been receptive to the aims of the support program.

Some of the initiatives that have been delivered as part of the PSSP, (through existing training cycles where possible), are as follows: -

The Computer Misuse package shown previously has been well received. This will be a significant vehicle for the delivery of the wider Professional Standards message.

Delivery of the Custody (looking after prisoners) briefing, a review of officer safety complaints and training and a more detailed review of officers identified under the *Complaints Intervention Scheme* (officers with 3 or more public complaints or conduct matters recorded within a twelve month period).

There has also be additional input on Local Resolution awareness - rates and guidance on achieving them. Some BOCU's have already asked for some products to be delivered to a targeted audience and this will be delivered where resources allow.

Additional 'new' elements to the PSSP are currently being developed for 2008. These include presentations on 'Personal Responsibility' – previously off duty behaviour and Local Misconduct (Taylor Reforms) – dealing locally with misconduct matters.