

# Directorate of Professional Standards

## Diversity Information

		1999/2000		2000/2001		2001/2002		2002/2003		Rolling 12 months Aug 02 - July 03				
1	MPS Workforce Figures  <small>Figures as at end F/Y and end of JUNE 2003 for rolling 12 months</small>	Number of officers		26,001		25,430		26,768		28,477		28,838		
		Officers Ethnicity	% White		24,987	96.1%	24,388	95.9%	25,480	95.2%	26,902	94.5%	27,210	94.5%
			% Black		442	1.7%	458	1.8%	476	1.8%	561	2.0%	572	2.0%
			% Asian		208	0.8%	229	0.9%	327	1.2%	542	1.9%	567	1.8%
			% Other		338	1.3%	356	1.4%	486	1.8%	472	1.7%	489	1.7%
		Officers Gender	% Male		21,977	84.5%	21,438	84.0%	22,467	83.9%	23,727	83.3%	23,969	83.4%
% Female			4,030	15.5%	3,993	15.7%	4,301	16.1%	4,756	16.7%	4,868	16.6%		
2	Public Complaints (Recorded) Complainants	Number of complainants		4,390		3,766		3,111		2,793		2,612		
		Complainants Ethnicity	% White		2,193	56.8%	1,836	55.3%	1,432	53.4%	1,264	53.0%	1,185	53.5%
			% Black		1,061	27.5%	952	28.6%	827	30.8%	759	31.8%	708	31.9%
			% Asian		399	10.3%	326	9.8%	263	9.8%	221	9.3%	198	8.9%
			% Other		210	5.4%	209	6.3%	159	5.9%	140	5.9%	126	5.7%
		Complainants Gender	% Male		3,087	70.5%	2,577	68.6%	2,150	69.2%	1,937	69.5%	1,804	69.3%
% Female			1,294	29.5%	1,178	31.4%	955	30.8%	850	30.5%	799	30.7%		
3	Public Complaints (Recorded) Officers	Number of officers		8,120		6,753		4,970		4,101		3,415		
		Officers Ethnicity	% White		7,765	95.8%	6,410	95.1%	4,721	95.0%	3,836	93.7%	3,182	93.5%
			% Black		169	2.1%	150	2.2%	116	2.3%	109	2.7%	76	2.2%
			% Asian		95	1.2%	113	1.7%	74	1.5%	83	2.0%	71	2.1%
			% Other		77	0.9%	69	1.0%	58	1.2%	64	1.6%	74	2.2%
		Officers Gender	% Male		7,200	88.7%	6,032	89.4%	4,408	88.7%	3,598	87.8%	2,993	87.7%
% Female			917	11.3%	718	10.6%	562	11.3%	501	12.2%	419	12.3%		
4	Stop & Search Only (Recorded)	Number of complainants		288		277		154		192		181		
		Complainants Ethnicity	% White		116	43.9%	109	41.8%	43	29.5%	60	34.1%	49	30.6%
			% Black		108	40.9%	127	48.7%	77	52.7%	94	53.4%	89	55.6%
			% Asian		26	9.8%	16	6.1%	15	10.3%	16	9.1%	13	8.1%
			% Other		14	5.3%	9	3.4%	11	7.5%	6	3.4%	9	5.6%
		Complainants Gender	% Male		259	89.9%	217	78.3%	132	85.7%	161	83.9%	150	82.9%
% Female			29	10.1%	60	21.7%	22	14.3%	31	16.1%	31	17.1%		
5	Racial Discriminatory Behaviour Allegations Only (Recorded)	Number of complainants		390		311		220		182		164		
		Complainants Ethnicity	% White		47	13.7%	44	15.5%	24	11.9%	11	5.3%	12	8.1%
			% Black		187	54.5%	158	55.8%	113	56.2%	106	70.5%	91	61.5%
			% Asian		73	21.3%	56	19.8%	45	22.4%	26	14.9%	29	19.6%
			% Other		36	10.5%	25	8.8%	19	9.5%	16	9.3%	16	10.8%
		Complainants Gender	% Male		299	77.1%	238	77.0%	171	78.1%	131	71.9%	122	74.4%
% Female			89	22.9%	71	23.0%	48	21.9%	51	28.1%	42	25.6%		
6	Internal Investigations (Recorded) Officers	Number of Officers		652		631		543		609		636		
		Officers Ethnicity	% White		610	93.6%	589	93.3%	505	93.0%	547	89.8%	570	89.6%
			% Black		23	3.5%	25	4.0%	14	2.6%	20	3.3%	23	3.6%
			% Asian		17	2.6%	11	1.7%	12	2.2%	21	3.4%	23	3.6%
			% Other		2	0.3%	6	1.0%	12	2.2%	21	3.4%	20	3.1%
		Officers Gender	% Male		593	91.0%	576	91.3%	491	90.4%	553	90.8%	575	90.4%
% Female			59	9.0%	55	8.7%	52	9.6%	56	9.2%	61	9.6%		
7	Suspended Officers	Number of Officers		74		76		22		25		41		
		Officers Ethnicity	% White		70	94.6%	69	90.8%	18	81.8%	23	92.0%	35	85.4%
			% Black		2	2.7%	4	5.3%	2	9.1%	1	4.0%	4	9.8%
			% Asian		2	2.7%	3	4.0%	2	9.1%	1	4.0%	2	4.9%
			% Other		0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Officers Gender	% Male		69	93.2%	73	96.1%	21	95.5%	24	96.0%	37	90.2%
% Female			5	6.8%	3	4.0%	1	4.5%	1	4.0%	4	9.8%		
8	Written Warnings	Number of Officers		78		120		211		299		316		
		Officers Ethnicity	% White		70	95.9%	114	95.0%	200	94.8%	260	88.1%	280	88.6%
			% Black		3	4.1%	3	2.5%	6	2.8%	9	2.6%	10	3.2%
			% Asian		0	0.0%	3	2.5%	7	0.5%	17	3.4%	11	3.5%
			% Other		0	0.0%	0	0.0%	4	1.9%	19	5.8%	15	4.7%
		Officers Gender	% Male		70	95.9%	106	88.3%	188	89.1%	279	93.0%	287	90.8%
% Female			3	4.1%	14	11.7%	23	10.9%	20	7.0%	29	9.2%		

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		1999/2000		2000/2001		2001/2002		2002/2003		Rolling 12 months Aug 02 - July 03					
9	Informal Discipline as result of Investigation (Excluding Written Warnings)	<b>Number of Officers</b>		126		98		110		122		117			
		Public Complaint Ethnicity	% White	116	92.1%	95	96.9%	102	92.7%	116	95.1%	111	94.9%		
			% Black	6	4.8%	3	3.1%	5	4.5%	4	3.3%	4	3.4%		
			% Asian	0	0.0%	0	0.0%	1	0.9%	1	0.8%	1	0.9%		
			% Other	4	3.2%	0	0.0%	2	1.8%	1	0.8%	1	0.9%		
		Public Complaint Gender	% Male	110	87.3%	83	84.7%	95	86.4%	108	88.5%	102	87.2%		
			% Female	16	12.7%	15	15.3%	15	13.6%	14	11.5%	15	12.8%		
				<b>Number of Officers</b>		140		98		77		84		74	
		Internal Investigations Ethnicity	% White	126	90.0%	92	93.9%	68	88.3%	78	92.9%	69	93.2%		
			% Black	8	5.7%	6	6.1%	6	7.8%	1	1.2%	4	5.4%		
			% Asian	5	3.6%	0	0.0%	3	3.9%	4	4.8%	1	1.4%		
			% Other	1	0.7%	0	0.0%	0	0.0%	1	1.2%	0	0.0%		
		Internal Investigations Gender	% Male	130	92.9%	82	83.7%	70	90.9%	73	86.9%	64	86.5%		
			% Female	10	7.1%	16	16.3%	7	9.1%	11	13.1%	10	13.5%		
10	Misconduct / Discipline Hearings	<b>Number of Officers</b>		34		40		39		28		18			
		Public Complaint Ethnicity	% White	33	97.1%	39	97.5%	36	92.3%	28	100.0%	17	94.4%		
			% Black	1	2.9%	1	2.5%	2	5.1%	0	0.0%	0	0.0%		
			% Asian	0	0.0%	0	0.0%	1	2.6%	0	0.0%	1	5.6%		
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
		Public Complaint Gender	% Male	34	100.0%	36	90.0%	35	89.7%	27	96.4%	17	94.4%		
			% Female	0	0.0%	4	10.0%	4	10.3%	1	3.6%	1	5.6%		
				<b>Number of Officers</b>		77		84		105		79		57	
		Internal Investigations Ethnicity	% White	74	96.1%	78	92.9%	98	93.3%	72	91.1%	52	91.2%		
			% Black	0	0.0%	5	6.0%	6	5.7%	2	2.5%	2	3.5%		
			% Asian	3	3.9%	1	1.2%	1	1.0%	3	3.8%	3	5.3%		
			% Other	0	0.0%	0	0.0%	0	0.0%	2	2.5%	0	0.0%		
		Internal Investigations Gender	% Male	73	94.8%	81	96.4%	96	91.4%	75	94.9%	53	93.0%		
			% Female	4	5.2%	3	3.6%	9	8.6%	4	5.1%	4	7.0%		
11	Dismissals or Required to Resign Sanctions as result of Misconduct/Discipline Hearing	<b>Number of Officers</b>		10		4		4		3		2			
		Public Complaint Ethnicity	% White	10	100.0%	4	100.0%	4	100.0%	3	100.0%	2	100.0%		
			% Black	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%	0	0.0%		
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
		Public Complaint Gender	% Male	10	100.0%	4	100.0%	4	100.0%	3	100.0%	2	100.0%		
			% Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
				<b>Number of Officers</b>		46		27		31		29		21	
		Internal Investigations Ethnicity	% White	43	93.5%	26	90.0%	29	93.5%	26	89.7%	18	85.7%		
			% Black	1	2.2%	1	10.0%	2	6.5%	2	6.9%	2	9.5%		
			% Asian	2	4.3%	0	0.0%	0	0.0%	1	3.4%	1	4.8%		
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
		Internal Investigations Gender	% Male	46	100.0%	27	100.0%	27	87.1%	28	96.6%	21	100.0%		
			% Female	0	0.0%	0	0.0%	4	12.9%	1	3.4%	0	0.0%		
12	Commissioners Appeal/ AC Review	<b>Number of Officers</b>		13		10		8		6		4			
		Public Complaint Ethnicity	% White	11	84.6%	10	100.0%	8	100.0%	6	100.0%	4	100.0%		
			% Black	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
			% Asian	1	7.7%	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	0.0%		
		Public Complaint Gender	% Male	11	84.6%	9	90.0%	8	100.0%	6	100.0%	4	100.0%		
			% Female	2	15.4%	1	10.0%	0	0.0%	0	0.0%	0	0.0%		
				<b>Number of Officers</b>		33		27		35		33		30	
		Internal Investigations Ethnicity	% White	30	90.9%	26	96.3%	32	91.4%	32	97.0%	29	96.7%		
			% Black	1	3.0%	0	0.0%	3	8.6%	0	0.0%	0	0.0%		
			% Asian	1	3.0%	1	3.7%	0	0.0%	0	0.0%	0	0.0%		
			% Other	1	3.0%	0	0.0%	0	0.0%	1	3.0%	1	3.3%		
		Internal Investigations Gender	% Male	32	97.0%	26	96.3%	32	91.4%	32	97.0%	29	96.7%		
			% Female	1	3.0%	1	3.7%	3	8.6%	1	3.0%	1	3.3%		

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		1999/2000		2000/2001		2001/2002		2002/2003		Rolling 12 months Aug 02 - July 03			
13	Secretary of State/ Police Appeals Tribunal	<b>Number of Officers</b>		13		10		4		14			
		Public Complaint Ethnicity	% White	11	84.6%	10	100.0%	4	100.0%	14	100.0%	13	100.0%
			% Black	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
			% Asian	1	7.7%	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	0.0%
		Public Complaint Gender	% Male	11	84.6%	9	90.0%	4	100.0%	13	92.9%	12	92.3%
			% Female	2	15.4%	1	100.0%	0	0.0%	1	7.1%	1	7.7%
				<b>Number of Officers</b>		9		17		9		5	
		Internal Investigations Ethnicity	% White	7	77.8%	15	88.2%	9	100.0%	5	100.0%	6	100.0%
			% Black	1	11.1%	1	5.9%	0	0.0%	0	0.0%	0	0.0%
			% Asian	1	11.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
			% Other	0	0.0%	1	5.9%	0	0.0%	0	0.0%	0	0.0%
		Internal Investigations Gender	% Male	9	100.0%	17	100.0%	9	100.0%	5	100.0%	6	100.0%
% Female	0		0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
14	Grievances	<b>Number of Grievances</b>				154		127		76			
		Employees Ethnicity	% White			125	81.2%	106	85.5%	56	80.0%	51	82.3%
			% Black			6	3.9%	7	5.6%	6	8.6%	6	9.7%
			% Asian			5	3.2%	6	4.8%	3	4.3%	2	3.2%
			% Other			18	11.7%	5	4.0%	5	7.1%	3	4.8%
		Employees Gender	% Male			105	68.2%	90	70.9%	43	58.9%	36	55.4%
			% Female			49	31.8%	37	29.1%	30	41.1%	29	44.6%
15	Employment Tribunals	<b>Number of ET's</b>				94		104		89			
		Employees Ethnicity	% White			58	61.7%	65	62.5%	53	67.1%	46	68.7%
			% Black			17	18.1%	16	15.4%	13	16.5%	14	20.9%
			% Asian			7	7.4%	10	9.6%	12	15.2%	6	9.0%
			% Other			12	12.8%	13	12.5%	1	1.3%	1	1.4%
		Employees Gender	% Male			40	42.6%	47	45.2%	42	47.2%	34	49.3%
			% Female			54	57.4%	57	54.8%	47	52.8%	35	50.7%
16	Civil Actions	<b>Number of Claimants</b>						470		445			
		Claimants Ethnicity	% White					117	40.1%	130	45.1%	160	47.3%
			% Black					126	43.2%	102	35.4%	117	34.6%
			% Asian					25	8.6%	34	11.8%	37	10.9%
			% Other					24	8.2%	22	7.6%	24	7.1%
		Claimants Gender	% Male					377	80.6%	335	76.0%	377	76.9%
			% Female					91	19.4%	106	24.0%	113	23.1%

Sources : Complaints & Discipline System and DCC8(7)

Will include information on Accident Claims in due course

NB: Percentages are calculated on the total of KNOWN Officers/Complainants gender/ethnicity.

The figure breakdowns do not include unknown individuals gender/ethnicity