

Directorate of Professional Standards

Diversity Information

1999/2000	2001/2002	2002/2003	Rolling 12 months Oct 02 - Sept 03
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1	MPS Workforce Figures <small>Figures as at end F/Y and end of AUGUST 2003 for rolling 12 months</small>	Number of officers		26,001		26,768		28,477		29,278	
		Officers Ethnicity	% White	24,987	96.1%	25,480	95.2%	26,902	94.5%	27,598	94.3%
			% Black	442	1.7%	476	1.8%	561	2.0%	587	2.0%
			% Asian	208	0.8%	327	1.2%	542	1.9%	591	2.0%
			% Other	338	1.3%	486	1.8%	472	1.7%	503	1.7%
		Officers Gender	% Male	21,971	84.5%	22,467	83.9%	23,721	83.3%	4,998	83.0%
% Female	4,030		15.5%	4,301	16.1%	4,756	16.7%	24,280	17.0%		

2	Public Complaints (Recorded) Complainants	Number of complainants		4,390		3,111		2,793		2,552	
		Complainants Ethnicity	% White	2,193	56.8%	1,432	53.4%	1,264	53.0%	1,146	52.8%
			% Black	1,061	27.5%	827	30.8%	759	31.8%	702	32.3%
			% Asian	399	10.3%	263	9.8%	221	9.3%	190	8.8%
			% Other	210	5.4%	159	5.9%	140	5.9%	133	6.1%
		Complainants Gender	% Male	3,087	70.5%	2,150	69.2%	1,937	69.5%	1,756	69.0%
% Female	1,294		29.5%	955	30.8%	850	30.5%	789	31.0%		

3	Public Complaints (Recorded) Officers	Number of officers		8,120		4,970		4,101		3,273	
		Officers Ethnicity	% White	7,765	95.8%	4,721	95.0%	3,836	93.7%	3,037	93.2%
			% Black	169	2.1%	116	2.3%	109	2.7%	80	2.5%
			% Asian	95	1.2%	74	1.5%	83	2.0%	72	2.2%
			% Other	77	0.9%	58	1.2%	64	1.6%	71	2.2%
		Officers Gender	% Male	7,200	88.7%	4,408	88.7%	3,598	87.8%	2,869	87.8%
% Female	917		11.3%	562	11.3%	501	12.2%	399	12.2%		

4	Stop & Search Only (Recorded)	Number of complainants		288		154		192		186	
		Complainants Ethnicity	% White	116	43.9%	43	29.5%	60	34.1%	55	32.9%
			% Black	108	40.9%	77	52.7%	94	53.4%	91	54.5%
			% Asian	26	9.8%	15	10.3%	16	9.1%	11	6.6%
			% Other	14	5.3%	11	7.5%	6	3.4%	10	6.0%
		Complainants Gender	% Male	259	89.9%	132	85.7%	161	83.9%	151	81.2%
% Female	29		10.1%	22	14.3%	31	16.1%	35	18.8%		

5	Racial Discriminatory Behaviour Allegations Only (Recorded)	Number of complainants		390		220		182		161	
		Complainants Ethnicity	% White	47	13.7%	24	11.9%	11	5.3%	10	7.0%
			% Black	187	54.5%	113	56.2%	106	70.5%	87	60.8%
			% Asian	73	21.3%	45	22.4%	26	14.9%	30	21.0%
			% Other	36	10.5%	19	9.5%	16	9.3%	16	11.2%
		Complainants Gender	% Male	299	77.1%	171	78.1%	131	71.9%	121	75.2%
% Female	89		22.9%	48	21.9%	51	28.1%	40	24.8%		

6	Internal Investigations (Recorded) Officers	Number of Officers		652		543		609		613	
		Officers Ethnicity	% White	610	93.6%	505	93.0%	547	89.8%	538	87.8%
			% Black	23	3.5%	14	2.6%	20	3.3%	23	3.8%
			% Asian	17	2.6%	12	2.2%	21	3.4%	33	5.4%
			% Other	2	0.3%	12	2.2%	21	3.4%	19	3.1%
		Officers Gender	% Male	593	91.0%	491	90.4%	553	90.8%	553	90.2%
% Female	59		9.0%	52	9.6%	56	9.2%	60	9.8%		

7	Suspended Officers	Number of Officers		74		22		25		42	
		Officers Ethnicity	% White	70	94.6%	18	81.8%	23	92.0%	35	83.3%
			% Black	2	2.7%	2	9.1%	1	4.0%	5	11.9%
			% Asian	2	2.7%	2	9.1%	1	4.0%	2	4.8%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Officers Gender	% Male	69	93.2%	21	95.5%	24	96.0%	37	88.1%
% Female	5		6.8%	1	4.5%	1	4.0%	5	11.9%		

8	Written Warnings	Number of Officers		78		211		299		302	
		Officers Ethnicity	% White	70	95.9%	200	94.8%	260	88.1%	264	87.4%
			% Black	3	4.1%	6	2.8%	9	2.6%	10	3.3%
			% Asian	0	0.0%	1	0.5%	11	3.4%	14	4.6%
			% Other	0	0.0%	4	1.9%	19	5.8%	14	4.6%
		Officers Gender	% Male	70	95.9%	188	89.1%	279	93.0%	277	91.7%
% Female	3		4.1%	23	10.9%	20	7.0%	25	8.3%		

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9	Informal Discipline as result of Investigation (Excluding Written Warnings)	Number of Officers		126		110		122		103	
		Public Complaint Ethnicity	% White	116	92.1%	102	92.7%	116	95.1%	99	96.1%
			% Black	6	4.8%	5	4.5%	4	3.3%	3	2.9%
			% Asian	0	0.0%	1	0.9%	1	0.8%	0	0.0%
			% Other	4	3.2%	2	1.8%	1	0.8%	1	1.0%
		Public Complaint Gender	% Male	110	87.3%	95	86.4%	108	88.5%	89	86.4%
			% Female	16	12.7%	15	13.6%	14	11.5%	14	13.6%
		Number of Officers		140		77		84		68	
		Internal Investigations Ethnicity	% White	126	90.0%	68	88.3%	78	92.9%	63	92.6%
			% Black	8	5.7%	6	7.8%	1	1.2%	4	5.9%
			% Asian	5	3.6%	3	3.9%	4	4.8%	1	1.5%
			% Other	1	0.7%	0	0.0%	1	1.2%	0	0.0%
Internal Investigations Gender	% Male	130	92.9%	70	90.9%	73	86.9%	59	86.8%		
	% Female	10	7.1%	7	9.1%	11	13.1%	9	13.2%		
10	Misconduct / Discipline Hearings	Number of Officers		34		39		28		18	
		Public Complaint Ethnicity	% White	33	97.1%	36	92.3%	28	100.0%	17	94.4%
			% Black	1	2.9%	2	5.1%	0	0.0%	0	0.0%
			% Asian	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%
		Public Complaint Gender	% Male	34	100.0%	35	89.7%	27	96.4%	18	100.0%
			% Female	0	0.0%	4	10.3%	1	3.6%	0	0.0%
		Number of Officers		77		105		79		51	
		Internal Investigations Ethnicity	% White	74	96.1%	98	93.3%	72	91.1%	47	92.2%
			% Black	0	0.0%	6	5.7%	2	2.5%	2	3.9%
			% Asian	3	3.9%	1	1.0%	3	3.8%	2	3.9%
			% Other	0	0.0%	0	0.0%	2	2.5%	0	0.0%
Internal Investigations Gender	% Male	73	94.8%	96	91.4%	75	94.9%	48	94.1%		
	% Female	4	5.2%	9	8.6%	4	5.1%	3	5.9%		
11	Dismissals or Required to Resign Sanctions as result of Misconduct/Discipline Hearing	Number of Officers		10		4		3		2	
		Public Complaint Ethnicity	% White	10	100.0%	4	100.0%	3	100.0%	2	100.0%
			% 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	10	100.0%	4	100.0%	3	100.0%	2	100.0%
			% Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Number of Officers		46		31		29		19	
		Internal Investigations Ethnicity	% White	43	93.5%	29	93.5%	26	89.7%	18	94.7%
			% Black	1	2.2%	2	6.5%	2	6.9%	1	5.3%
			% Asian	2	4.3%	0	0.0%	1	3.4%	0	0.0%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Internal Investigations Gender	% Male	46	100.0%	27	87.1%	28	96.6%	19	100.0%		
	% Female	0	0.0%	4	12.9%	1	3.4%	0	0.0%		
12	Commissioners Appeal/ AC Review	Number of Officers		13		8		6		4	
		Public Complaint Ethnicity	% White	11	84.6%	8	100.0%	6	100.0%	4	100.0%
			% Black	1	7.7%	0	0.0%	0	0.0%	0	0.0%
			% Asian	1	7.7%	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	11	84.6%	8	100.0%	6	100.0%	4	100.0%
			% Female	2	15.4%	0	0.0%	0	0.0%	0	0.0%
		Number of Officers		33		35		33		23	
		Internal Investigations Ethnicity	% White	30	90.9%	32	91.4%	32	97.0%	23	100.0%
			% Black	1	3.0%	3	8.6%	0	0.0%	0	0.0%
			% Asian	1	3.0%	0	0.0%	0	0.0%	0	0.0%
			% Other	1	3.0%	0	0.0%	1	3.0%	0	0.0%
Internal Investigations Gender	% Male	32	97.0%	32	91.4%	32	97.0%	23	100.0%		
	% Female	1	3.0%	3	8.6%	1	3.0%	0	0.0%		

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13	Secretary of State/ Police Appeals Tribunal	Number of Officers	13		4		14		7			
		Public Complaint Ethnicity	% White	11	84.6%	4	100.0%	14	100.0%	7	100.0%	
			% Black	1	7.7%	0	0.0%	0	0.0%	0	0.0%	
			% Asian	1	7.7%	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	11	84.6%	4	100.0%	13	92.9%	6	85.7%	
			% Female	2	15.4%	0	0.0%	1	7.1%	1	14.3%	
		Number of Officers			9		9		5		7	
		Internal Investigations Ethnicity	% White	7	77.8%	9	100.0%	5	100.0%	7	100.0%	
			% Black	1	11.1%	0	0.0%	0	0.0%	0	0.0%	
			% Asian	1	11.1%	0	0.0%	0	0.0%	0	0.0%	
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Internal Investigations Gender	% Male	9	100.0%	9	100.0%	5	100.0%	7	100.0%			
	% Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%			
14	Grievances	Number of Grievances			127		76		64			
		Employees Ethnicity	% White			106	85.5%	56	80.0%	45	86.7%	
			% Black			7	5.6%	6	8.6%	10	6.7%	
			% Asian			6	4.8%	3	4.3%	6	3.3%	
			% Other			5	4.0%	5	7.1%	1	3.3%	
		Employees Gender	% Male			90	70.9%	43	58.9%	35	54.7%	
% Female				37	29.1%	30	41.1%	29	45.3%			
15	Employment Tribunals	Number of ET's			104		89		61			
		Employees Ethnicity	% White			65	62.5%	53	67.1%	43	71.7%	
			% Black			16	15.4%	13	16.5%	11	18.3%	
			% Asian			10	9.6%	12	15.2%	5	8.3%	
			% Other			13	12.5%	1	1.3%	1	1.7%	
		Employees Gender	% Male			47	45.2%	42	47.2%	30	49.2%	
% Female				57	54.8%	47	52.8%	31	50.8%			
16	Civil Actions	Number of Claimants			470		445		506			
		Claimants Ethnicity	% White			177	40.1%	130	45.1%	153	45.1%	
			% Black			126	43.2%	102	35.4%	127	37.5%	
			% Asian			25	8.6%	34	11.8%	34	10.0%	
			% Other			24	8.2%	22	7.6%	25	7.4%	
		Claimants Gender	% Male			377	80.6%	335	76.0%	388	77.3%	
% Female				91	19.4%	106	24.0%	114	22.7%			

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