

Directorate of Professional Standards

Diversity Information

			1999/2000	2000/2001	2001/2002	2002/2003	Rolling 12 months Dec 02 - Nov 03						
1	MPS Workforce Figures Figures as at end FY and end of October 2003 for rolling 12 months	Number of officers	26,001		25,430		26,768		28,477		29,725		
		Officers Ethnicity	% White	24,985	96.1%	24,375	95.9%	25,480	95.2%	26,902	94.5%	27,964	94.1%
			% Black	513	2.0%	516	2.0%	552	2.1%	637	2.2%	688	2.3%
			% Asian	295	1.1%	320	1.3%	441	1.6%	570	2.0%	668	2.2%
			% Other	208	0.8%	219	0.9%	296	1.1%	368	1.3%	406	1.4%
		Officers Gender	% Male	21,975	84.5%	21,426	84.3%	22,467	83.9%	23,721	83.3%	24,563	82.6%
% Female	4,026		15.5%	4,005	15.7%	4,301	16.1%	4,756	16.7%	5,162	17.4%		
2	Public Complaints (Recorded) Complainants	Number of complainants	4,391		3,801		3,211		2,834		2,615		
		Complainants Ethnicity	% White	2,199	56.8%	1,866	55.3%	1,493	53.4%	1,283	52.8%	1,152	50.9%
			% Black	1,064	27.5%	962	28.5%	867	31.0%	781	32.2%	744	32.9%
			% Asian	399	10.3%	327	9.7%	276	9.9%	223	9.2%	224	9.9%
			% Other	210	5.4%	218	6.5%	162	5.8%	142	5.8%	142	6.3%
		Complainants Gender	% Male	3,087	70.5%	2,601	68.6%	2,225	69.4%	1,965	69.5%	1,812	69.6%
% Female	1,294		29.5%	1,188	31.4%	980	30.6%	863	30.5%	793	30.4%		
3	Public Complaints (Recorded) Officers	Number of officers	8,143		6,857		5,813		4,406		3,440		
		Officers Ethnicity	% White	7,791	95.7%	6,513	95.7%	5,517	94.9%	4,116	93.6%	3,195	93.2%
			% Black	180	2.2%	154	2.2%	140	2.4%	129	2.9%	87	2.5%
			% Asian	110	1.4%	126	1.4%	96	1.7%	101	2.3%	82	2.4%
			% Other	56	0.7%	56	0.7%	58	1.0%	51	1.2%	65	1.9%
		Officers Gender	% Male	7,222	88.7%	6,120	88.7%	5,141	88.5%	3,862	87.7%	3,006	87.4%
% Female	921		11.3%	733	11.3%	670	11.5%	543	12.3%	432	12.6%		
4	Stop & Search Only (Recorded)	Number of complainants	286		273		191		204		176		
		Complainants Ethnicity	% White	114	43.5%	109	42.6%	57	31.1%	64	34.4%	58	35.4%
			% Black	108	41.2%	123	48.0%	95	51.9%	101	54.3%	86	52.4%
			% Asian	26	9.9%	16	6.3%	18	9.8%	16	8.6%	12	7.3%
			% Other	14	5.3%	8	3.1%	13	7.1%	5	2.7%	8	4.9%
		Complainants Gender	% Male	257	89.9%	215	78.8%	165	86.4%	172	84.3%	142	80.7%
% Female	29		10.1%	58	21.2%	26	13.6%	32	15.7%	34	19.3%		
5	Racial Discriminatory Behaviour Allegations Only (Recorded)	Number of complainants	393		312		256		193		154		
		Complainants Ethnicity	% White	47	13.5%	45	15.7%	24	10.0%	12	7.1%	9	6.6%
			% Black	191	55.0%	159	55.4%	140	58.3%	112	66.3%	86	62.8%
			% Asian	73	21.0%	57	19.9%	57	23.8%	29	17.2%	33	24.1%
			% Other	36	10.4%	26	9.1%	19	7.9%	16	9.5%	9	6.6%
		Complainants Gender	% Male	301	77.0%	242	78.1%	199	78.0%	140	72.5%	122	79.2%
% Female	90		23.0%	68	21.9%	56	22.0%	53	27.5%	32	20.8%		
6	Internal Investigations (Recorded) Officers	Number of Officers	653		631		586		628		650		
		Officers Ethnicity	% White	610	93.4%	590	93.5%	542	92.5%	564	90.1%	565	87.1%
			% Black	23	3.5%	24	3.8%	21	3.6%	29	4.6%	27	4.2%
			% Asian	17	2.6%	12	1.9%	14	2.4%	23	3.7%	40	6.2%
			% Other	3	0.5%	5	0.8%	9	1.5%	10	1.6%	17	2.6%
		Officers Gender	% Male	594	91.0%	576	91.3%	531	90.6%	567	90.6%	581	89.4%
% Female	59		9.0%	55	8.7%	55	9.4%	59	9.4%	69	10.6%		
7	Suspended Officers	Number of Officers	83		79		38		28		44		
		Officers Ethnicity	% White	77	92.8%	72	91.1%	34	89.5%	26	92.9%	38	86.4%
			% Black	4	4.8%	4	5.1%	2	5.3%	1	3.6%	3	6.8%
			% Asian	2	2.4%	3	3.8%	2	5.3%	1	3.6%	3	6.8%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Officers Gender	% Male	77	92.8%	75	94.9%	36	94.7%	25	89.3%	39	88.6%
% Female	6		7.2%	4	5.1%	2	5.3%	3	10.7%	5	11.4%		
8	Written Warnings	Number of Officers	74		124		226		326		335		
		Officers Ethnicity	% White	71	95.9%	118	95.2%	213	94.2%	284	87.1%	288	86.0%
			% Black	3	4.1%	3	2.4%	9	4.0%	18	5.5%	11	3.3%
			% Asian	0	0.0%	3	2.4%	2	0.9%	14	4.3%	21	6.3%
			% Other	0	0.0%	0	0.0%	2	0.9%	10	3.1%	15	4.5%
		Officers Gender	% Male	71	95.9%	109	87.9%	202	89.4%	299	91.7%	300	89.6%
% Female	3		4.1%	15	12.1%	24	10.6%	27	8.3%	35	10.4%		

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9	Informal Discipline as result of Investigation (Excluding Written Warnings)	Number of Officers		128	98	114	125	90					
		Public Complaint Ethnicity	% White	118	92.2%	95	96.9%	106	93.0%	119	95.2%	86	95.6%
			% Black	7	5.5%	3	3.1%	5	4.4%	4	3.2%	3	3.3%
			% Asian	2	1.6%	0	0.0%	1	0.9%	2	1.6%	1	1.1%
			% Other	1	0.8%	0	0.0%	2	1.8%	0	0.0%	0	0.0%
		Public Complaint Gender	% Male	112	87.5%	83	84.7%	99	86.8%	111	88.8%	79	87.8%
			% Female	16	12.5%	15	15.3%	15	13.2%	14	11.2%	11	12.2%
				Number of Officers		140	101	86	83	58			
		Internal Investigations Ethni	% White	126	90.0%	94	93.1%	76	88.4%	77	92.8%	54	93.1%
			% Black	8	5.7%	7	6.9%	7	8.1%	1	1.2%	3	5.2%
			% Asian	6	4.3%	0	0.0%	3	3.5%	4	4.8%	1	1.7%
			% Other	0	0.0%	0	0.0%	0	0.0%	1	1.2%	0	0.0%
		Internal Investigations Gend	% Male	130	92.9%	85	84.2%	79	91.9%	73	88.0%	53	91.4%
			% Female	10	7.1%	16	15.8%	7	8.1%	10	12.0%	5	8.6%
10	Misconduct / Discipline Hearings	Number of Officers		43	41	41	28	22					
		Public Complaint Ethnicity	% White	42	97.7%	40	97.6%	37	90.2%	28	100%	21	95.5%
			% Black	1	2.3%	1	2.4%	2	4.9%	0	0.0%	0	0.0%
			% Asian	0	0.0%	0	0.0%	2	4.9%	0	0.0%	1	4.5%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Public Complaint Gender	% Male	42	97.7%	37	90.2%	37	90.2%	27	96.4%	21	95.5%
			% Female	1	2.3%	4	9.8%	4	9.8%	1	3.6%	1	4.5%
				Number of Officers		92	83	110	80	53			
		Internal Investigations Ethni	% White	88	95.7%	77	92.8%	102	92.7%	73	91.3%	47	88.7%
			% Black	7	1.1%	5	6.0%	6	5.5%	2	2.5%	3	5.7%
			% Asian	3	3.3%	1	1.2%	2	1.8%	3	3.8%	3	5.7%
			% Other	0	0.0%	0	0.0%	0	0.0%	2	2.5%	0	0.0%
		Internal Investigations Gend	% Male	88	95.7%	80	96.4%	101	91.8%	76	95.0%	50	94.3%
			% Female	4	4.3%	3	3.6%	9	8.2%	4	5.0%	3	5.7%
11	Dismissals or Required to Resign Sanctions as result of Misconduct/ Discipline Hearing	Number of Officers		9	4	4	3	3					
		Public Complaint Ethnicity	% White	9	100%	4	100%	4	100%	3	100%	3	100%
			% 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	9	100%	4	100%	4	100%	3	100%	3	100%
			% Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
				Number of Officers		44	26	32	29	19			
		Internal Investigations Ethni	% White	41	93.2%	25	96.2%	30	93.8%	26	89.7%	18	94.7%
			% Black	1	2.3%	1	3.8%	2	6.3%	2	6.9%	1	5.3%
			% Asian	2	4.5%	0	0.0%	0	0.0%	1	3.4%	0	0.0%
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
		Internal Investigations Gend	% Male	44	100%	26	100%	28	87.5%	28	96.6%	19	100%
			% Female	0	0.0%	0	0.0%	4	12.5%	1	3.4%	0	0.0%
12	Commissioners Appeal/ AC Review	Number of Officers		15	10	9	6	4					
		Public Complaint Ethnicity	% White	13	86.7%	10	100%	9	100%	6	100%	4	100%
			% Black	1	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
			% Asian	1	6.7%	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	13	86.7%	9	90.0%	9	100%	6	100%	4	100%
			% Female	2	13.3%	1	10.0%	0	0.0%	0	0.0%	0	0.0%
				Number of Officers		34	28	35	33	20			
		Internal Investigations Ethni	% White	30	88.2%	27	96.4%	32	91.4%	32	97.0%	20	100%
			% Black	2	5.9%	0	0.0%	3	8.6%	0	0.0%	0	0.0%
			% Asian	1	2.9%	1	3.6%	0	0.0%	0	0.0%	0	0.0%
			% Other	1	2.9%	0	0.0%	0	0.0%	1	3.0%	0	0.0%
		Internal Investigations Gend	% Male	33	97.1%	27	96.4%	32	91.4%	32	97.0%	20	100%
			% Female	1	2.9%	1	3.6%	3	8.6%	1	3.0%	0	0.0%

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13	Secretary of State/ Police Appeals Tribunal	Number of Officers		0	7	4	13	2	
		Public Complaint Ethnicity	% White	0	6	4	13	2	100%
			% Black	0	1	0	0	0	0.0%
			% Asian	0	0	0	0	0	0.0%
			% Other	0	0	0	0	0	0.0%
		Public Complaint Gender	% Male	0	6	4	12	2	100%
			% Female	0	1	0	1	0	0.0%
		Number of Officers		9	18	9	5	5	
		Internal Investigations Ethnicity	% White	8	16	9	5	4	80.0%
			% Black	1	1	0	0	0	0.0%
			% Asian	0	0	0	0	1	20.0%
			% Other	0	1	0	0	0	0.0%
		Internal Investigations Gender	% Male	9	18	9	5	5	100%
% Female	0		0	0	0	0	0.0%		
14	Employment Tribunals	Number of ET's			104	89		~	
		Employees Ethnicity	% White			65	53	-	-
			% Black			16	13	-	-
			% Asian			10	12	-	-
			% Other			13	1	-	-
		Employees Gender	% Male			47	42	-	-
			% Female			57	47	-	-
15	Civil Actions	Number of Claimants		515	532	465	445	496	
		Claimants Ethnicity	% White	101	122	128	139	151	44.5%
			% Black	100	117	131	106	135	39.8%
			% Asian	20	19	26	34	27	8.0%
			% Other	10	15	25	23	26	7.7%
		Claimants Gender	% Male	408	432	375	335	387	78.7%
			% Female	90	99	88	106	105	21.3%

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