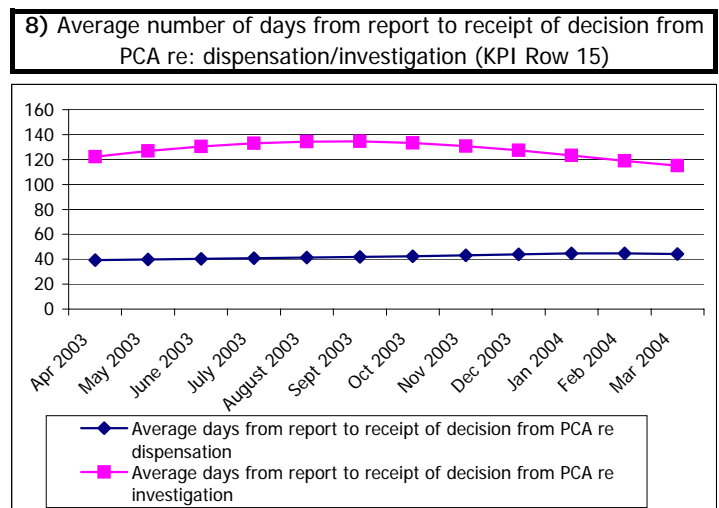
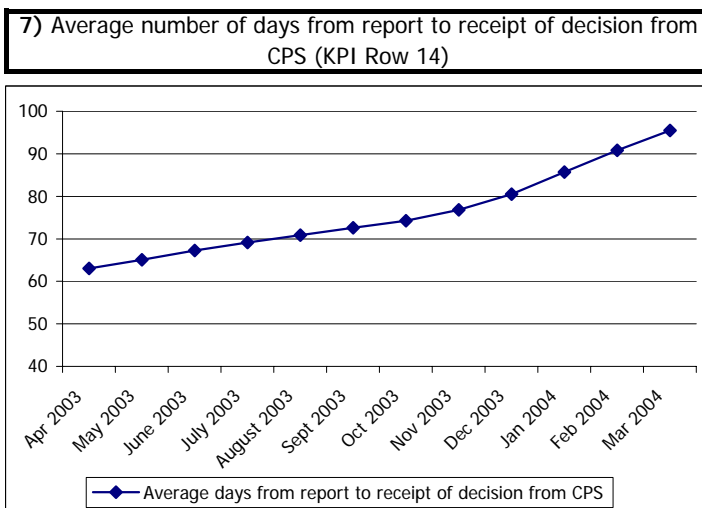
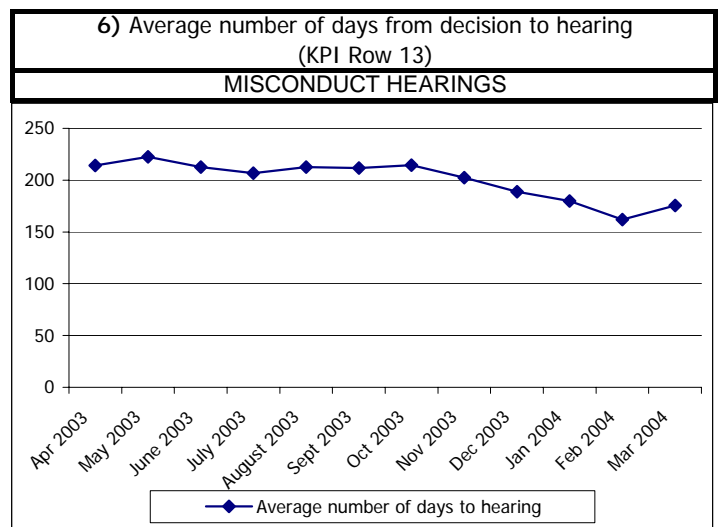
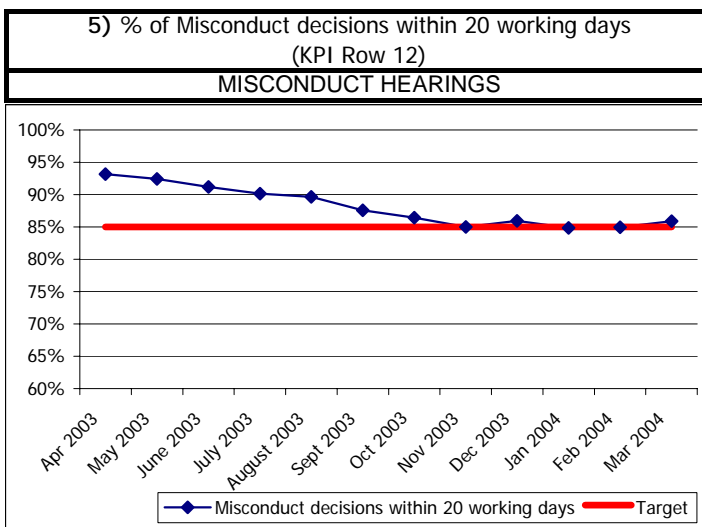
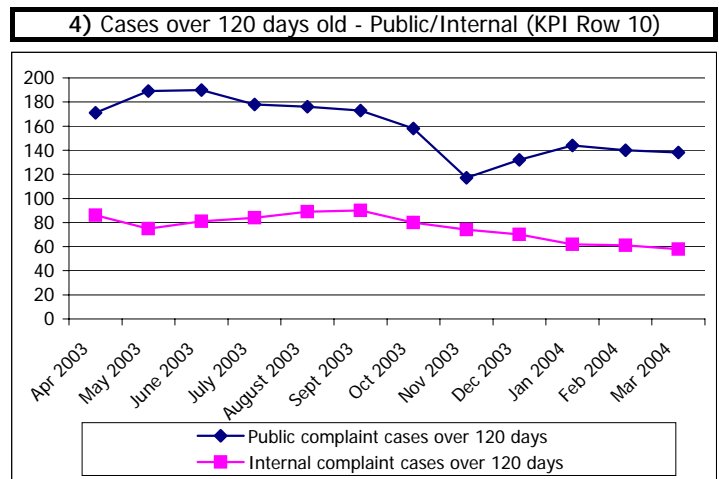
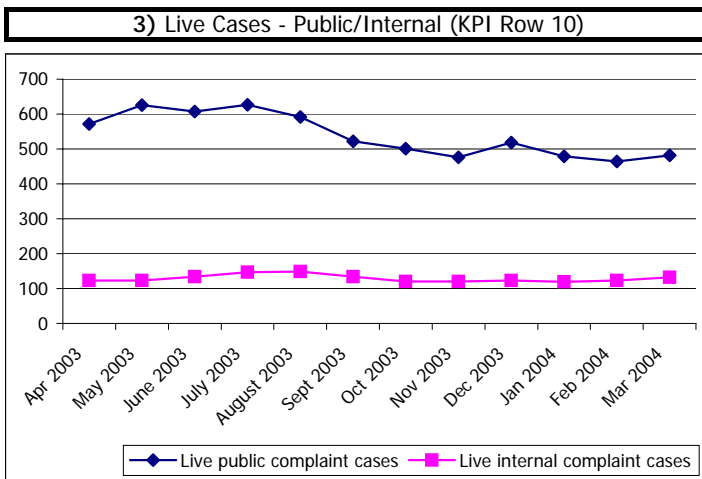
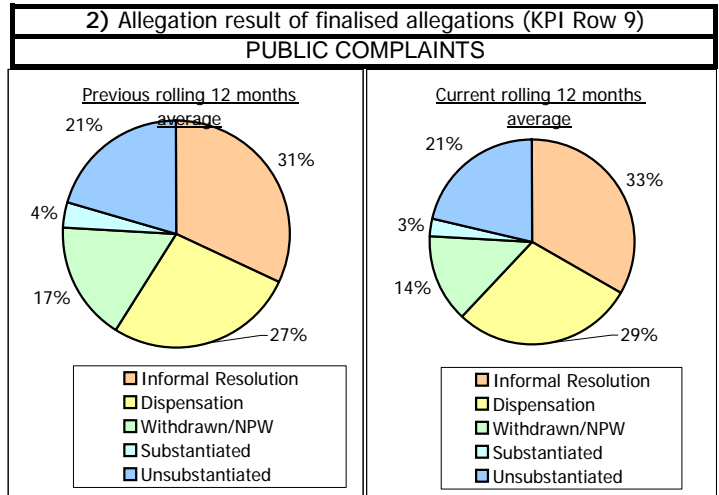
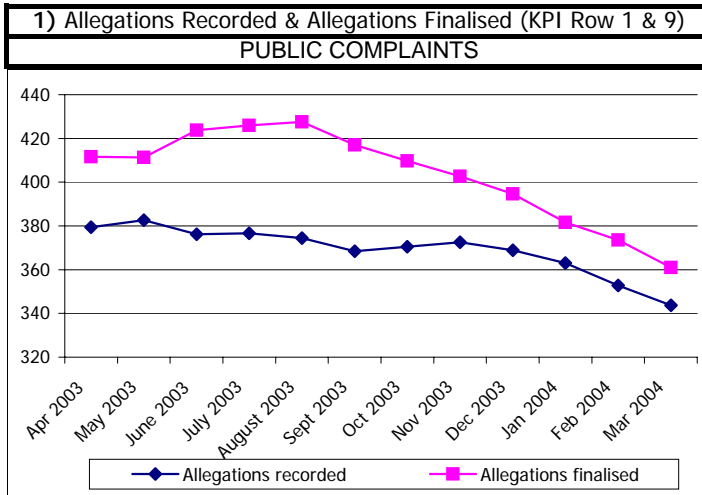


Directorate of Professional Standards



Directorate of Professional Standards

Performance Indicators - Timeliness, Quality & Outcomes

| | | 2003/04 | | | | | | | | | | | | | |
|----|--|-------------|--------|----------|----------|-----------|-----------|-------------|-----------|----------|----------|----------|----------|----------|----------|
| | | Target | Period | Apr 2003 | May 2003 | June 2003 | July 2003 | August 2003 | Sept 2003 | Oct 2003 | Nov 2003 | Dec 2003 | Jan 2004 | Feb 2004 | Mar 2004 |
| 1 | Public Complaints Number of allegations recorded - BVPI (21) - (12-month rolling average) Allegations recorded in last 12 months as a % of previous 12 months | | 12 mra | 379 | 383 | 376 | 377 | 374 | 369 | 371 | 373 | 369 | 363 | 353 | 344 |
| | | | 12 mra | 84.1% | 84.3% | 84.8% | 85.4% | 86.1% | 86.7% | 87.5% | 88% | 89.3% | 90.2% | 90.6% | 90.8% |
| 2 | Case Reduction Number of Cases recorded (12-month rolling average) Cases recorded in last 12 months as % of previous 12 months | | 12 mra | 246 | 244 | 240 | 238 | 237 | 235 | 234 | 233 | 231 | 230 | 229 | 226 |
| | | | 12 mra | 84% | 84% | 84% | 84% | 85% | 85% | 85% | 86% | 87% | 88% | 89% | 89% |
| 3 | Substantiation Substantiated allegations as % of allegations fully investigated - BVPI (22) | | 12 mra | 13% | 12% | 12% | 12% | 11% | 11% | 11% | 11% | 10% | 11% | 11% | 12% |
| 4 | Suspension Total number of officers currently <i>Suspended</i> | | Month | 43 | 45 | 47 | 45 | 48 | 50 | 54 | 52 | 53 | 53 | ~ | 56 |
| 5 | Restricted Duties Total number of officers currently on <i>Restricted Duties</i> as a result of investigation | | Month | 77 | 72 | 64 | 64 | 63 | 70 | 75 | 76 | 72 | 72 | ~ | 71 |
| 6 | Service Confidence Police & Civil Staff currently subject to <i>Service Confidence Procedure</i> | | Month | 13 | 12 | 15 | 19 | 20 | 22 | 22 | 20 | 20 | 0 | 0 | 0 |
| 7 | Proactive Investigations Number of current 'live' proactive investigations - Level 1 & 2 only | | Month | 20 | 24 | 21 | 19 | 13 | 11 | 11 | 10 | 10 | 13 | 13 | 8 |
| 8 | Quality of Investigation Number of investigations returned through DCS by CPS / PCA for remedial work | | Month | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 9 | Investigative Outcomes Public Complaints Total allegations finalised Informal Resolutions as % of total allegations finalised (IIR & IR) Dispensations as % of total allegations finalised Withdrawn / Not Proceeded With as % of total allegations finalised Substantiated allegations as % of total allegations finalised Unsubstantiated allegations as % of total allegations finalised | | 12 mra | 412 | 411 | 424 | 426 | 428 | 417 | 410 | 403 | 395 | 382 | 374 | 361 |
| | | | 12 mra | 29% | 29% | 29% | 29% | 30% | 30% | 30% | 31% | 31% | 32% | 33% | 33% |
| | | | 12 mra | 27% | 27% | 26% | 26% | 25% | 26% | 27% | 27% | 28% | 27% | 28% | 29% |
| | | | 12 mra | 14% | 14% | 14% | 14% | 13% | 13% | 13% | 13% | 13% | 13% | 13% | 14% |
| | | | 12 mra | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% |
| | | | 12 mra | 26% | 27% | 28% | 28% | 28% | 28% | 28% | 26% | 26% | 25% | 25% | 23% |
| 10 | Timeliness (¹ source IOWA) Number of live public complaint cases under investigation % of all public complaint cases under investigation currently over 120 days ¹ Number of all public complaint cases under investigation currently over 120 days ¹ Number of live internal complaint cases under investigation % of all internal investigation cases under investigation currently over 120 days ¹ Number of all internal investigation cases under investigation currently over 120 days ¹ | | Month | 572 | 626 | 607 | 627 | 592 | 522 | 501 | 476 | 518 | 479 | 464 | 482 |
| | | | Month | 30% | 30% | 31% | 28% | 30% | 33% | 32% | 25% | 25% | 30% | 30% | 29% |
| | | | Month | 171 | 189 | 190 | 178 | 176 | 173 | 158 | 117 | 132 | 144 | 140 | 138 |
| | | | Month | 123 | 123 | 134 | 147 | 149 | 134 | 120 | 120 | 123 | 119 | 123 | 132 |
| | | | Month | 70% | 61% | 60% | 57% | 60% | 67% | 67% | 62% | 57% | 52% | 50% | 44% |
| | | | Month | 86 | 75 | 81 | 84 | 89 | 90 | 80 | 74 | 70 | 62 | 61 | 58 |
| 11 | Timeliness (² source IOTA) Average days taken to complete investigations of public complaints ² Average days taken to complete internal investigations ² Average days taken to submit dispensation requests to PCA ² (Public) Average days taken to complete withdrawn / NPW cases ² (Public) Average days taken to complete informal resolution cases ² (Public) Average days taken to complete immediate informal resolutions (IIR) ² (Public) | >= 120 days | Month | 246 | 187 | 263 | 225 | 247 | 213 | 285 | 219 | 226 | 205 | 190 | 258 |
| | | | Month | 137 | 151 | 188 | 359 | 241 | 171 | 197 | 191 | 209 | 284 | 235 | 177 |
| | | >= 60 days | Month | 90 | 99 | 89 | 94 | 91 | 94 | 99 | 87 | 95 | 91 | 122 | 101 |
| | | | Month | 52 | 73 | 140 | 65 | 90 | 122 | 92 | 88 | 227 | 128 | 148 | 125 |
| | | | Month | 251 | 81 | 96 | 65 | 85 | 137 | 105 | 147 | 186 | 108 | 82 | 97 |
| | | | Month | 58 | 62 | 62 | 70 | 34 | 47 | 60 | 60 | 54 | 59 | 159 | 58 |
| 12 | Misconduct Decisions % of misconduct decisions made within 20 working days % of misconduct papers served within 25 working days | >= 85% | 12 mra | 93% | 92% | 91% | 90% | 90% | 88% | 86% | 85% | 86% | 85% | 85% | 86% |
| | | >= 85% | 12 mra | 79% | 79% | 77% | 81% | 82% | 86% | 86% | 86% | 85% | 85% | 87% | 89% |
| 13 | Misconduct Hearings Average days from decision to misconduct hearing | | 12 mra | 214 | 222 | 213 | 207 | 213 | 212 | 214 | 202 | 189 | 180 | 162 | 176 |
| 14 | CPS Decisions Average days from report to receipt of decision from CPS | | 12 mra | 63 | 65 | 67 | 69 | 71 | 73 | 74 | 77 | 81 | 86 | 91 | 96 |
| 15 | PCA Decisions Average days from report to receipt of decision from PCA re <i>dispensation</i> Average days from report to receipt of decision from PCA re <i>investigation</i> | >= 28 days | 12 mra | 39 | 40 | 40 | 41 | 41 | 42 | 42 | 43 | 44 | 45 | 45 | 44 |
| | | | 12 mra | 122 | 127 | 130 | 133 | 134 | 135 | 133 | 131 | 128 | 123 | 119 | 115 |
| 16 | DPS Staff Vacancies DPS police <i>officer</i> posts vacant as % of budgeted workforce target DPS police <i>staff</i> posts vacant as % of budgeted workforce target | | Month | 1.9% | 2.2% | 0.6% | -3.3% | -2.0% | -1.7% | -2.0% | 0.2% | 2.7% | 2.0% | 2.2% | 1.5% |
| | | | Month | 7.5% | 10.4% | 12.0% | 11.8% | 11.2% | 12.6% | 18.4% | 17.5% | 16.9% | 16.9% | 19.0% | 12.9% |
| 17 | Training Senior Investigating Officer Training for DPS Staff - number of sessions held Investigating Officer Training for DPS Staff - number of sessions held Probationer Training held by DPS - number of sessions held | | YTD | 0 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| | | | YTD | 1 | 1 | 4 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 7 | 7 |
| | | | YTD | ~ | ~ | ~ | ~ | ~ | 10 | 32 | 50 | 66 | 87 | 100 | 113 |

Abbreviations Month = Figures for month shown. YTD = Year to date. 12 mra = 12 Months rolling average. ~ = Figures not available

Directorate of Professional Standards

Diversity Information

| | | | 1999/2000 | 2000/2001 | 2001/2002 | 2002/2003 | 2003/2004 | | | | | | |
|----------|---|------------------------|-----------|-----------|-----------|-----------|-----------|--------|-------|--------|-------|--------|-------|
| 1 | MPS Workforce Figures <small>Figures as at end FY and end of February 2004 for 2003/04</small> | Number of officers | 26,001 | 25,430 | 26,768 | 28,477 | 30,235 | | | | | | |
| | | Officers Ethnicity | % White | 24,985 | 96.1% | 24,375 | 95.9% | 25,480 | 95.2% | 26,902 | 94.5% | 28,294 | 93.6% |
| | | | % Black | 513 | 2.0% | 516 | 2.0% | 552 | 2.1% | 637 | 2.2% | 753 | 2.5% |
| | | | % Asian | 295 | 1.1% | 320 | 1.3% | 441 | 1.6% | 570 | 2.0% | 764 | 2.5% |
| | | | % Other | 208 | 0.8% | 219 | 0.9% | 296 | 1.1% | 368 | 1.3% | 424 | 1.4% |
| | | Officers Gender | % Male | 21,975 | 84.5% | 21,426 | 84.3% | 22,467 | 83.9% | 23,721 | 83.3% | 24,755 | 81.9% |
| % Female | 4,026 | | 15.5% | 4,005 | 15.7% | 4,301 | 16.1% | 4,756 | 16.7% | 5,480 | 18.1% | | |
| 2 | Public Complaints (Recorded) Complainants | Number of complainants | 4,390 | 3,801 | 3,215 | 2,845 | 2,585 | | | | | | |
| | | Complainants Ethnicity | % White | 2,198 | 56.8% | 1,866 | 55.3% | 1,498 | 53.4% | 1,287 | 52.8% | 1,184 | 51.5% |
| | | | % Black | 1,064 | 27.5% | 962 | 28.5% | 868 | 30.9% | 782 | 32.1% | 759 | 33.0% |
| | | | % Asian | 399 | 10.3% | 327 | 9.7% | 278 | 9.9% | 223 | 9.2% | 226 | 9.8% |
| | | | % Other | 210 | 5.4% | 218 | 6.5% | 162 | 5.8% | 144 | 5.9% | 129 | 5.6% |
| | | Complainants Gender | % Male | 3,086 | 70.5% | 2,601 | 68.6% | 2,227 | 69.4% | 1,972 | 69.5% | 1,782 | 69.2% |
| % Female | 1,294 | | 29.5% | 1,188 | 31.4% | 982 | 30.6% | 867 | 30.5% | 795 | 30.8% | | |
| 3 | Public Complaints (Recorded) Officers | Number of officers | 8,143 | 6,863 | 5,822 | 4,459 | 3,636 | | | | | | |
| | | Officers Ethnicity | % White | 7,791 | 95.7% | 6,518 | 95.7% | 5,526 | 94.9% | 4,165 | 93.6% | 3,379 | 93.1% |
| | | | % Black | 180 | 2.2% | 154 | 2.2% | 140 | 2.4% | 132 | 3.0% | 88 | 2.4% |
| | | | % Asian | 110 | 1.4% | 127 | 1.4% | 96 | 1.6% | 100 | 2.2% | 96 | 2.6% |
| | | | % Other | 56 | 0.7% | 56 | 0.7% | 58 | 1.0% | 52 | 1.2% | 65 | 1.8% |
| | | Officers Gender | % Male | 7,222 | 88.7% | 6,126 | 88.7% | 5,149 | 88.5% | 3,904 | 87.6% | 3,151 | 86.7% |
| % Female | 921 | | 11.3% | 735 | 11.3% | 671 | 11.5% | 553 | 12.4% | 483 | 13.3% | | |
| 4 | Stop & Search Only (Recorded) | Number of complainants | 286 | 272 | 191 | 207 | 168 | | | | | | |
| | | Complainants Ethnicity | % White | 114 | 43.5% | 109 | 42.7% | 57 | 31.1% | 66 | 34.9% | 57 | 36.5% |
| | | | % Black | 108 | 41.2% | 122 | 47.8% | 95 | 51.9% | 102 | 54.0% | 83 | 53.2% |
| | | | % Asian | 26 | 9.9% | 16 | 6.3% | 18 | 9.8% | 16 | 8.5% | 10 | 6.4% |
| | | | % Other | 14 | 5.3% | 8 | 3.1% | 13 | 7.1% | 5 | 2.6% | 6 | 3.8% |
| | | Complainants Gender | % Male | 257 | 89.9% | 214 | 78.7% | 165 | 86.4% | 174 | 84.1% | 131 | 78.0% |
| % Female | 29 | | 10.1% | 58 | 21.3% | 26 | 13.6% | 33 | 15.9% | 37 | 22.0% | | |
| 5 | Racial Discriminatory Behaviour Allegations Only (Recorded) | Number of complainants | 393 | 311 | 256 | 196 | 163 | | | | | | |
| | | Complainants Ethnicity | % White | 47 | 13.5% | 45 | 15.7% | 24 | 10.0% | 13 | 7.6% | 15 | 10.1% |
| | | | % Black | 191 | 55.0% | 158 | 55.2% | 140 | 58.3% | 113 | 66.1% | 93 | 62.4% |
| | | | % Asian | 73 | 21.0% | 57 | 19.9% | 57 | 23.8% | 29 | 17.0% | 34 | 22.8% |
| | | | % Other | 36 | 10.4% | 26 | 9.1% | 19 | 7.9% | 16 | 9.4% | 7 | 4.7% |
| | | Complainants Gender | % Male | 301 | 77.0% | 241 | 78.0% | 199 | 78.0% | 142 | 72.4% | 139 | 85.3% |
| % Female | 90 | | 23.0% | 68 | 22.0% | 56 | 22.0% | 54 | 27.6% | 24 | 14.7% | | |
| 6 | Internal Investigations (Recorded) Officers | Number of Officers | 653 | 631 | 609 | 633 | 766 | | | | | | |
| | | Officers Ethnicity | % White | 610 | 93.4% | 590 | 93.5% | 564 | 92.6% | 568 | 90.0% | 658 | 86.1% |
| | | | % Black | 23 | 3.5% | 24 | 3.8% | 22 | 3.6% | 29 | 4.6% | 37 | 4.8% |
| | | | % Asian | 17 | 2.6% | 12 | 1.9% | 14 | 2.3% | 24 | 3.8% | 49 | 6.4% |
| | | | % Other | 3 | 0.5% | 5 | 0.8% | 9 | 1.5% | 10 | 1.6% | 20 | 2.6% |
| | | Officers Gender | % Male | 594 | 91.0% | 576 | 91.3% | 549 | 90.1% | 572 | 90.6% | 683 | 89.2% |
| % Female | 59 | | 9.0% | 55 | 8.7% | 60 | 9.9% | 59 | 9.4% | 83 | 10.8% | | |
| 7 | Suspended Officers | Number of Officers | 83 | 79 | 37 | 28 | 50 | | | | | | |
| | | Officers Ethnicity | % White | 77 | 92.8% | 72 | 91.1% | 33 | 89.2% | 26 | 92.9% | 41 | 82.0% |
| | | | % Black | 4 | 4.8% | 4 | 5.1% | 2 | 5.4% | 1 | 3.6% | 4 | 8.0% |
| | | | % Asian | 2 | 2.4% | 3 | 3.8% | 2 | 5.4% | 1 | 3.6% | 5 | 10.0% |
| | | | % 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% | 35 | 94.6% | 25 | 89.3% | 47 | 94.0% |
| % Female | 6 | | 7.2% | 4 | 5.1% | 2 | 5.4% | 3 | 10.7% | 3 | 6.0% | | |
| 8 | Written Warnings | Number of Officers | 71 | 127 | 226 | 327 | 437 | | | | | | |
| | | Officers Ethnicity | % White | 68 | 95.8% | 121 | 95.3% | 213 | 94.2% | 285 | 87.2% | 370 | 84.7% |
| | | | % Black | 3 | 4.2% | 3 | 2.4% | 9 | 4.0% | 18 | 5.5% | 24 | 5.5% |
| | | | % Asian | 0 | 0.0% | 3 | 2.4% | 2 | 0.9% | 14 | 4.3% | 30 | 6.9% |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 2 | 0.9% | 10 | 3.1% | 13 | 3.0% |
| | | Officers Gender | % Male | 68 | 95.8% | 112 | 88.2% | 202 | 89.4% | 300 | 91.7% | 388 | 88.8% |
| % Female | 3 | | 4.2% | 15 | 11.8% | 24 | 10.6% | 27 | 8.3% | 49 | 11.2% | | |

Directorate of Professional Standards

Diversity Information

| | | 1999/2000 | 2000/2001 | 2001/2002 | 2002/2003 | 2003/2004 | | | | | | | | |
|------------------------------|---|-------------------------------|-----------|---------------------------|-----------|-----------|-------|-----|-------|-----|-------|----|-------|--|
| 9 | Informal Discipline as result of Investigation (Excluding Written Warnings) | Number of Officers | 128 | | 98 | | 114 | | 125 | | 69 | | | |
| | | Public Complaint Ethnicity | % White | 118 | 92.2% | 95 | 96.9% | 106 | 93.0% | 119 | 95.2% | 67 | 97.1% | |
| | | | % Black | 7 | 5.5% | 3 | 3.1% | 5 | 4.4% | 4 | 3.2% | 2 | 2.9% | |
| | | | % Asian | 2 | 1.6% | 0 | 0.0% | 1 | 0.9% | 2 | 1.6% | 0 | 0.0% | |
| | | | % 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% | 60 | 87.0% | |
| | | | % Female | 16 | 12.5% | 15 | 15.3% | 15 | 13.2% | 14 | 11.2% | 9 | 13.0% | |
| | | | | Number of Officers | 140 | | 101 | | 86 | | 83 | | 65 | |
| | | Internal Investigations Ethni | % White | 126 | 90.0% | 94 | 93.1% | 76 | 88.4% | 77 | 92.8% | 58 | 89.2% | |
| | | | % Black | 8 | 5.7% | 7 | 6.9% | 7 | 8.1% | 1 | 1.2% | 3 | 4.6% | |
| % Asian | 6 | | 4.3% | 0 | 0.0% | 3 | 3.5% | 4 | 4.8% | 3 | 4.6% | | | |
| % Other | 0 | | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 1 | 1.5% | | | |
| Internal Investigations Gend | % Male | 130 | 92.9% | 85 | 84.2% | 79 | 91.9% | 73 | 88.0% | 54 | 83.1% | | | |
| | % Female | 10 | 7.1% | 16 | 15.8% | 7 | 8.1% | 10 | 12.0% | 11 | 16.9% | | | |
| 10 | Misconduct / Discipline Hearings | Number of Officers | 43 | | 41 | | 41 | | 28 | | 26 | | | |
| | | Public Complaint Ethnicity | % White | 42 | 97.7% | 40 | 97.6% | 37 | 90.2% | 28 | 100% | 23 | 88.5% | |
| | | | % Black | 1 | 2.3% | 1 | 2.4% | 2 | 4.9% | 0 | 0.0% | 1 | 3.8% | |
| | | | % Asian | 0 | 0.0% | 0 | 0.0% | 2 | 4.9% | 0 | 0.0% | 1 | 3.8% | |
| | | | % Other | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 3.8% | |
| | | Public Complaint Gender | % Male | 42 | 97.7% | 37 | 90.2% | 37 | 90.2% | 27 | 96.4% | 25 | 96.2% | |
| | | | % Female | 1 | 2.3% | 4 | 9.8% | 4 | 9.8% | 1 | 3.6% | 1 | 3.8% | |
| | | | | Number of Officers | 92 | | 83 | | 110 | | 79 | | 62 | |
| | | Internal Investigations Ethni | % White | 88 | 95.7% | 77 | 92.8% | 102 | 92.7% | 72 | 91.1% | 56 | 90.3% | |
| | | | % Black | 1 | 1.1% | 5 | 6.0% | 6 | 5.5% | 2 | 2.5% | 3 | 4.8% | |
| % Asian | 3 | | 3.3% | 1 | 1.2% | 2 | 1.8% | 3 | 3.8% | 3 | 4.8% | | | |
| % 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% | 75 | 94.9% | 60 | 96.8% | | | |
| | % Female | 4 | 4.3% | 3 | 3.6% | 9 | 8.2% | 4 | 5.1% | 2 | 3.2% | | | |
| 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 | | 18 | |
| | | Internal Investigations Ethni | % White | 41 | 93.2% | 25 | 96.2% | 30 | 93.8% | 26 | 89.7% | 17 | 94.4% | |
| | | | % Black | 1 | 2.3% | 1 | 3.8% | 2 | 6.3% | 2 | 6.9% | 1 | 5.6% | |
| % 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% | 18 | 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% | 3 | 75% | |
| | | | % 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% | 1 | 25.0% | |
| | | 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 | | 22 | |
| | | Internal Investigations Ethni | % White | 30 | 88.2% | 27 | 96.4% | 32 | 91.4% | 32 | 97.0% | 22 | 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% | 22 | 100% | | | |
| | % Female | 1 | 2.9% | 1 | 3.6% | 3 | 8.6% | 1 | 3.0% | 0 | 0.0% | | | |

Directorate of Professional Standards

Diversity Information

| 1999/2000 | 2000/2001 | 2001/2002 | 2002/2003 | 2003/2004 |
|-----------|-----------|-----------|-----------|-----------|
|-----------|-----------|-----------|-----------|-----------|

| | | | | | | | | | | | | | | | |
|-----------------------------|---|-------------------------------|----------|---------------------------|-------|----|-------|----|------|----|-------|---|-------|---|--|
| 13 | Secretary of State/ Police Appeals Tribunal | Number of Officers | | 0 | | 7 | | 4 | | 13 | | 1 | | | |
| | | Public Complaint Ethnicity | % White | 0 | 0.0% | 6 | 85.7% | 4 | 100% | 13 | 100% | 1 | 100% | | |
| | | | % Black | 0 | 0.0% | 1 | 14.3% | 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 | 0 | 0.0% | 6 | 85.7% | 4 | 100% | 12 | 92.3% | 1 | 100% | | |
| | | | % Female | 0 | 0.0% | 1 | 14.3% | 0 | 0.0% | 1 | 7.7% | 0 | 0.0% | | |
| | | | | Number of Officers | | 9 | | 18 | | 9 | | 5 | | 7 | |
| | | Internal Investigations Ethni | % White | 8 | 88.9% | 16 | 88.9% | 9 | 100% | 5 | 100% | 6 | 85.7% | | |
| | | | % Black | 1 | 11.1% | 1 | 5.6% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | | |
| | | | % Asian | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 14.3% | | |
| | | | % Other | 0 | 0.0% | 1 | 5.6% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | | |
| Internal Investigations Gen | % Male | 9 | 100% | 18 | 100% | 9 | 100% | 5 | 100% | 7 | 100% | | | | |
| | % Female | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | | | | |

| | | | | | | | | | | | |
|----|-------------------------|-----------------------|----------|--|--|-----|-------|----|-------|----|-------|
| 14 | Employment Tribunals | Number of ET's | | | | 104 | | 89 | | 70 | |
| | | Employees Ethnicity | % White | | | 65 | 62.5% | 53 | 59.6% | 44 | 68.8% |
| | | | % Black | | | 16 | 15.4% | 13 | 14.6% | 13 | 20.3% |
| | | | % Asian | | | 10 | 9.6% | 12 | 13.5% | 3 | 4.7% |
| | | | % Other | | | 13 | 12.5% | 1 | 1.1% | 4 | 6.3% |
| | | Employees Gender | % Male | | | 47 | 45.2% | 42 | 47.2% | 34 | 48.6% |
| | | | % Female | | | 57 | 54.8% | 47 | 52.8% | 36 | 51.4% |

| | | | | | | | | | | | | | |
|----------|---------------|----------------------------|---------|-----|-------|-----|-------|-----|-------|-----|-------|-----|-------|
| 15 | Civil Actions | Number of Claimants | | 516 | | 532 | | 465 | | 445 | | 517 | |
| | | Claimants Ethnicity | % White | 103 | 43.8% | 123 | 44.7% | 128 | 41.3% | 139 | 46.0% | 170 | 45.6% |
| | | | % Black | 102 | 43.4% | 118 | 42.9% | 131 | 42.3% | 106 | 35.1% | 154 | 41.3% |
| | | | % Asian | 20 | 8.5% | 19 | 6.9% | 26 | 8.4% | 34 | 11.3% | 31 | 8.3% |
| | | | % Other | 10 | 4.3% | 15 | 5.5% | 25 | 8.1% | 23 | 7.6% | 18 | 4.8% |
| | | Claimants Gender | % Male | 409 | 82.0% | 432 | 81.4% | 375 | 81.0% | 335 | 76.0% | 394 | 77.1% |
| % Female | 90 | | 18.0% | 99 | 18.6% | 88 | 19.0% | 106 | 24.0% | 117 | 22.9% | | |

Sources : Complaints & Discipline System and DCC8(7)

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

The figure breakdowns do not include unknown individuals gender/ethnicity