



**Equal Opportunities and Diversity Board**

**Management Information Report**

**Up to July 2003**

## Equal Opportunities and Diversity Board - Management Information

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<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance		2003/4 to date (up to July unless otherwise stated)	Current trend		Comments
	2001/2	2002/3		Increasing	Decreasing	
<b>MPA Staffing Information</b>			<b>Up to end of September</b>			
Total staff	60	68	81			
% female	40%	38%	44%			target 52%
% male	60%	62%	56%			
% VEM	22%	34%	35%			target 30%
% MPA staff disabled	0%	0%	6%			target 9%
Total management grade staff	54	62	71			
% management female	41%	34%	39%			
% management VEM	28%	32%	32%			
% management disabled	0%	0%	7%			
Total applications for posts	1232	128	512			
Total selection for posts	44	8	12			Note small numbers in 2002/3
% applications female	53%	28%	56%			Note small numbers in 2002/3
% selected female	55%	38%	75%			Note small numbers in 2002/3
% applications VEM	30%	32%	38%			Note small numbers in 2002/3
% selected VEM	43%	38%	42%			Note small numbers in 2002/3
% feeling they are treated fairly	-	-				Staff not yet surveyed
% confident to use grievance system	-	-				Staff not yet surveyed
<b>MPS Staffing Information</b>						
<b>Workforce profile</b>						
Total police officers	26768.4	28476.8	29064.5	√		
% female officers	16.1%	16.7%	17.0%	√		Increasing slowly
% VEM officers	4.8%	5.5%	5.7%	√		Increasing gradually
% sergeant and above female	9.2%	9.6%	9.9%	√		Increasing slowly
% sergeant and above VEM	2.8%	3.0%	3.0%	√		Increasing but under-representative
% CID officers female	14.3%	14.6%	15.2%	√		Increasing gradually
% CID officers VEM	3.7%	4.2%	4.8%	√		Increasing
% SO staff VEM	n/a	3.7%	3.7%			Static
Total civil staff	10574.9	10958.8	11334.2	√		Increasing
% female civil staff	59.0%	59.2%	59.2%			Static
% VEM civil staff	18.4%	19.2%	19.6%	√		Increasing slowly
% disabled	0.73%	0.71%	N/A			
% grade A to D female civil staff	-	51.0%	51.7%			New grading structure
% grade A to D VEM civil staff	-	10.5%	10.7%			New grading structure
Total traffic wardens	637.9	650.35	632.92		√	
% traffic wardens female	58.8%	54.5%	53.7%		√	
% traffic wardens VEM	15.8%	16.5%	16.7%			
Total Community Safety Officers		512.63	785.49	√		Increasing
% PCSOs female		26.9%	27.5%	√		Increasing trend
% PCSOs VEM		29.1%	34.9%	√		Large increase

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance			Current trend		Comments
	2001/2	2002/3	2003/4 to date (up to July unless otherwise stated)	Increasing	Decreasing	
<b>Recruitment</b>						
Applications for police officers received per month (average)	983.17	807.00	766.25		√	Monthly average declining
% applications female	22.1%	23.8%	26.7%	√		Long-term increase
% applications VEM	18.4%	18.4%	21.6%	√		Recent increase
Officers attending selection centre (monthly average)	583.08	484.42	1487.75	√		Monthly average rising again after a drop in 2002/3
% selection centre female	22.4%	23.6%	36.5%	√		Long-term increase
% selection centre VEM	13.8%	22.8%	18.5%		√	
Officers recruited	2748	3489	1127	√		
% recruited female	19.7%	20.3%	22.2%	√		Increasing
% recruited VEM	10.3%	10.4%	10.9%	√		Slight increase
Civil staff recruited	1469.9	1222.3	610.2			Sharp rise in the monthly average
% recruited female	63.1%	50.4%	59.5%	√		Large and recent increase
% recruited VEM	23.8%	24.3%	20.3%		√	Recent drop
Traffic wardens recruited	46.4	88.4	5.0			
% recruited female	48.7%	32.4%	20.0%			Small numbers
% recruited VEM	38.4%	22.6%	75.8%			Small numbers
PCSOs recruited		525.6	297.0			
% recruited female		28.8%	29.2%	√		Rising
% recruited VEM		26.8%	42.1%	√		Sharp increase
<b>Retention</b>						
Officers leaving per month (average)	138.2	140.1	135.9		√	
% Officers leaving not pension	70.1%	70.6%	73.7%	√		
% leaving female	13.4%	13.2%	14.1%	√		Note that the % of female officers in the workforce is rising too
% leaving not pension female	-	94.1%	89.6%		√	
% leaving VEM	3.9%	5.8%	8.7%	√		Note that the % of VEM officers in the workforce is rising too
% leaving not pension VEM	-	93.8%	93.7%			
Civil staff leaving per month (average)	88.60	67.43	62.84		√	Decreasing trend
% leaving female	58.2%	55.8%	63.6%	√		Recent rise in 2003/4
% leaving VEM	15.1%	18.4%	14.5%		√	
Traffic wardens leaving per month (average)	9.05	6.24	5.75		√	Monthly average reducing
% leaving female	66.3%	64.2%	69.6%			Small numbers involved in 2003/4
% leaving VEM	13.8%	21.4%	30.4%			Small numbers involved in 2003/4
<b>Staff views</b>						
% staff treated fairly						Staff not yet surveyed
% staff confident grievance system						Staff not yet surveyed

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance		2003/4 to date (up to July unless otherwise stated)	Current trend		Comments
	2001/2	2002/3		Increasing	Decreasing	
<b>MPS Fair Practice</b>						
<i>Victims of crime</i>						
% crime screened in overall		32.6%				Data unavailable for 2003/4
% crime screened in white victims		N/A				
% crime screened in black victims		N/A				
% crime screened in Asian victims		N/A				
% crime screened in other unknown		N/A				
% crime screened in male victims		32.3%				
% crime screened in female victims		35.8%				
% crime screened in 0-17 victims		65.8%				
% crime screened in 18-25 victims		37.0%				
% crime screened in 26-35 victims		30.8%				
% crime screened in 36-55 victims		29.9%				
% crime screened in 56+ victims		28.9%				
<b>Stop and search</b>			<b>Up to June 2003</b>		<b>Note 1</b>	
Total stop and search	199,076	263,611	45,319		√	Falling since April 2003
Monthly average number of stop and search conducted	16,590	21,968	15,106		√	Sharp fall compared with 2002/3
Stop and search white persons	101,043	130,921	22,121		√	Decreased levels on 2002/3
Stop and search VEM total	93,984	127,394	23,062		√	Decreased levels on 2002/3
Stop and search black persons	66,748	90,167	16,642		√	Decreased levels on 2002/3
Stop and search Asian persons	23,505	31,871	5,501		√	Decreased levels on 2002/3
Stop and search other group	3,731	5,356	919		√	Decreased levels on 2002/3
Stop and search unknown	4,049	5,296	136		√	Sharp decrease on 2002/3
Stop search per 1000 population	27.0	35.8	6.3		√	See note 1
Monthly average number of stop and search conducted per 1000 population	2.3	3.0	2.1		√	
White stop search per 1000 white population	17.2	22.3	4.3		√	See note 1
Monthly average number of stop and search conducted per 1000 white population	1.4	1.9	1.4		√	
VEM stop search per 1000 VEM population	44.7	73.5	11.2		√	See note 1
Monthly average number of stop and search conducted per 1000 VEM population	3.7	6.1	3.7		√	Sharp drop
Ratio VEM to white stop search	2.6	3.3	2.6		√	Improving
Black stop search per 1000 black population	112.7	152.3	18.7		√	See note 1
Asian stop search per 1000 Asian population	41.0	55.6	5.9		√	See note 1
Other stop search per 1000 other population	11.4	16.4	3.6		√	See note 1
Male stop search per 1000 male population	51.1	67.6	12.3		√	See note 1

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance			Current trend		Comments
	2001/2	2002/3	2003/4 to date (up to July unless otherwise stated)	Increasing	Decreasing	
Female stop search per 1000 female population	3.0	4.0	0.7		√	See note 1
Under 17 stop search per 1000 under 17 population	38.4	44.6	7.5		√	See note 1
% arrests from stop/ search	15.9%	14.2%	13.5%		√	Deteriorating over time
% arrests from stop/ search white persons	15.4%	14.0%	13.6%		√	
% arrests from stop/ search VEM persons	16.4%	14.5%	13.4%		√	Deteriorating over time
% arrests from stop/ search black persons	16.9%	15.1%	14.1%		√	Falling over time
% arrests from stop/ search Asian	14.6%	12.2%	10.6%		√	Large fall over time
% arrests from stop/ search other groups	19.1%	17.2%	18.9%	√		Improving
% arrests from stop/ search males	15.9%	14.3%	15.4%	√		Improving
% arrests from stop/search females	15.1%	13.7%	13.5%			
% arrests from stop/ search youths	11.6%	9.7%	13.4%	√		Improving
<b>Complaints (Data shown in '2003/4 to date' column is 12 months up to July 2003)</b>						
Total complaints	3111	2793	2612		√	Long term falling trend
% complaints from males	69.2%	69.5%	69.3%			Fairly static
% complaints from females	30.8%	30.5%	30.7%			Fairly static
% complaints from white persons	53.4%	53.0%	53.5%			Fairly static
% complaints from black persons	30.8%	31.8%	31.9%			Fairly static
% complaints from Asian persons	9.8%	9.3%	8.9%			Fairly static
% complaints from other groups	5.9%	5.9%	5.7%			Fairly static
Racial discriminatory behaviour allegations	220	182	164		√	Falling trend
% racially discriminatory behaviour from VEM persons	80.5%	81.3%	82.9%	√		Increasing slightly over time
Complaints for stop and search	154	192	180			
% stop and search complaints from VEM persons	66.9%	60.4%	62.8%			
<b>Crimes requiring specialist policing</b>						
Average number of homicides recorded per month	16.8	16.3	17.3			
Homicide clear-up rate	72.8%	81.0%	87.0%	√		Improving over time
Average number of rape recorded per month	208.2	227.6	256.3	√		Important rise over time
Rape JD rate	22.5%	25.0%	22.5%			Recent fall after the increase in 2002/3
Average number of domestic violence offences recorded per month	2327.3	5119.9	5207.5	√		
Average number of JDs for domestic violence offences per month	371.3	863.8	881.3	√		Sharp and sustained increase
Domestic violence JD rate	16.0%	16.9%	16.9%	√		Increasing trend
Offences recorded in CPT units		8790				

<b>Equal Opportunities and Diversity Board - Management Information</b>	Performance			Current trend		Comments
	2001/2	2002/3	2003/4 to date (up to July unless otherwise stated)	Increasing	Decreasing	
JD rate for child offences recorded in CPT units		13.7%				
Average number of homophobic offences recorded per month	103.3	89.3	104.3			Recent increase.
Average number of JDs for homophobic offences per month	15.8	16.1	16.8	√		Improving
Homophobic offence JD rate	15.3%	18.0%	16.1%		√	Decreasing
Average number of racist crimes recorded per month	1300.8	1143.4	1189.3	√		Increasing on 2002/3
Average number of JDs for racist offences per month	221.0	212.3	194.3		√	Falling trend over time
Racist crimes JD rate	17.0%	18.6%	16.3%		√	Decreasing

**Note 1**

When comparing trends on stop and search over time, note that unless the performance indicator is a monthly average, the data for 2001/2 and 2002/3 cover 12 months, while the data for 2003/4 cover 3 months only, from April to June 2003.

## Equal Opportunities and Diversity Board - Management Information

### MPA Staff and Diversity

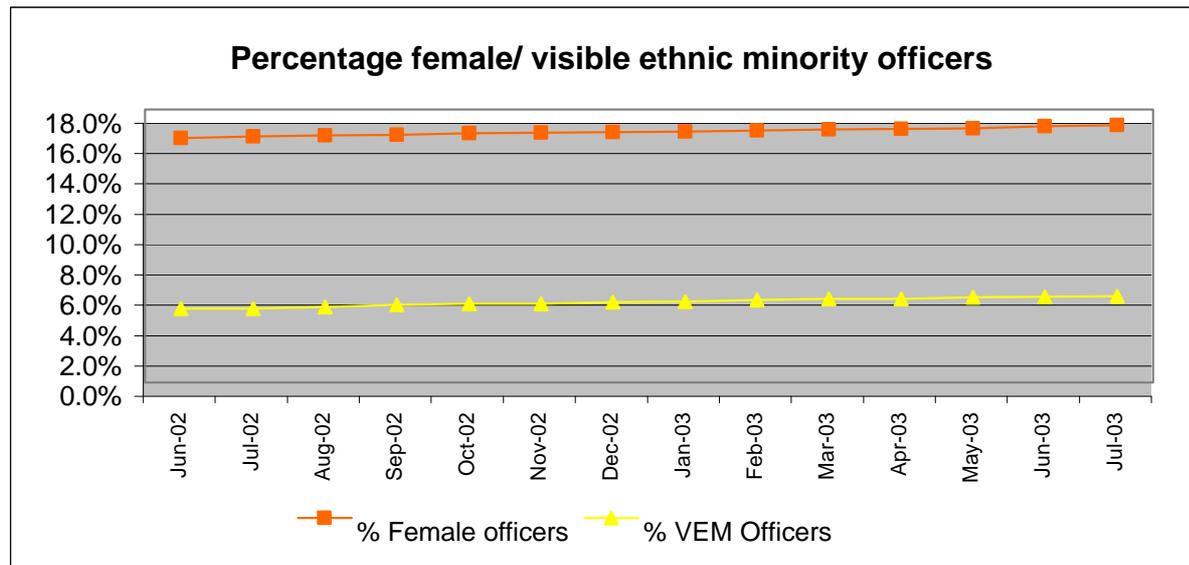
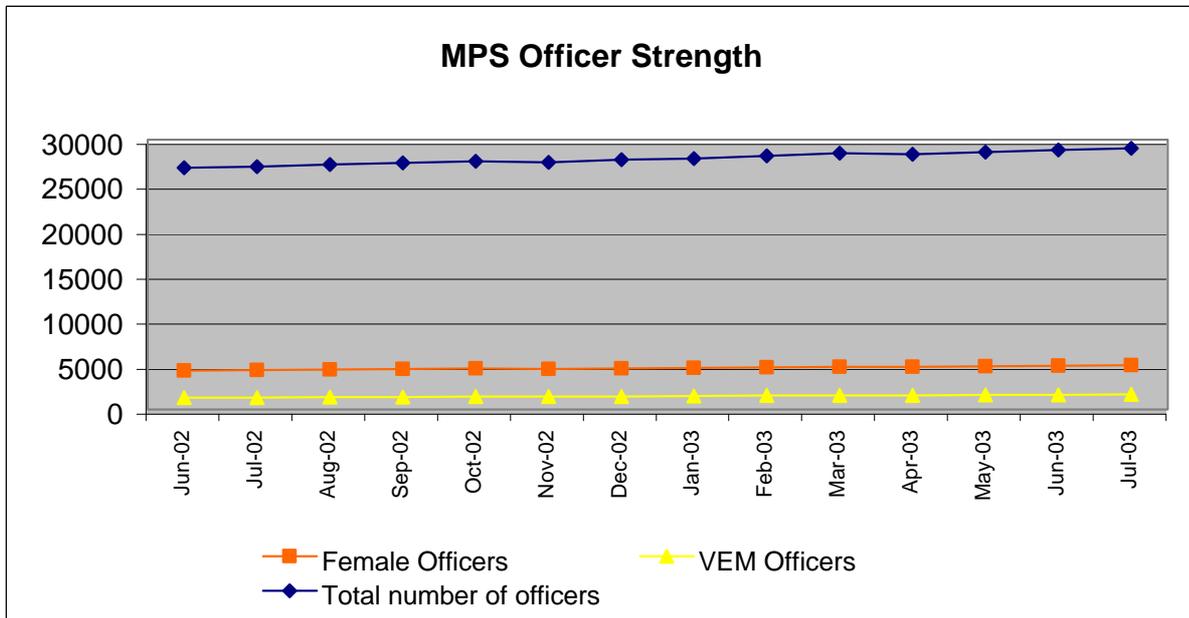
Comments:

MPA staffing numbers (including the secretariat and internal audit) are too small to monitor monthly trends. The summary sheet provides information on last year and this financial year to September 2003.

A total of 81 staff are currently employed by in the MPA secretariat and internal audit. 44% of these staff are female and 35% from visible ethnic minority groups. Of management grade staff, 39% are female and 32% VEM.

## Equal Opportunities and Diversity Board - Management Information

### MPS Police Officer Strength and Diversity

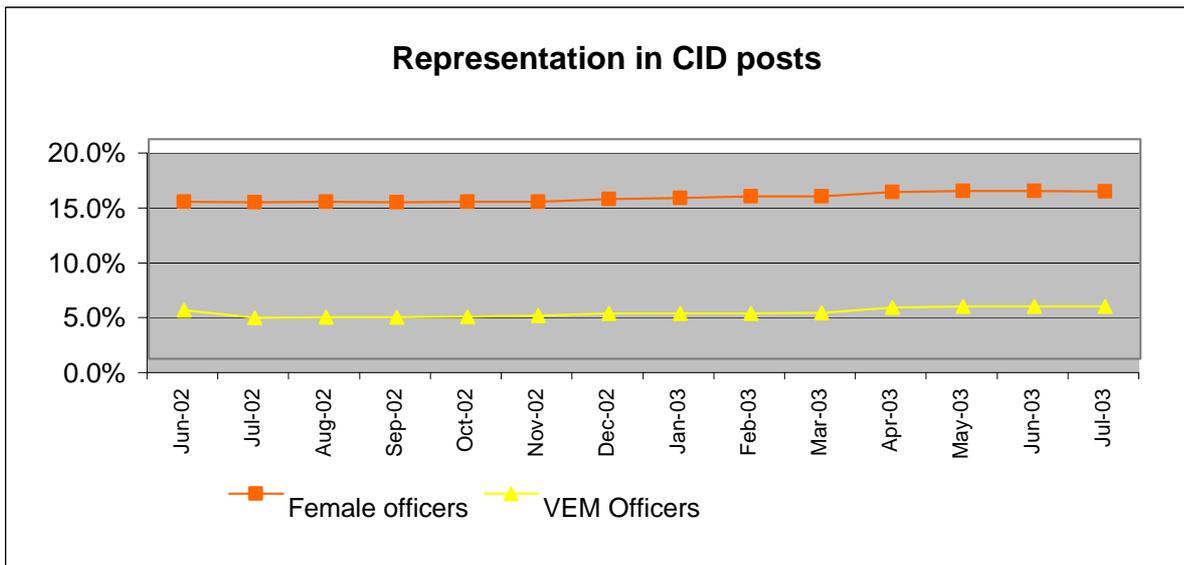
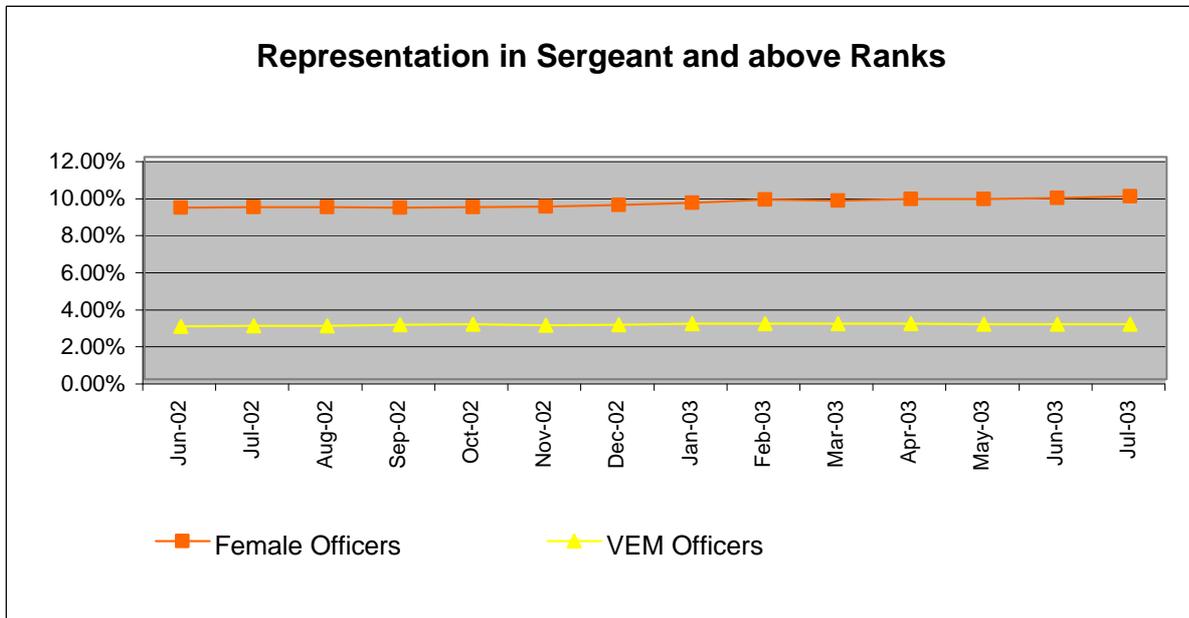


#### Comments:

MPS strength overall has substantially increased over the last two years, with just over 29,000 officers at the end of July 2003. Numbers of female officers have also increased but only slightly in percentage terms, now at 16.96% of total officer workforce. The number of visible ethnic minority (VEM) officers in the MPS has increased over time. In percentage terms it went from 4.8% (of total officer workforce) in 2001/2 to 5.68% at end of July 2003. The target for 2003/4 is 6.6%.

## Equal Opportunities and Diversity Board - Management Information

### Female and VEM Representation in Police Management and CID

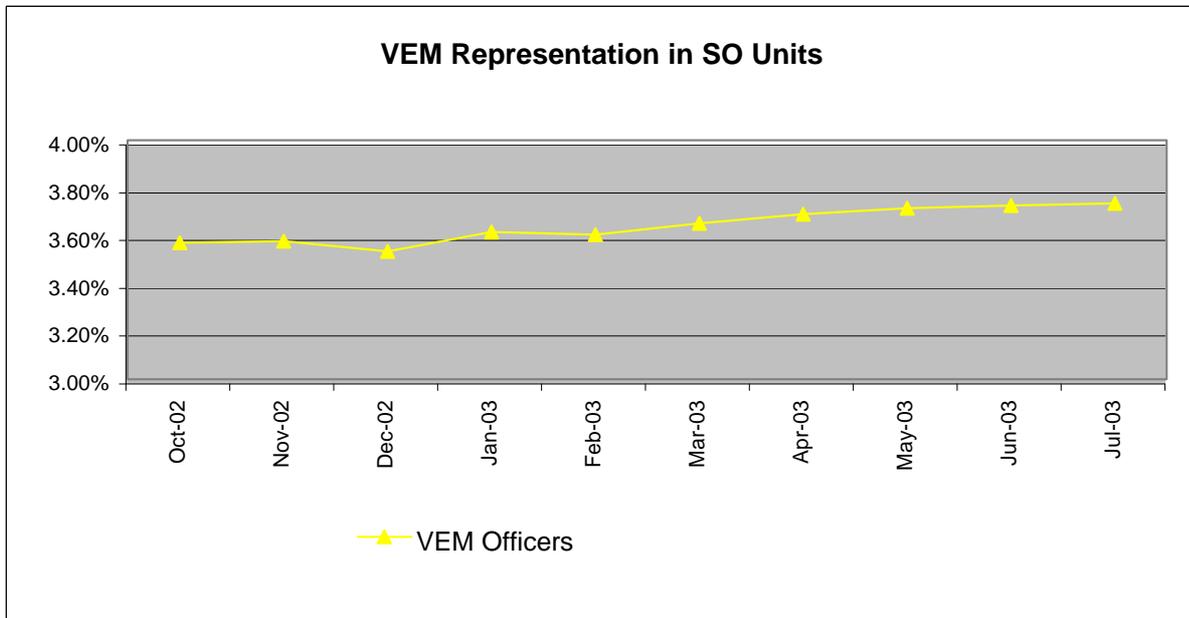


#### Comments:

Although 16.96% of MPS officers overall are female, only 9.88% of managers (sergeant and above) were female at end of July 2003. This is marginally increasing over time. Similarly, although VEM officers are 5.68% of total officers, only 3% of managers are from visible ethnic minorities, a large under-representation, although this is again improving slightly over time. A significant number of VEM officers were recruited in recent years and this may explain their under-representation in senior ranks. Female and VEM staff are better represented in CID posts, at 15.22% and 4.76% respectively. The percentage of VEM officers in CID posts is increasing gradually over time. The percentage of female officers has been fairly static in the last few months.

## Equal Opportunities and Diversity Board - Management Information

### VEM Representation in Specialist Operations Units



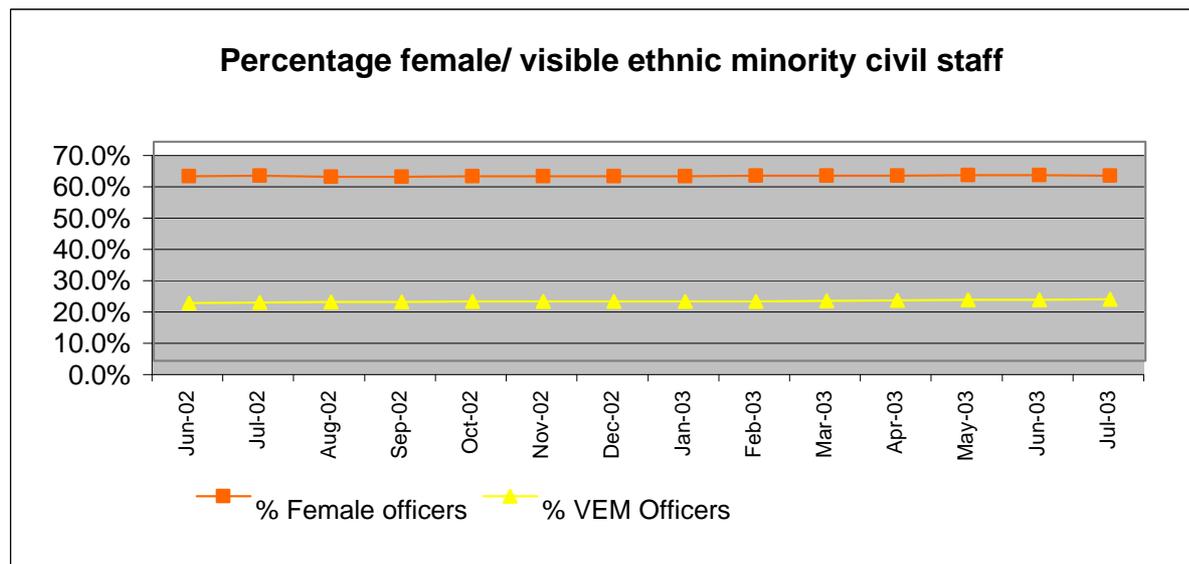
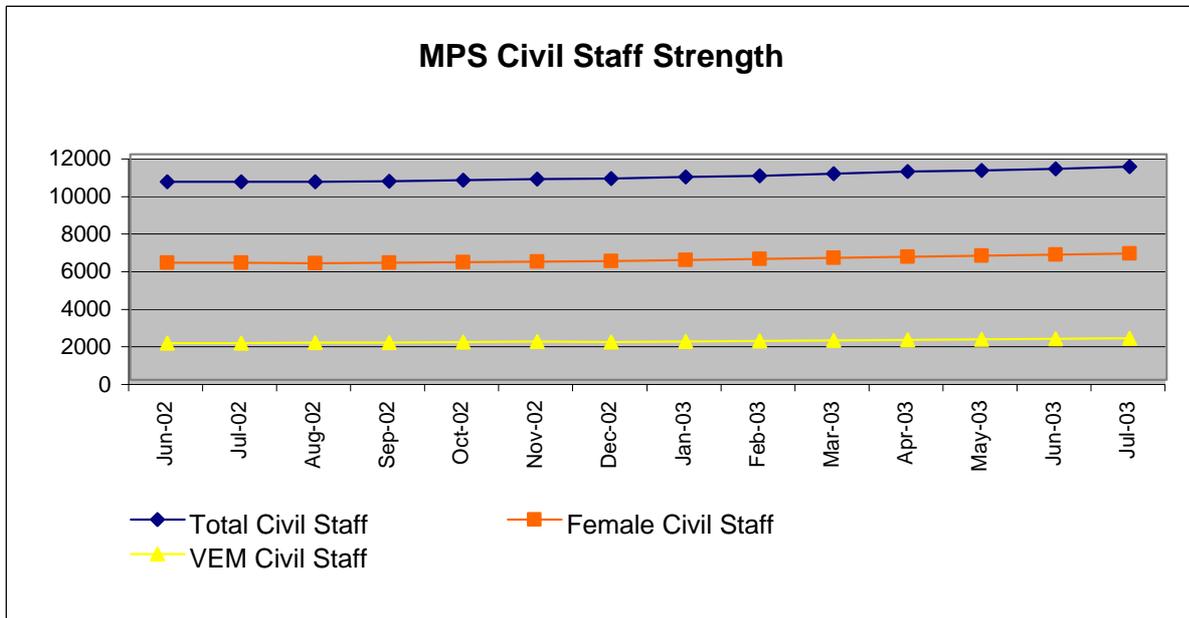
#### Comments:

Data on the VEM representation in Specialist Operations (SO) units are only available to the MPA since October 2002. VEM officers are under-represented in SO units, where only 3.7% of officers are from VEM, although VEM officers are 5.68% of total MPS officers. The percentage of VEM officers in SO increases gradually over time.

Data on further details, such as VEM recruitment to, retention in and progression within Specialist Operations Units are not available to the MPA and will need to be part of a special report from the MPS.

## Equal Opportunities and Diversity Board - Management Information

### MPS Civil Staff Strength and Diversity

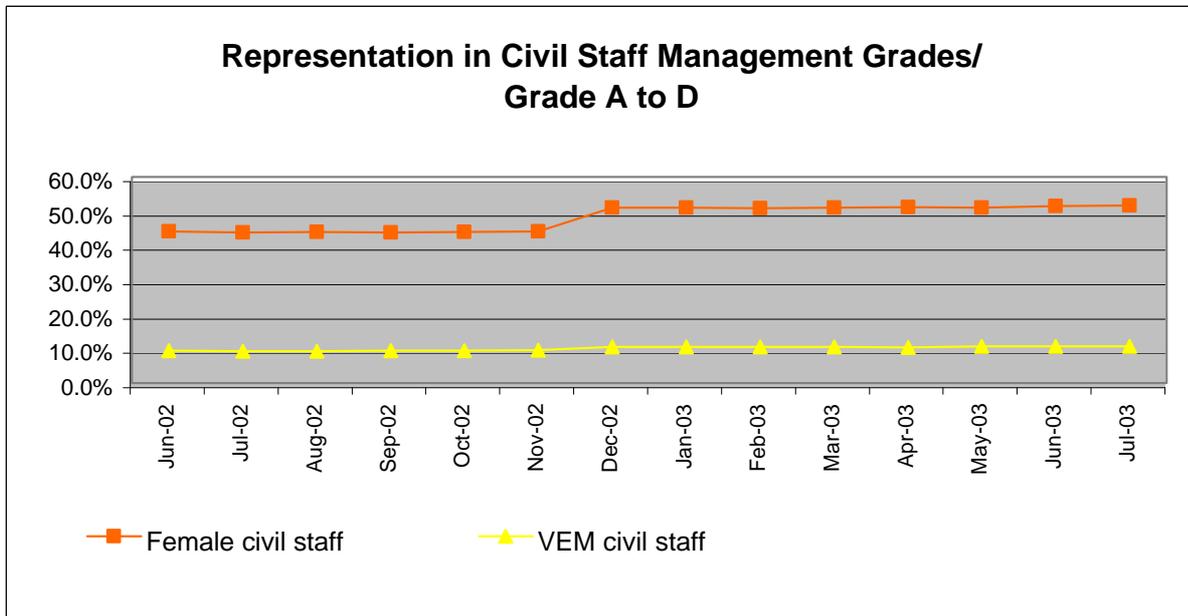


Comments:

MPS civil staff strength has increased gradually in the last few months, currently at 11,334. The percentage of female civil staff has been at around 59% for some time. The percentage of VEM civil staff has increased slowly over the last few months at just above 19.6%.

## Equal Opportunities and Diversity Board - Management Information

### Female and VEM Representation in Civil Staff Management



#### Comments:

In December 2002 civil staff gradings changed from the civil service numerical grading to bands A to G plus an 'other' band. There is no direct comparison between management grades in the old system and the new banding system. For the purposes of this document, bands A to D have been used as higher grades, being roughly the same number as previous management grades.

59% of civil staff overall are female and 51.7% of grade A to D staff are female. Under the previous grading system 44% of management staff (grade 10+) were female.

19.6% of civil staff are from visible ethnic minorities and 10.7% of grade A to D are from VEM groups, showing an under-representation.

## Equal Opportunities and Diversity Board - Management Information

### Traffic wardens and PCSOs

Comments:

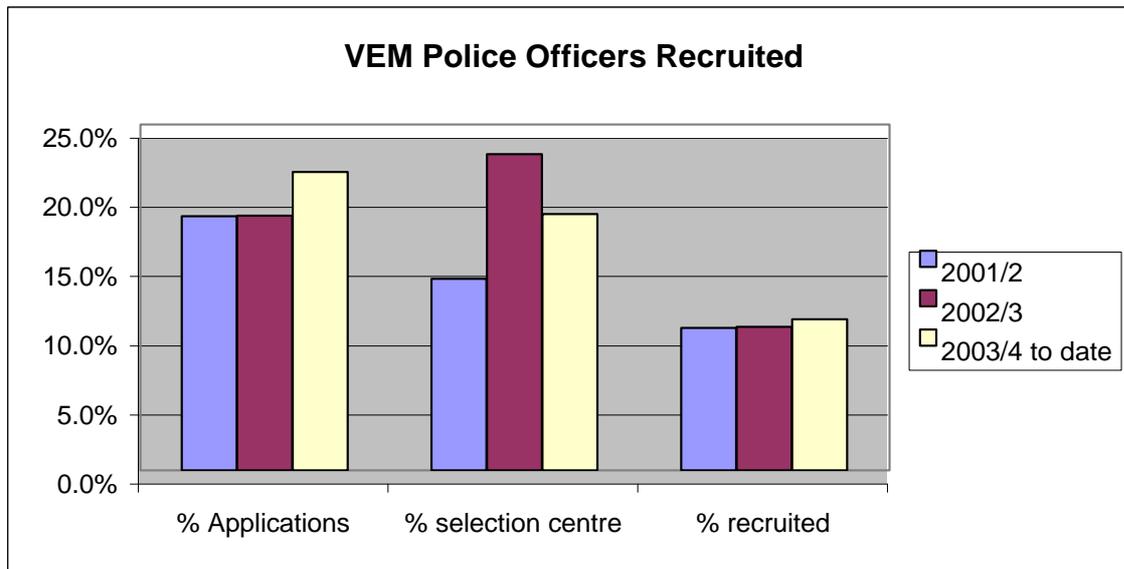
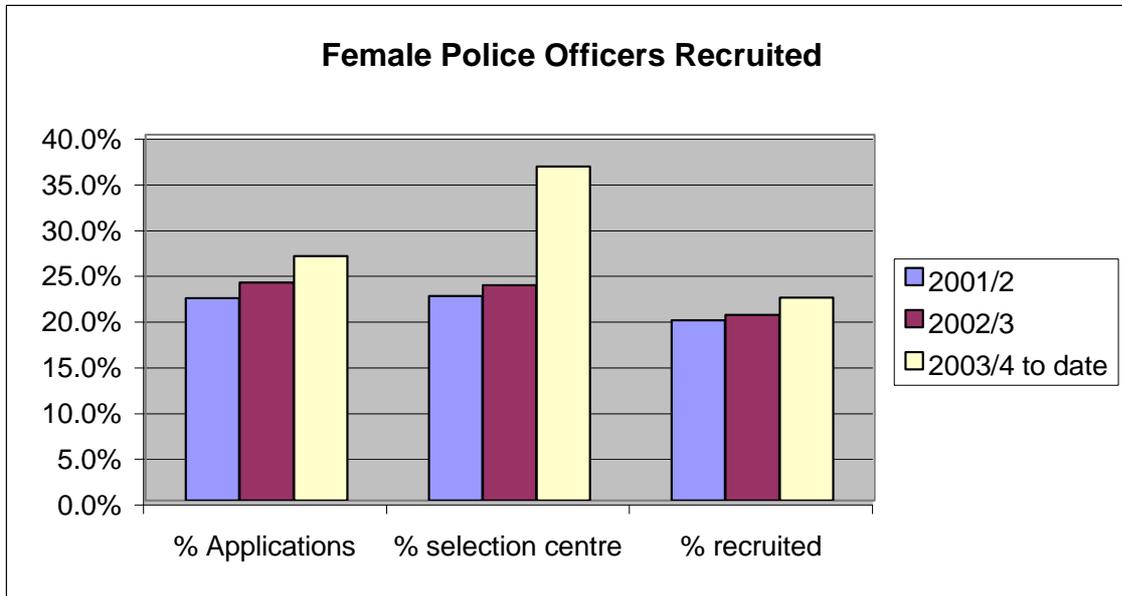
Traffic warden numbers have been declining over time. The total is now at 633. Recruitment is now focussing on Police Community Support Officers and over time traffic wardens will convert to these posts.

53.7% of traffic wardens are female and 16.7% from visible ethnic minorities. These levels are fairly static over time.

At the end of July 2003, 785 Police Community Safety Officers were in post. 27.5% of these were female and 35% from visible ethnic minority groups. Both representation levels have increased over the last few months.

## Equal Opportunities and Diversity Board - Management Information

### Recruitment and diversity



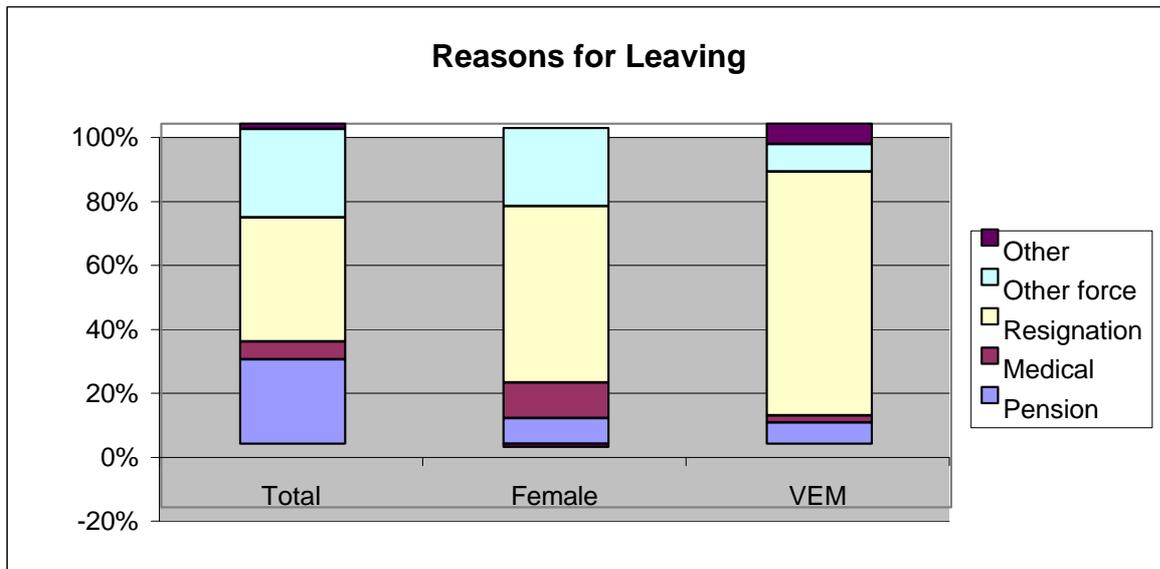
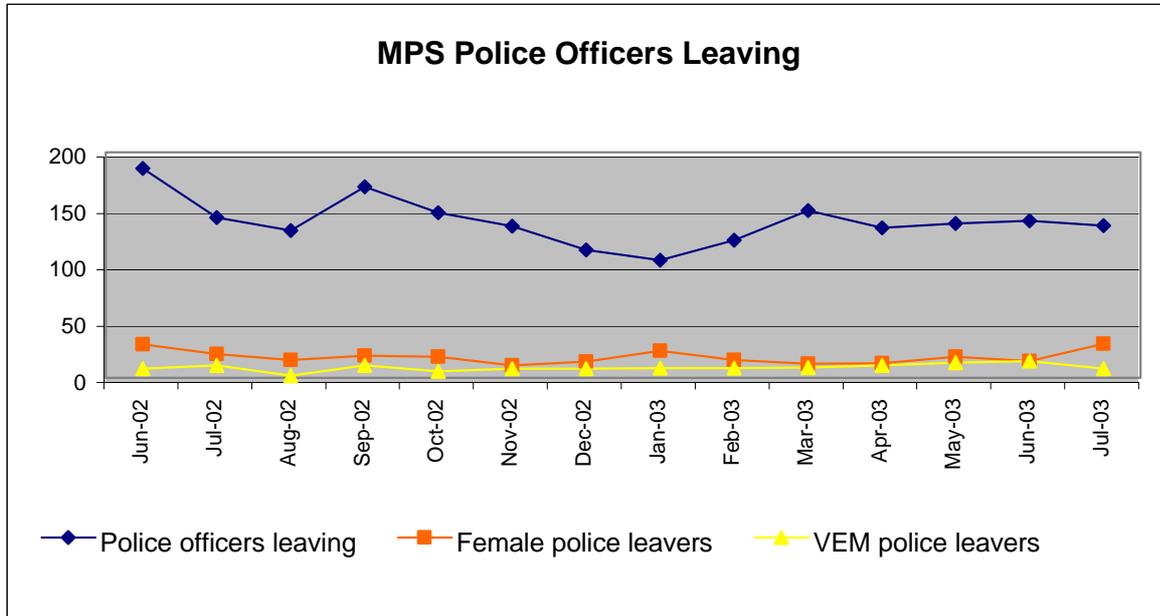
**Comments:**

From April to July 2003, 3065 applications to be a police officer have been received. 26.7% of these were from females, an increase on 23.8% in 2002/3 and 22.1% in 2001/2. Following this, 36.5% of those attending selection centre were female (again an increase on 2001/2 and 2002/3), but only 22.2% of those actually recruited were female.

There is more disparity for VEM persons where from April to July 2003 21.6% of applications have been from VEM people. 18.5% attending selection centres are VEM, a very large increase on 2001/2 but a drop on 2002/3. To date this year only 10.9% of officers recruited are VEM persons, an slight increase from 10.4% in 2002/3 but still a large rate of attrition.

# Equal Opportunities and Diversity Board - Management Information

## MPS Staff Leaving and Diversity



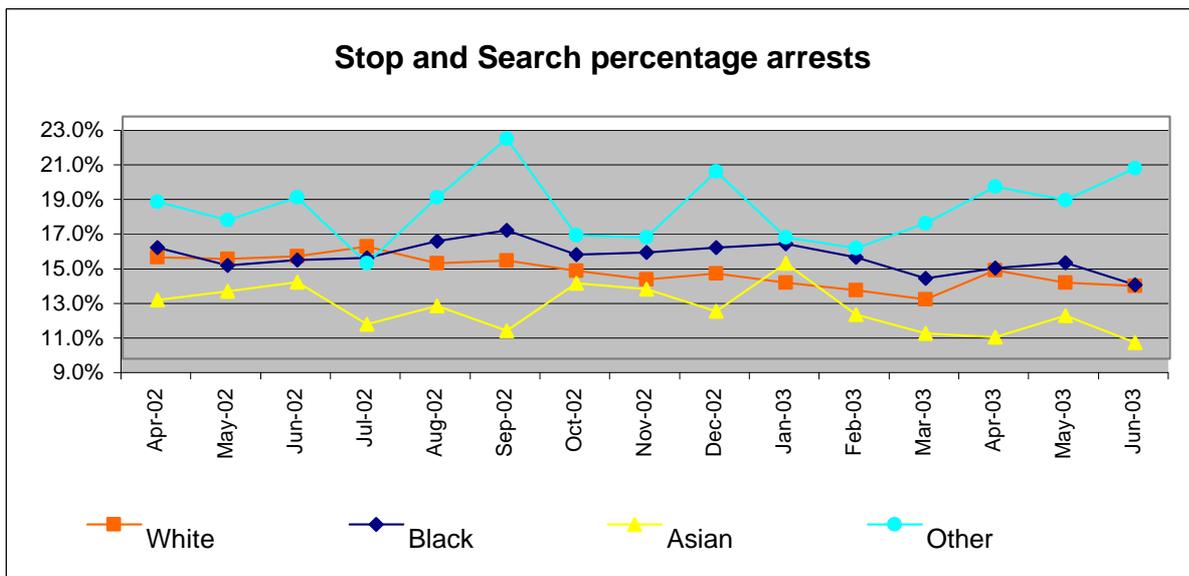
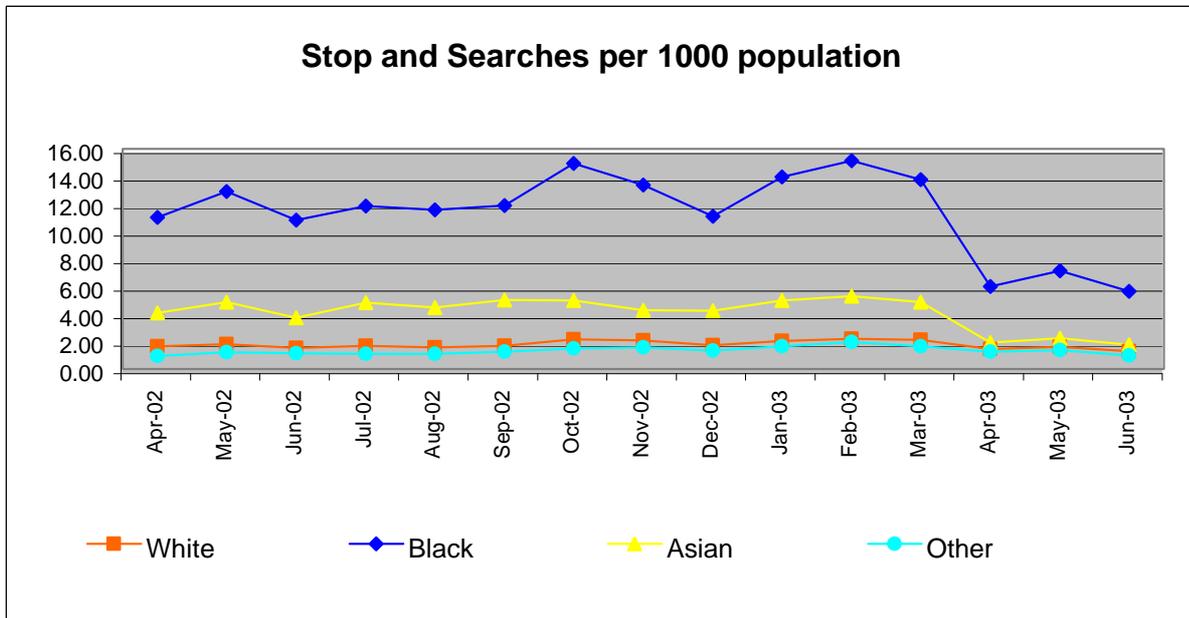
**Comments:**

A total of 544 police officers have left the MPS between in April and July 2003. 14.1% of these were female, and 8.7% were from VEM groups. These levels are slightly different from the proportion of VEM and female officers in the police strength (5.7% and 17% respectively).

Reasons for leaving vary. Although the most common reason for all groups is resignation, the percentage resigning varies from 38.8% for officers overall, to 56.7% for female officers and a high of 76.3% for VEM officers. The small proportion of female and VEM officers leaving for pension may be linked to their recent recruitment in the MPS, hence giving more importance to other reasons for leaving.

# Equal Opportunities and Diversity Board - Management Information

## Stop and Search



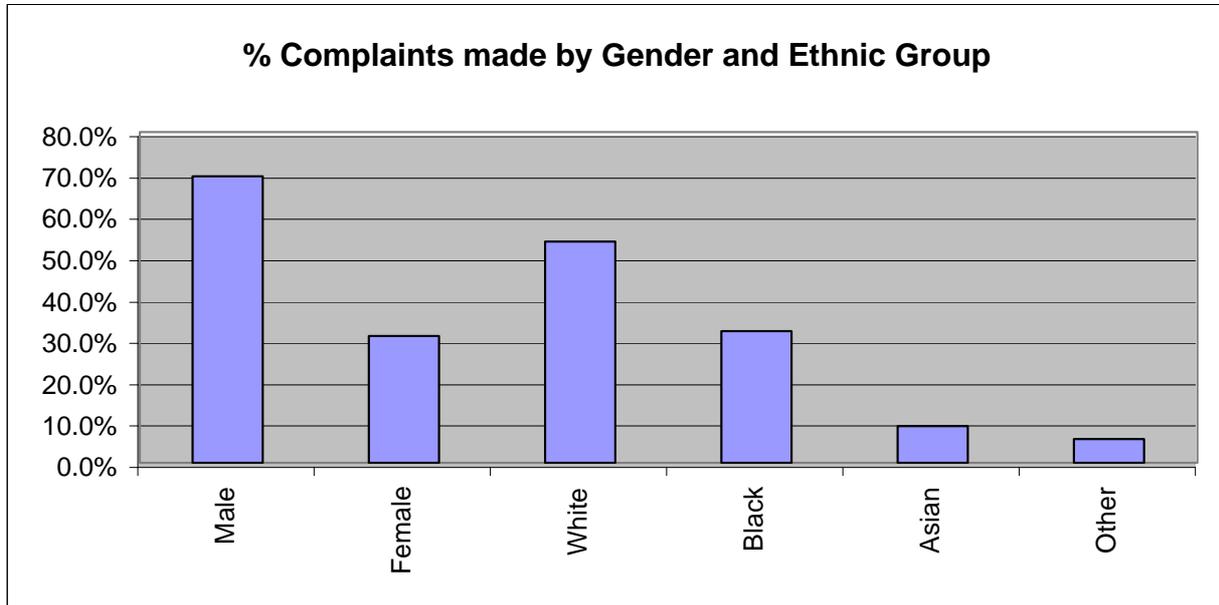
#### Comments:

Information for stop and search is now presented by white, black, Asian and other groups. Since April 2003 stop and search activity has fallen in all ethnic categories. The drop was sharper for black and Asian ethnic minorities. Despite this drop the number of stops and searches per 1000 black resident population was far higher than any other group, although there are difficulties with using resident population as a baseline.

The arrest rate for the first three months of 2003/4 is slightly lower than in 2002/3, especially for Asian and black people.

## Equal Opportunities and Diversity Board - Management Information

### Complaints



#### Comments:

A total of 2612 complaints have been made over the last twelve months to July 2003. This represents a long term falling trend, monitored by the Professional Standards Committee.

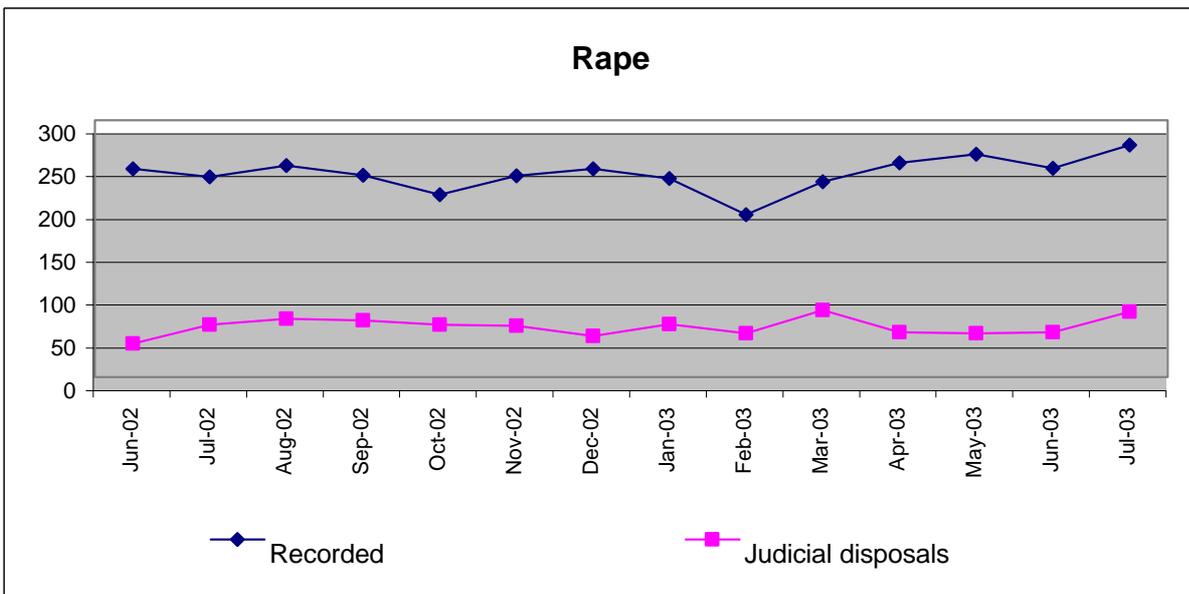
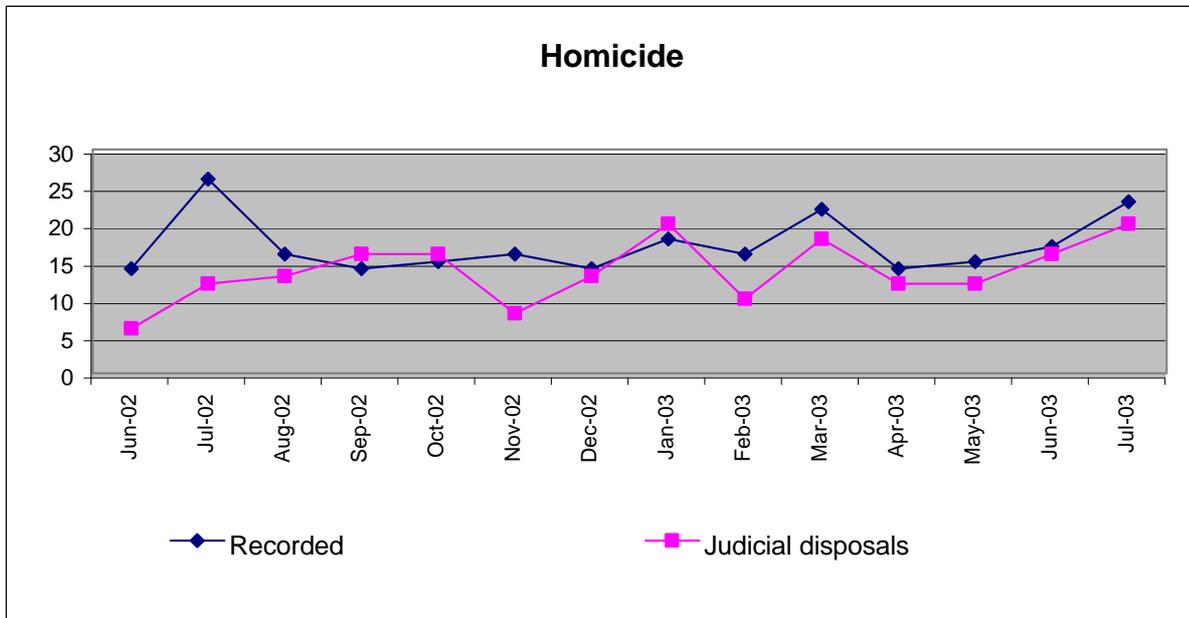
Of the complaints made, 69.3% are made by males and 30.7% females. 53.5% of complaints are from white persons, 31.9% from black persons and 8.9% from Asian persons. The remaining 5.7% are made by other ethnic groups.

Over the last 12 months (up to July 2003), 164 complaints have been made against officers for racially discriminatory behaviour. This is a reducing trend from 220 complaints made in 2001/2 and 182 in 2002/3.

Over the last 12 months (up to July 2003), 180 complaints have been made regarding a stop and search.

# Equal Opportunities and Diversity Board - Management Information

## Crime Levels



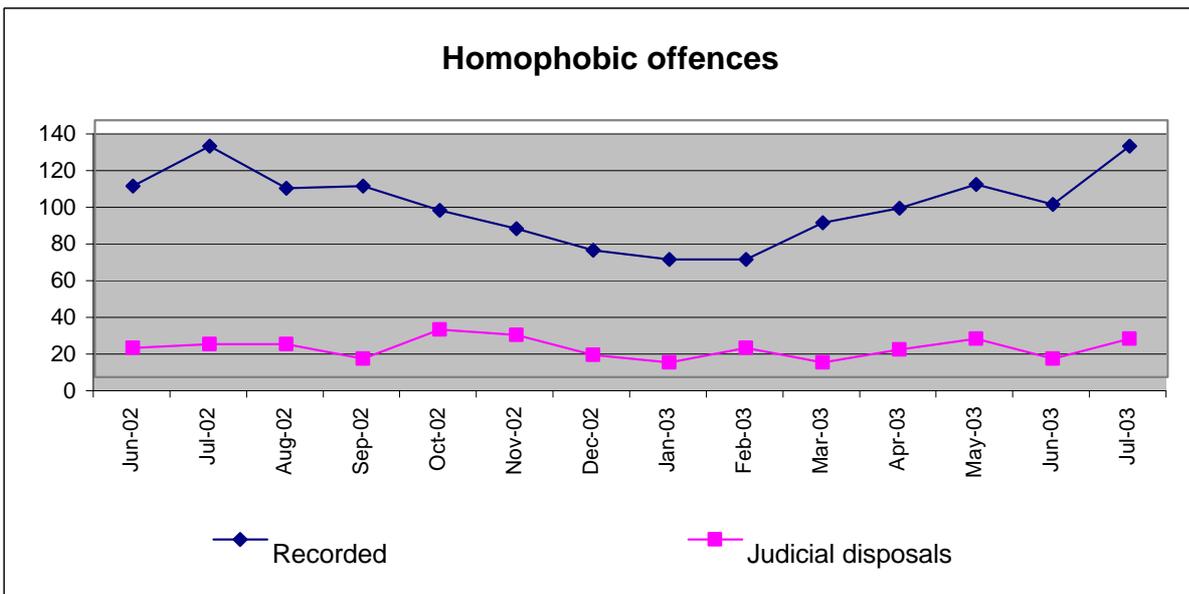
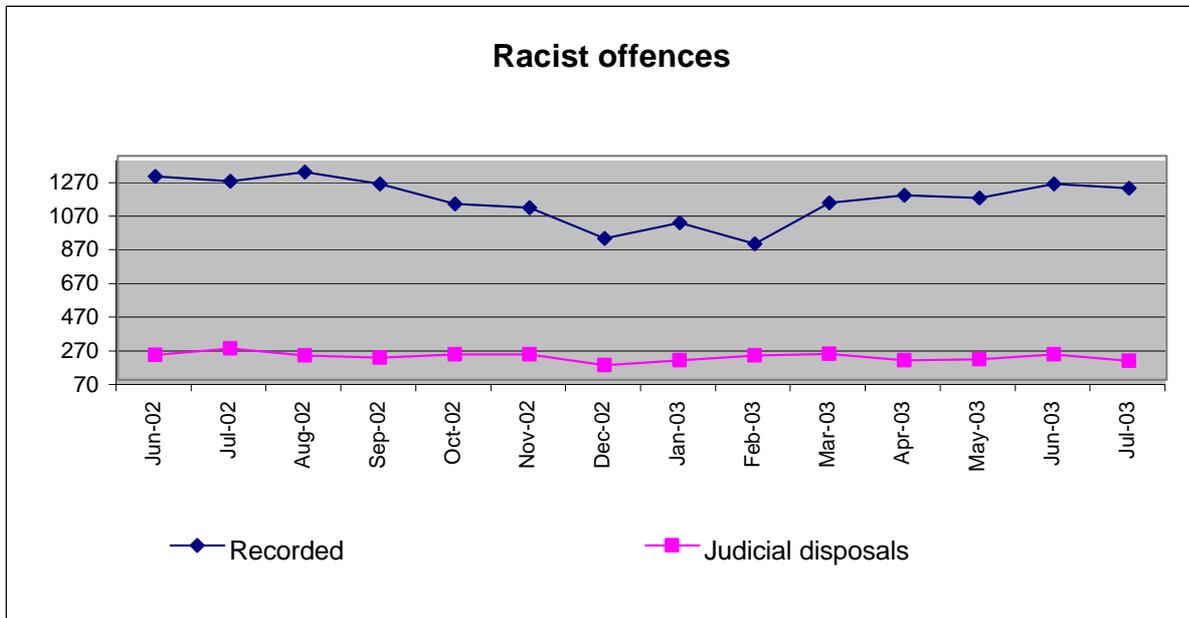
**Comments:**

Numbers of homicides are small and trends difficult to determine. The homicide clear-up rate went up substantially from 72.8% in 2001/2, to 81% in 2002/3 and 87% for April to July 2003.

A rising trend is noticeable regarding rape offences, with a monthly average of 208 recorded offences in 2001/2, 227 in 2002/3, and 256 for the FYTD. The judicial disposal rate for the YTD is currently around 22.5% below the 2002/3 figure of 25%.

# Equal Opportunities and Diversity Board - Management Information

## Crime Levels



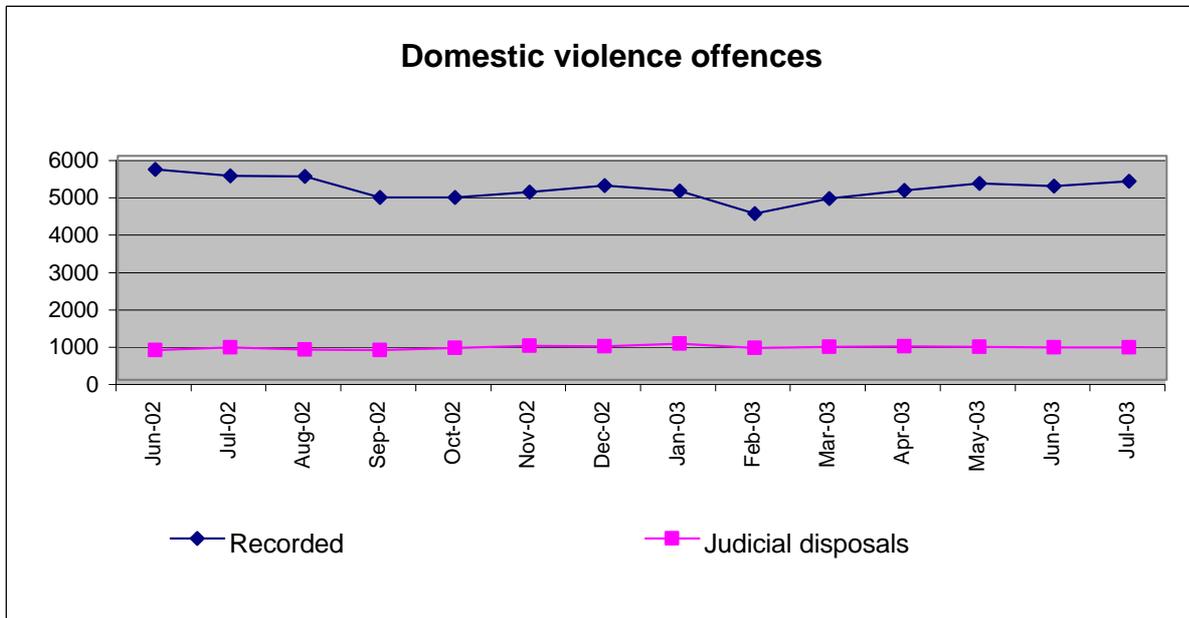
**Comments:**

The number of recorded racist offences has significantly dropped in the long term. On average 1143 offences were recorded every month in 2002/3, to be compared with 1300 in 2001/2. The figure for April-July 2003 shows an increase, with an average of 1189 offences recorded per month. The number of JDs for racist crime is also down, with a monthly average of 221 JDs in 2001/2, 212 in 2002/3 and 194 for the FYTD, generating of JD rate of 16.3% for the FYTD.

After a decreasing trend until January 2003, the number of recorded homophobic offences has been rising recently. An average of 89 offences were recorded every month 2002/3, a fall on the monthly average of 103 offences in 2001/02. For the FYTD the average is going up with 104 offences recorded per month (April to July 2003).

# Equal Opportunities and Diversity Board - Management Information

## Crime Levels



### Comments:

The number of recorded domestic violence offences has increased sharply, from 2327 offences recorded each month on average in 2001/2, to 5120 in 2002/3, and 5207 in the FYTD. This high increase might be generated by improvement in reporting and recording practices. There is a long-term upward trend in the number of JDs and the JD rate, which currently stands at 16.9% for the FYTD.