



Equal Opportunities and Diversity Board

Management Information Report

Up to March 2004

Prepared by Planning & Performance

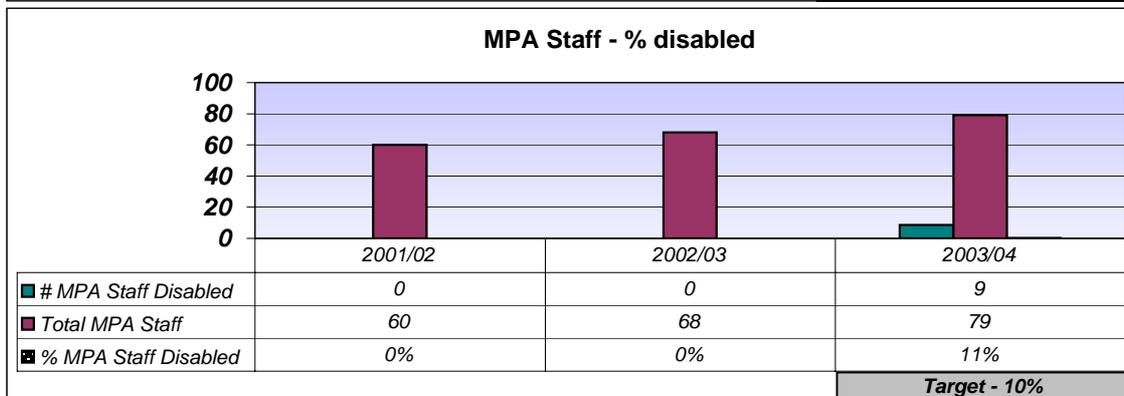
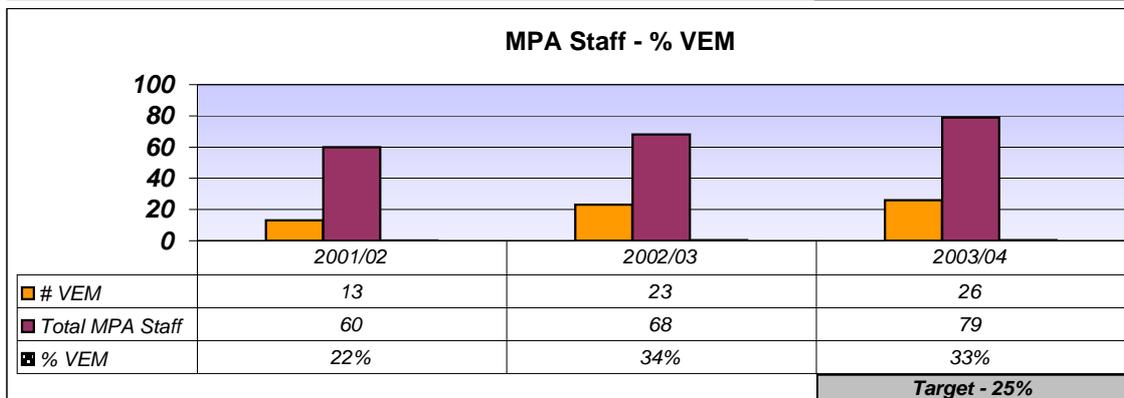
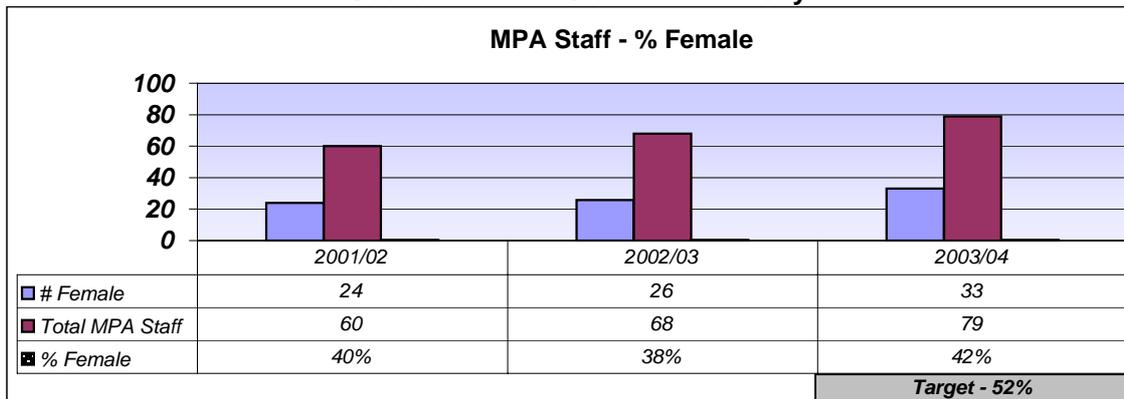
Equal Opportunities and Diversity Board - Management Information

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Equal Opportunities and Diversity Board - Management Information

Section 1 - MPA Staff and Diversity



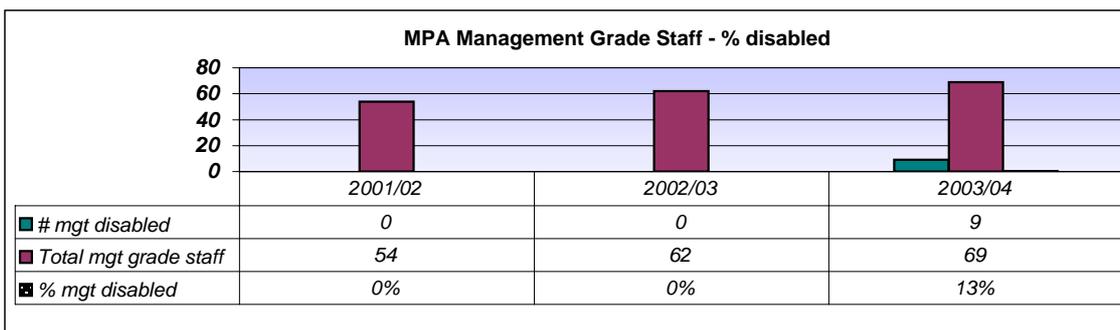
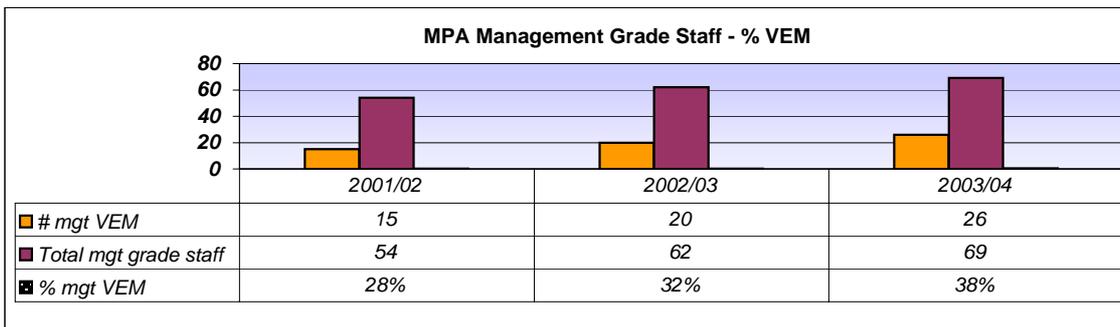
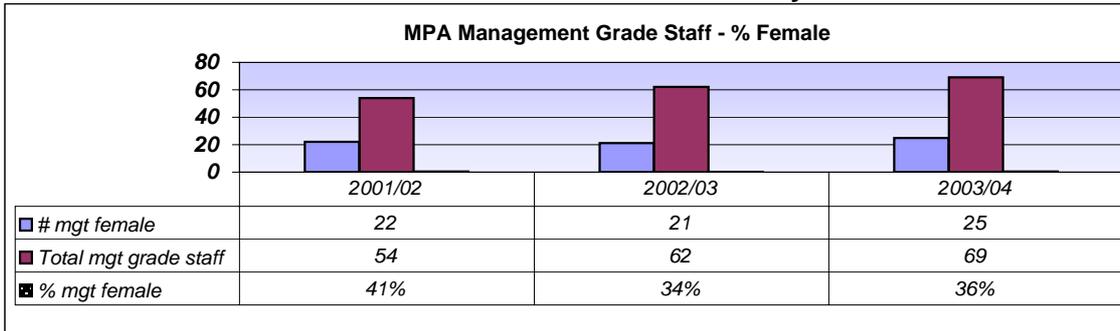
Comments:

MPA staffing numbers (including the secretariat and internal audit) are too small to monitor monthly trends. The graphs above provide information over the previous three financial years.

A total of 79 staff are currently employed by in the MPA secretariat and internal audit. 42% of these staff are female, currently below the target of 52%. Visible ethnic minority groups make up 33% of the MPA staff, exceeding the target of 25%. Despite there being no disabled staff members in the past 2 years, the recent intake has lead to a 11% rise, also exceeding the target set of 10%.

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Section 1 - MPA Staff and Diversity

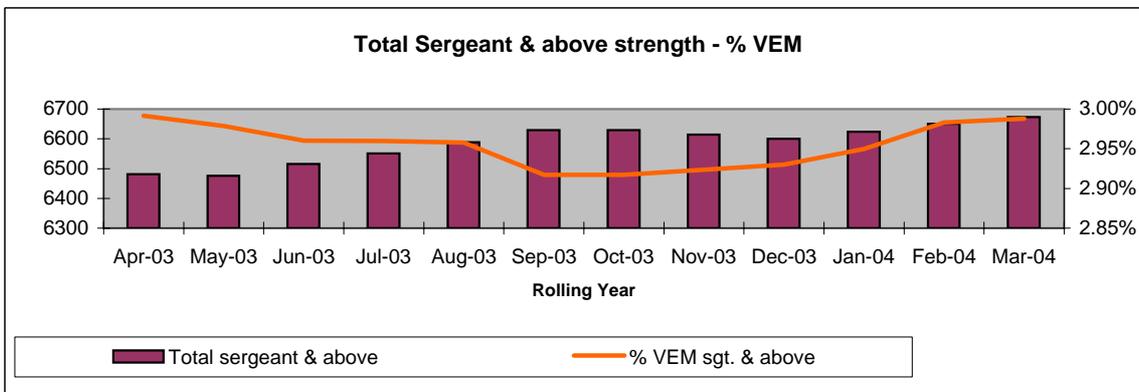
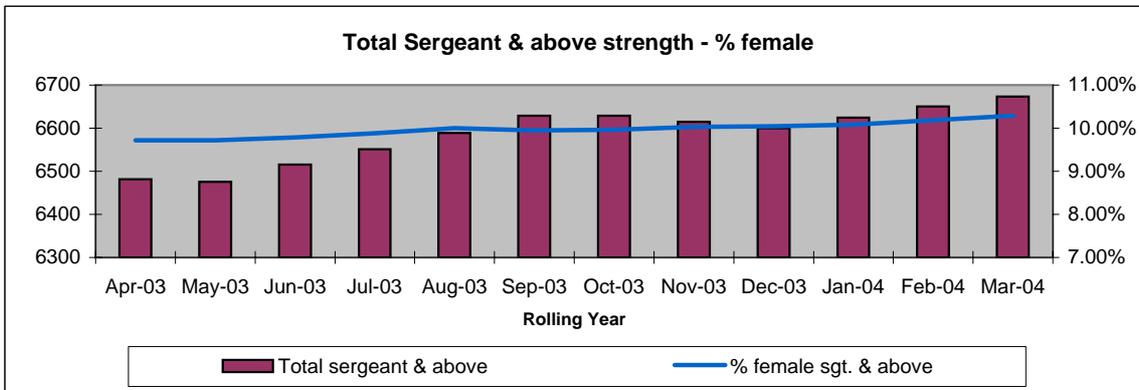
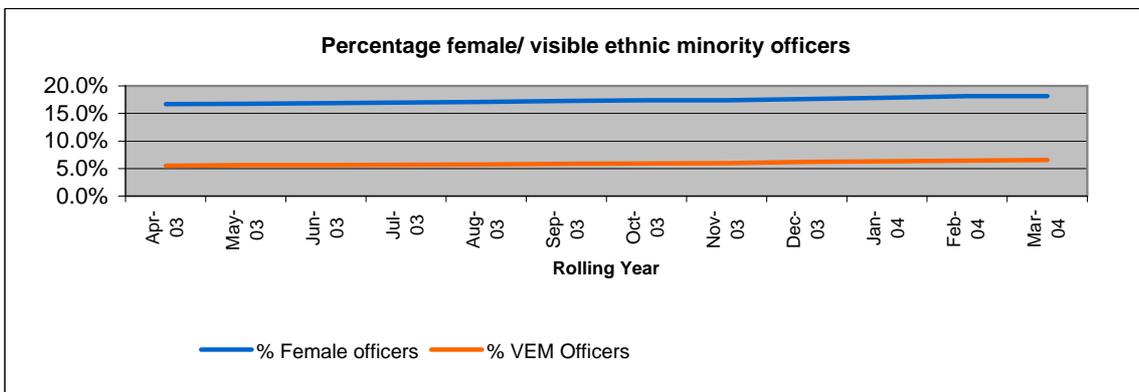
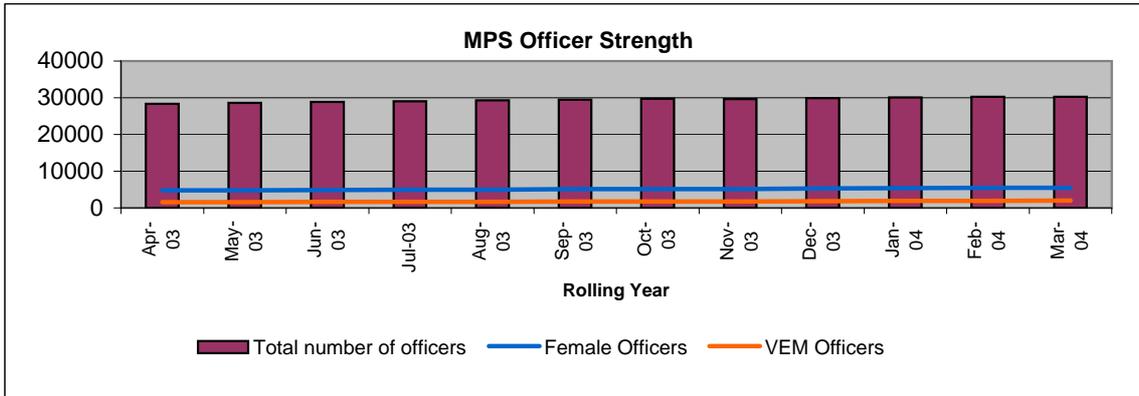


Other MPA Info.	2001/02	2002/03	2003/04
Total applicants for post	1232	128	657
Total selected for posts	44	8	18
% applicants female	53%	28%	55%
% selected female	55%	38%	50%
% applicants VEM	30%	32%	37%
% selected VEM	43%	38%	56%

There is a high percentage of employees at management grade (87%), of which 36% are female. This equates to 25 of the 69 persons in management posts. Visible ethnic minority make up 38% of those in management grades, and 13% of those persons are disabled.

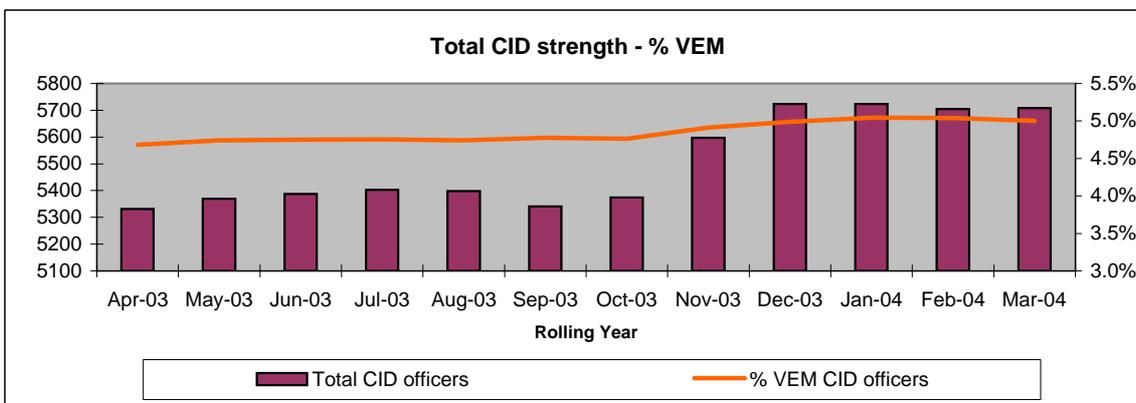
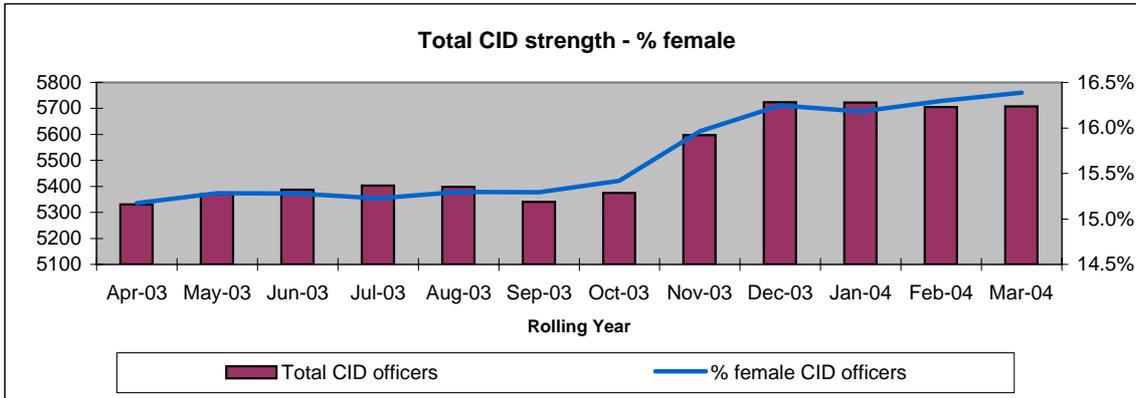
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Section 2 - MPS Police Officer/Police Staff



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Section 2 - MPS Police Officer/Police Staff



Summary of latest figures

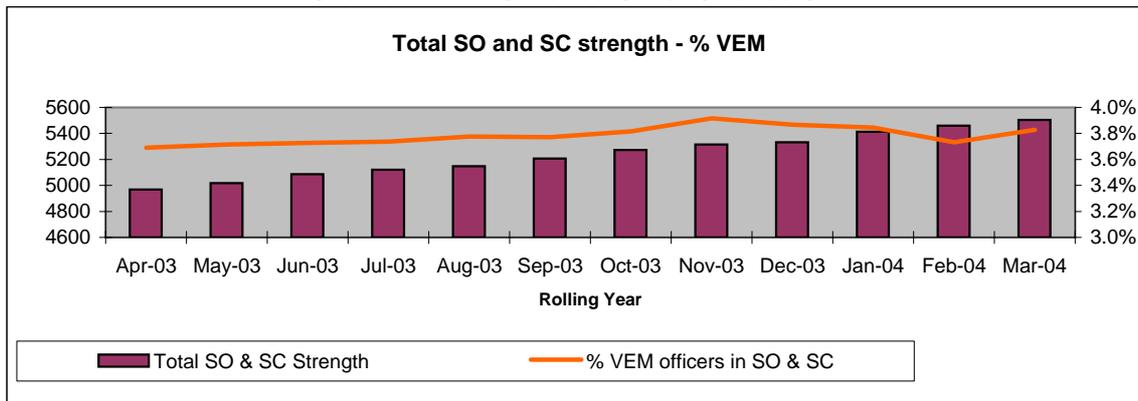
Total Officer Strength	30264.73
% Female	18.1% (5492.67) actual strength figure
% VEM	6.5% (1980.77) actual strength figure
Total Sergeant and above	6673.42
% Female	10.3% (686.43) actual strength figure
% VEM	3.0% (199.39) actual strength figure
Total CID Strength	5708.07
% Female	16.4% (935.37) actual strength figure
% VEM	5.0% (285.62) actual strength figure

Comments:

Although 18.1% of MPS officers overall are female, only 10.3% of managers (sergeant and above) were female at end of March 2004. This is marginally increasing over time. Similarly, although VEM officers are 6.5% 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 the recent years and this may explain their under-representation in senior ranks. Female and VEM staff are better represented in CID posts, at 16.4% and 5.0% 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. Both charts above show that although the representation is fairly low, the trend is in line with the increase in strength figures.

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Section 2 - MPS Police Officer/Police Staff



Summary of latest Police Officer strength figures

SO & SC Strength	5505.17
VEM strength	210.76
% VEM strength	3.8%

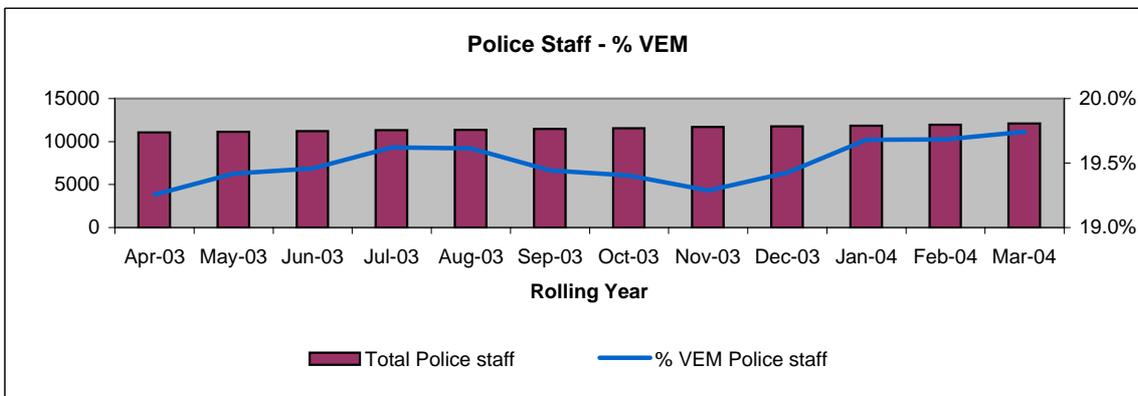
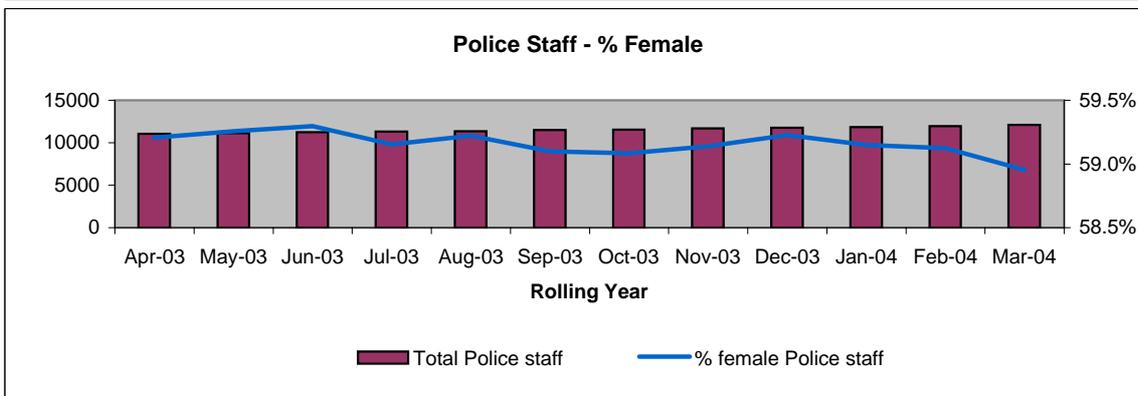
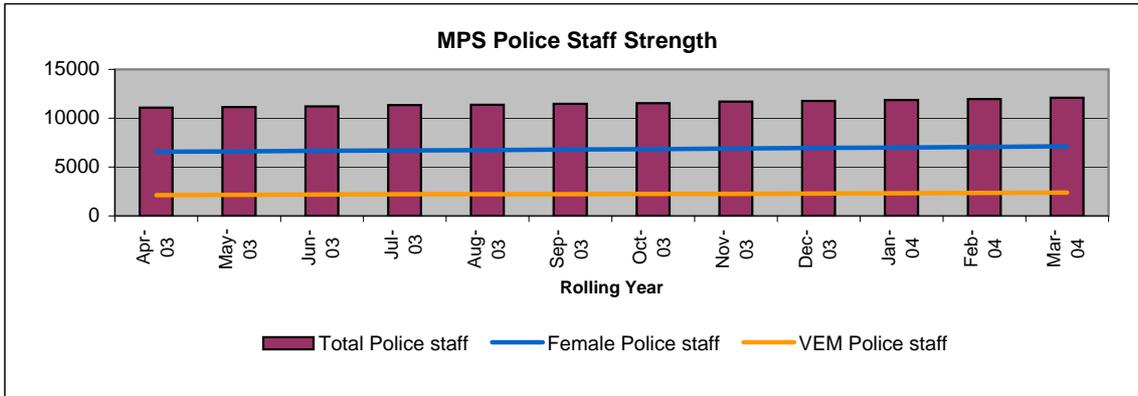
Comments:

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 3.8% of officers are from VEM, although VEM officers are 6.5% 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.

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Section 2 - MPS Police Officer/Police Staff

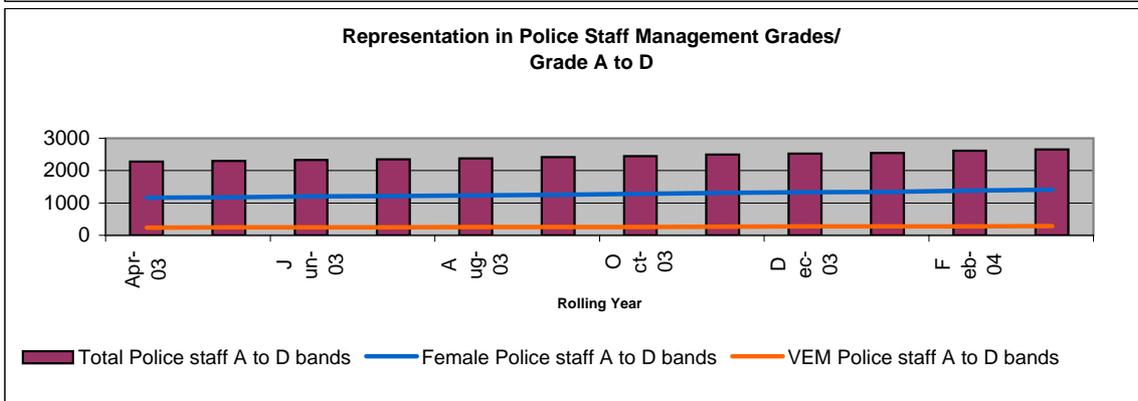
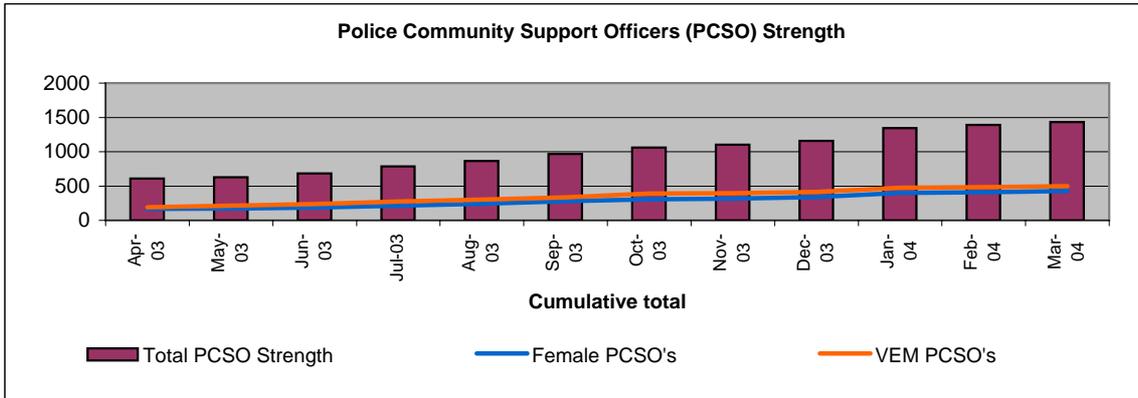


Comments:

MPS civil staff strength has increased gradually in the last few months, currently at 12,093. 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 19.7%.

Equal Opportunities and Diversity Board - Management Information

Section 2 - MPS Police Officer/Police Staff



Summary of latest Police Staff strength figures

Total Police Staff	12093.43
% Female	59.0% (7129.41) actual strength figure
% VEM	19.7% (2387.46) actual strength figure
Police Staff A - D bands	2658.48
% Female	53.1% (1412.97) actual strength figure
% VEM	10.7% (285.78) actual strength figure
Total PCSO strength	1431.38
% Female	29.8% (426.77) actual strength figure
% VEM	34.8% (497.78) actual strength figure

Comments:

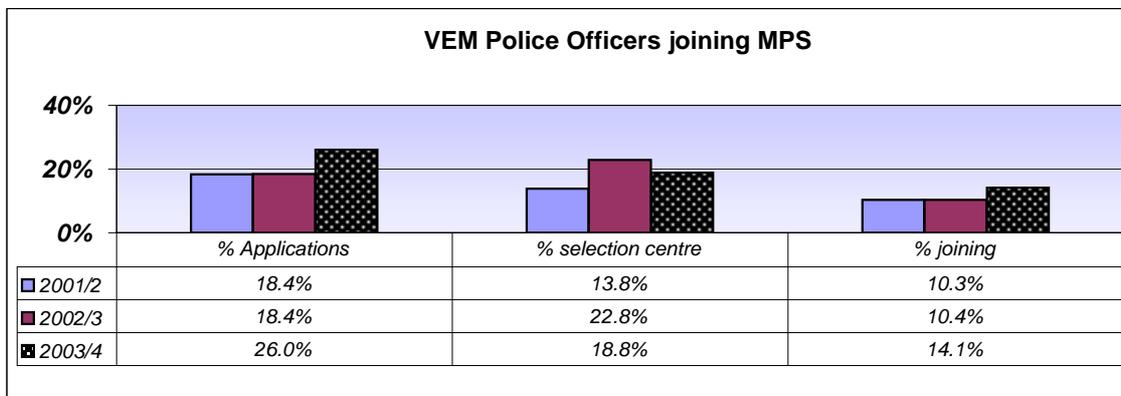
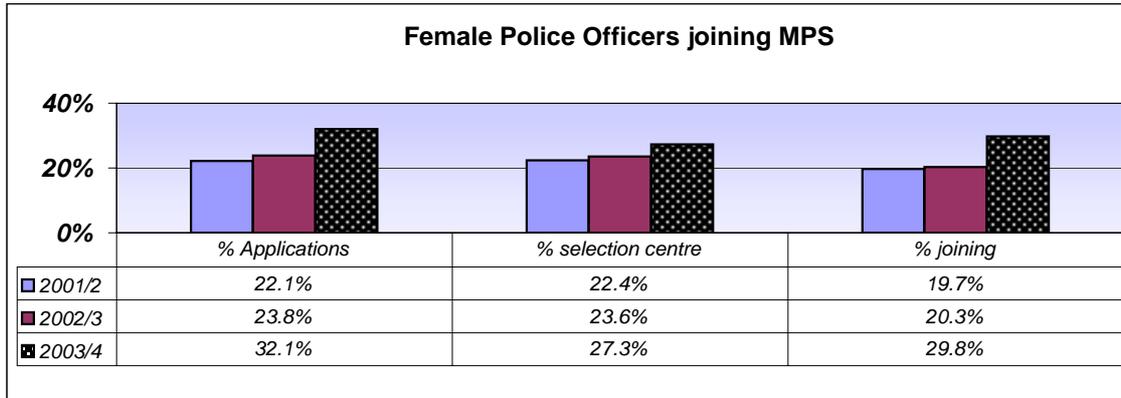
In December 2002 civil staff gradings changed from the civil service numerical grading to bands A to G plus an 'other' band. There is no direct comparison between management grades in the old system and the new banding system. For the purposes of this document, bands A to D have been used as higher grades,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

59% of civil staff overall are female and 53.1% of grade A to D staff are female. Under the previous grading system 44% of management staff (grade 10+) were female.

19.7% 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

Section 3 - MPS Recruitment



Summary of latest recruitment figures

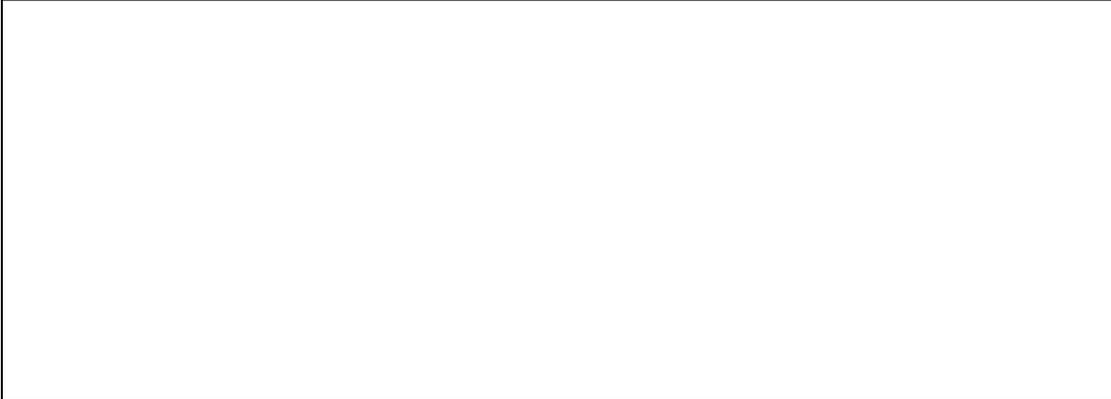
Total Applicants	3100	
Female applicants	994	32.1%
VEM applicants	807	26.0%
Total joining	3363	(including transfers, re-joiners and new applicants)
Female joining	1001	29.8%
VEM joining	475	14.1%

Comments:

From April 2003 to March 2004, 3100 applications to be a police officer have been received. 32.06% of these were from females, an increase on 23.8% in 2002/3 and 22.1% in 2001/2. Following this, 27.3% of those attending selection centre were female (again an increase on 2001/2 and 2002/3), but only 29.8% of those actually joined were female. There is more disparity for VEM persons where from April 2003 to March 2004 26.0% of applications have been from VEM persons. 18.8% attending selection centres are VEM, a very large increase on 2001/2 but a drop on 2002/3. To date this year only 14.1% of officers joining are VEM persons, a slight increase from 10.4% in 2002/3 but still a large rate of attrition.

Equal Opportunities and Diversity Board - Management Information

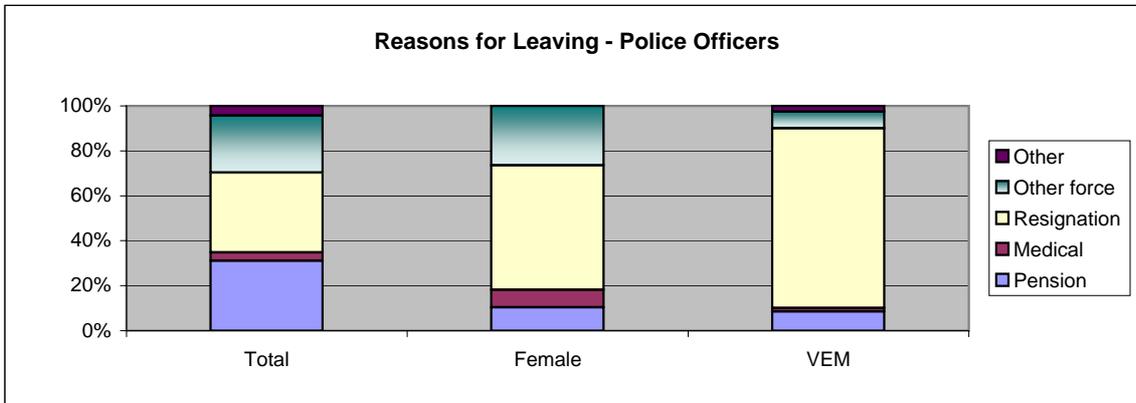
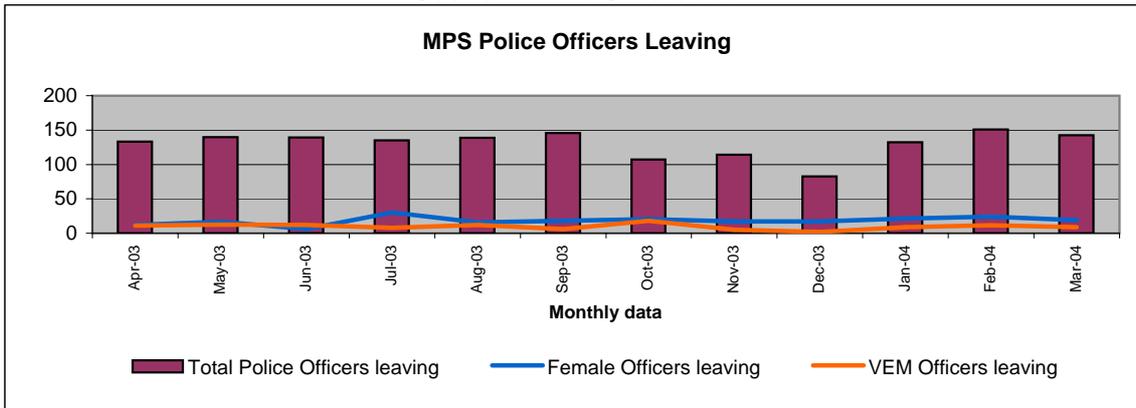
Section 3 - MPS Recruitment



Police Staff chart to be added - recruitment
awaiting data from MPS

Equal Opportunities and Diversity Board - Management Information

Section 4 - MPS Retention



Summary of latest retention figures

Total officers leaving	1560.4		
% Female officers leaving	14.0% (218.25 current FYtD figure)		
% VEM officers leaving	7.4% (116.23 current FYtD figure)		
	<i>Total</i>	<i>Female</i>	<i>VEM</i>
% Resignation	35.4%	55.6%	79.8%
% Medical	3.8%	7.8%	1.7%
% Pension	31.1%	10.4%	8.5%
% Other force	25.4%	26.6%	7.5%
% Other	4.3%	0.0%	2.5%

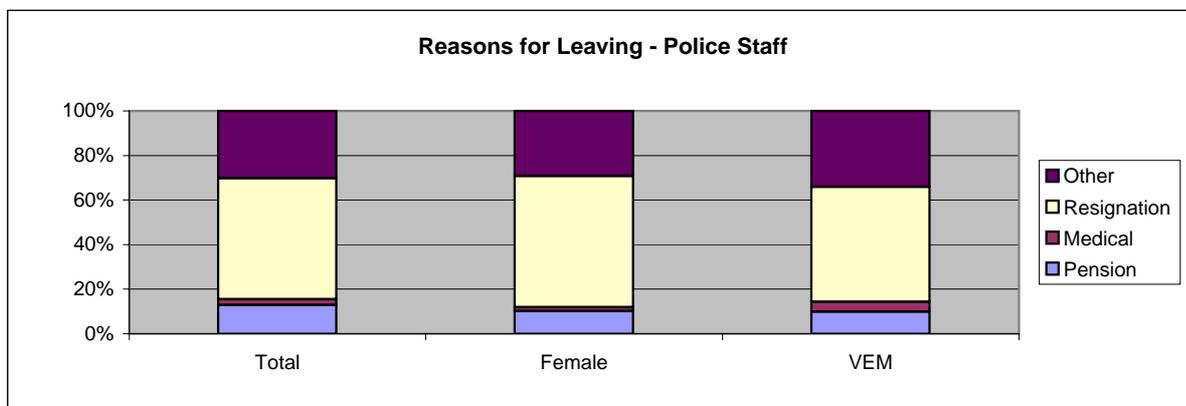
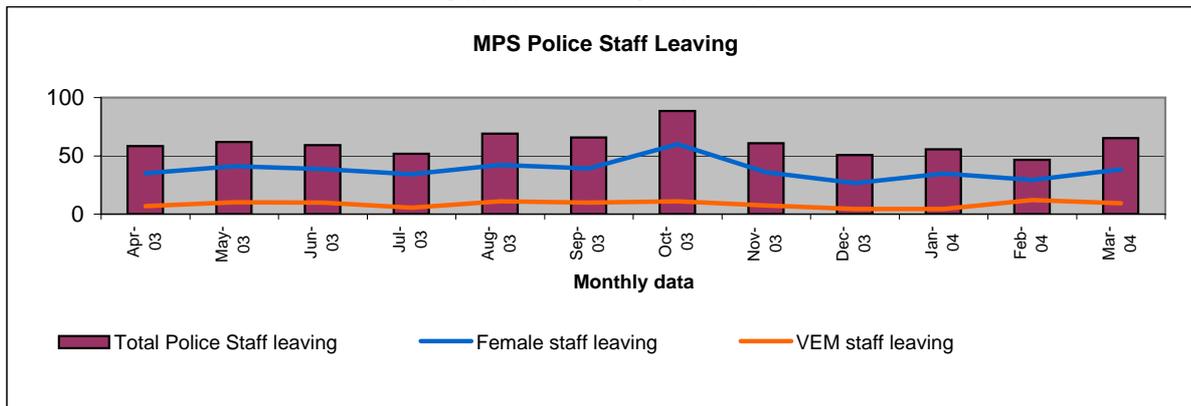
Comments:

A total of 1,560 police officers have left the MPS between April 2003 and March 2004. 14.0% of these were female, and 7.4% were from VEM groups. These levels are slightly different from the proportion of VEM and female officers in the police strength (6.5% and 18.1% respectively).

Reasons for leaving vary. Although the most common reason for all groups is resignation, the percentage resigning varies from 35.4% for officers overall, to 55.6% for female officers and a high of 79.8% 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

Section 4 - MPS Retention



Summary of latest retention figures

Total staff leaving	812.1		
% Female staff leaving	61.7% (501.16 current FYtD figure)		
% VEM staff leaving	14.0% (113.62 current FYtD figure)		
	<i>Total</i>	<i>Female</i>	<i>VEM</i>
% Resignation	54.2%	58.9%	51.7%
% Medical	2.5%	1.7%	4.4%
% Pension	13.0%	10.1%	9.9%
% Other	30.3%	29.3%	34.0%

Comments:

A total of 812.1 police staff have left the MPS between in April 2003 and March 2004. 61.7% of these were female, and 14.0% were from VEM groups. These levels are slightly different from the proportion of VEM and female staff in the police staff strength (19.7% and 59.0% respectively).

The most common reason for all groups is resignation, with all results around 52%-59% of the total number leaving.

Equal Opportunities and Diversity Board - Management Information

Section 5 - Fair Practice (Internal)

New section to include information on:-

Promotion - Number, rank/grade promoted. % applied, % selected

Career Breaks - Number, rank/grade on breaks. % applied, % granted

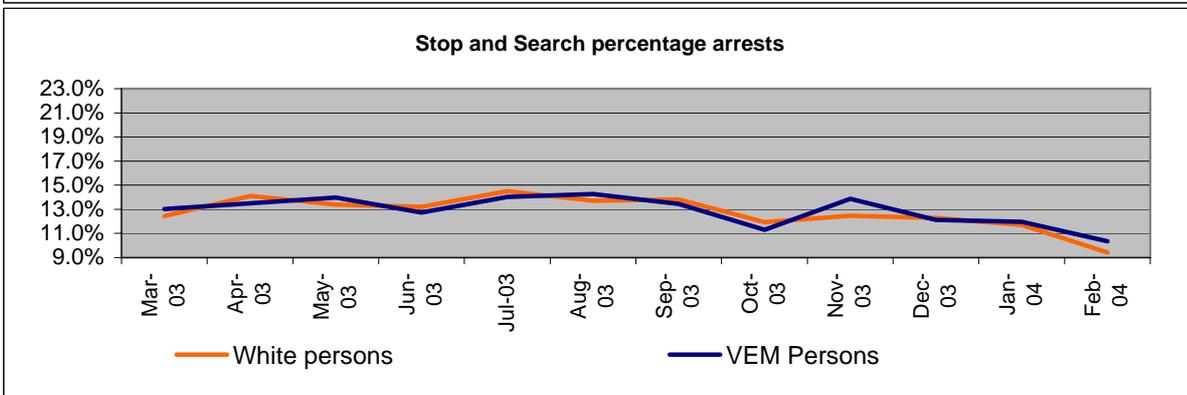
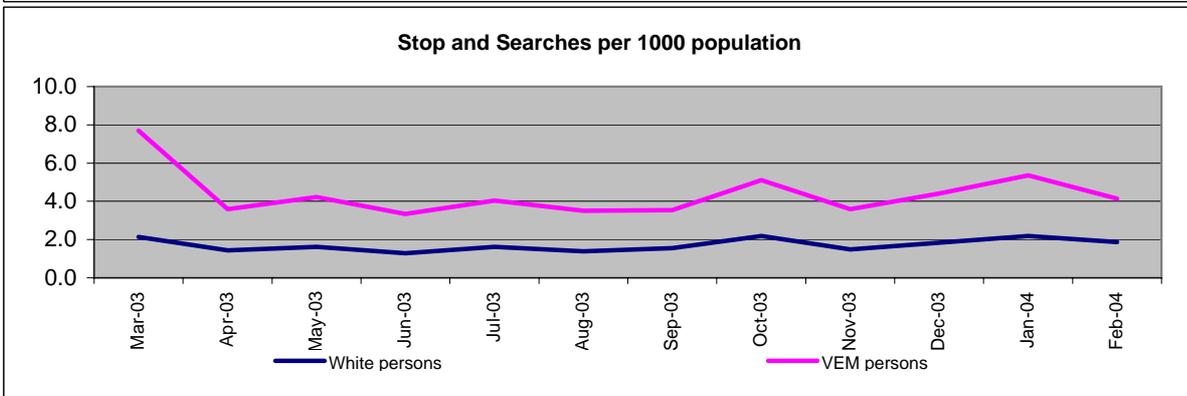
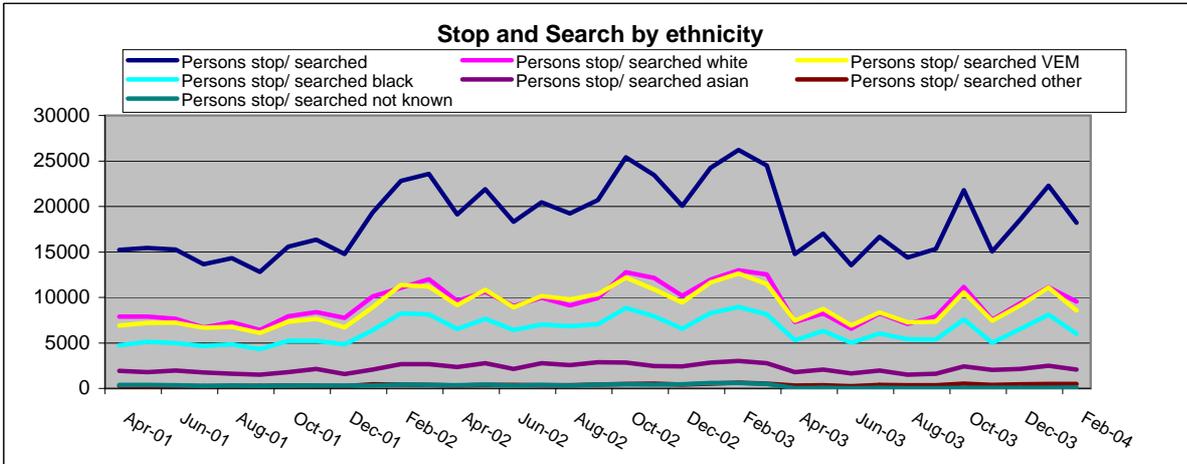
Staff Surveys - survey results, any grievances

Complaints - total complaints, rank/grade

This data will be sourced from the Corporate Performance Pack currently under development by the MPS

Equal Opportunities and Diversity Board - Management Information

Section 6 - Fair Practice (External)



Comments:

After a significant rise in stop and searched during 2002/03, activity has fallen in all areas. Despite this drop, the greater increase in VEM population has led to a higher stop and search rate (per 1,000 population) for VEM persons than white persons searched.

The arrest rate, although fairly low, remains static. A slight drop can be seen in Oct03, but this is likely to be due to the increase in stop and searched recorded during that period.

The resultant arrest rate for both white and VEM persons stopped is extremely similar, not showing any obvious disparities between groups.

Equal Opportunities and Diversity Board - Management Information

Section 6 - Fair Practice (External)

New section to include information on:-

Complaints - resulting from stop/searches by ethnicity

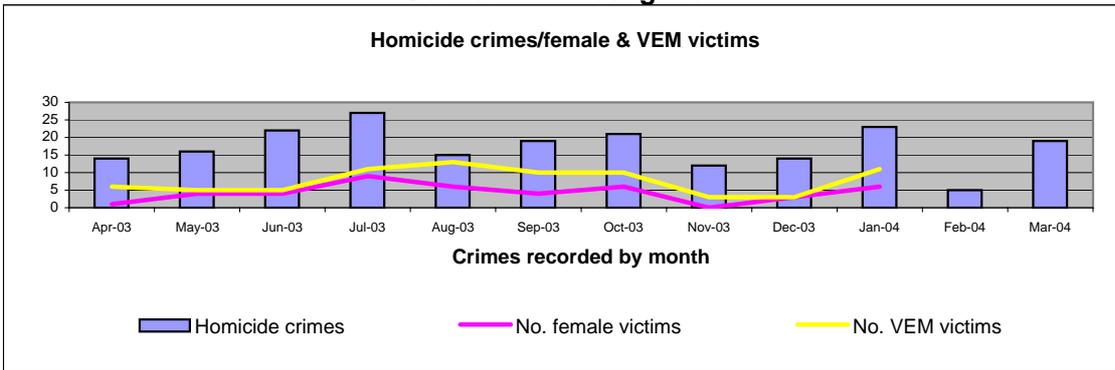
Stop/Searches - number of searches split by gender and age

Arrests - number of arrests split by gender and age

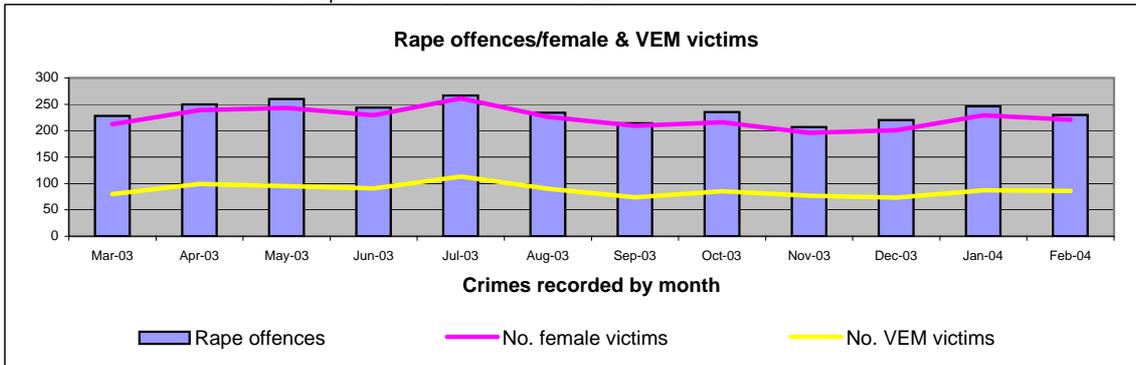
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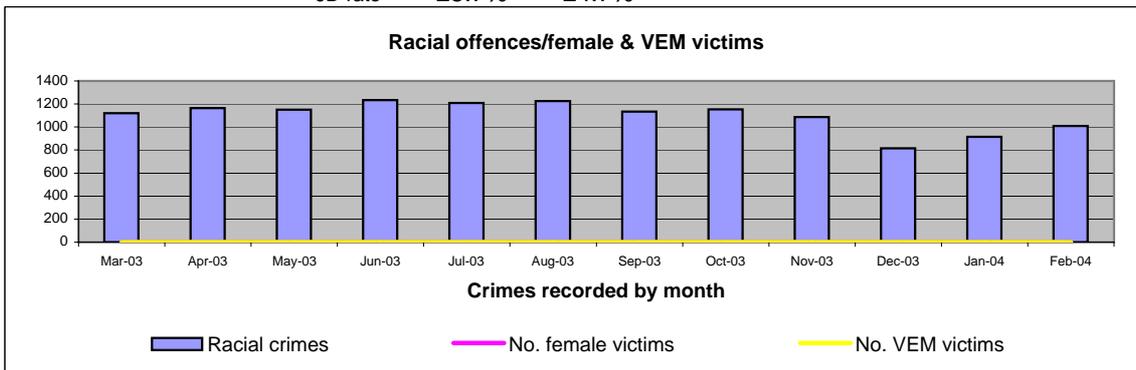
Section 7 - Investigation



	Latest Month	FYtD	% latest month	% FYtD
Homicide crimes	19	211		
Female victims	6	43	32%	20%
VEM victims	11	77	58%	36%
Homicide clear-ups	14	205		
clear-up rate	73.7%	97.2%		



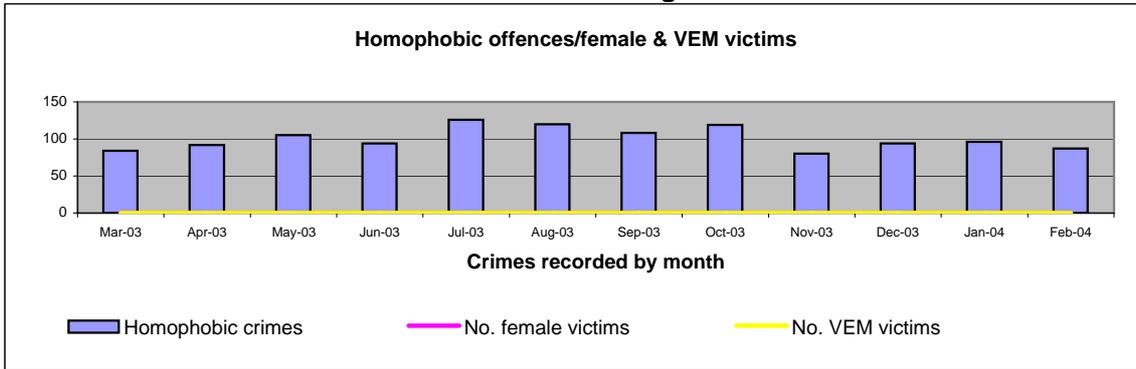
	Latest Month	FYtD	% latest month	% FYtD
Rape offences	230	2607		
Female victims	221	2470	96%	95%
VEM victims	86	970	37%	37%
Rape judicial disposals	59	645		
JD rate	25.7%	24.7%		



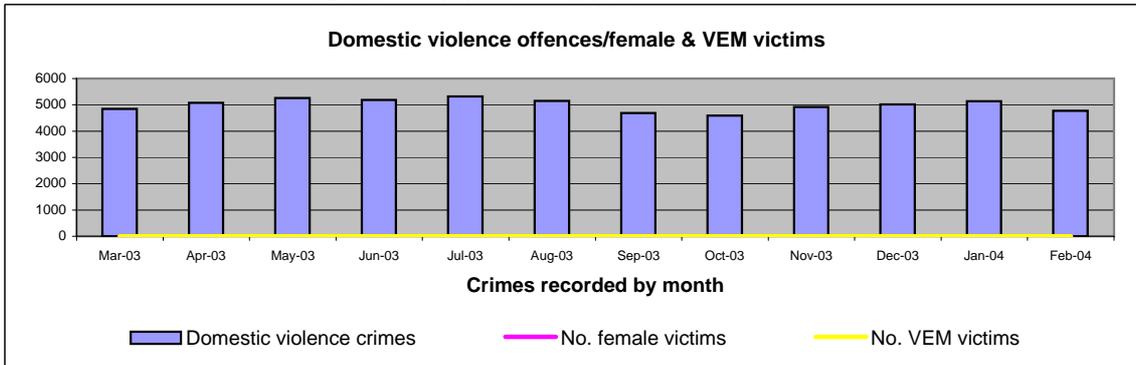
	Latest Month	FYtD	% latest month	% FYtD
Racial offences	1010	12098		
Female victims	data yet to be supplied by MPS		0%	0%
VEM victims	data yet to be supplied by MPS		0%	0%
Racial judicial disposals	214	2112		
JD rate	21.2%	17.5%		

Equal Opportunities and Diversity Board - Management Information

Section 7 - Investigation



	Latest Month	Month FYtD	% latest month	% FYtD
Homophobic offences	87	1121		
Female victims	data yet to be supplied by MPS		0%	
VEM victims	data yet to be supplied by MPS		0%	
Homophobic JD's	17	197		
JD rate	19.5%	17.6%		



	Latest Month	Month FYtD	% latest month	% FYtD
Domestic violence	4768	55102		
Female victims	data yet to be supplied by MPS		0%	
VEM victims	data yet to be supplied by MPS		0%	
Domestic violence JD's	1002	9630		
JD rate	21.0%	17.5%		

Comments:

The number of homicides are relatively small and monthly trends are difficult to determine. The clear up rate is extremely positive currently standing at 97.2%. This could be attributed to the decision to review cold cases linking the advances in DNA and associated technology. 20% of homicides recorded have a female victim, and 36% of victims are VEM persons.

As would be expected, the majority of victims of rape offences are female, with only 37% of victims from VEM's. The JD rate is relatively low at just 24.7% and has remained fairly static over the past 3 years.

Racist crimes have reduced by 12% from 2002/03, although the JD rate has remained fairly low at around 17.5%.

Homophobic crimes have increased slightly on 2002/03 (+5%) with the JD rate remaining around 17.6%.

The number of DV crimes recorded has increased significantly over the past two years, with 2003/04 (55,102) slightly falling behind the extremely high end of year result in 2002/03 (61,439). The JD rate for DV crimes also remains around 17.5%.

Equal Opportunities and Diversity Board - Management Information

Section 7 - Investigation

New section to include information on:-

Custody - Total arrests by ethnicity/gender/age

Custody - Total charge/prosecution/caution by ethnicity/gender/age

Custody - Total refused bail by ethnicity/gender/age

Custody - Repeat victimisation figures by ethnicity/gender/age

This data will be sourced from the Corporate Performance Pack currently under development by the MPS

Comments:

Equal Opportunities and Diversity Board - Management Information	Performance			Current trend		Comments
	2001/2	2002/3	2003/4 (full FY unless otherwise stated)	Increasing	Decreasing	
MPA Staffing Information						
Total staff	60	68	79	√		
% female	40%	38%	42%	√		target 52% - not met
% male	60%	62%	58%		√	
% VEM	22%	34%	33%			target 25% - met and exceeded
% MPA staff disabled	0%	0%	11%	√		target 10% - met and exceeded
Total management grade staff	54	62	69	√		Increasing
% management female	41%	34%	36%			
% management VEM	28%	32%	38%	√		
% management disabled	0%	0%	13%	√		
Total applications for posts	1232	128	657	√		Increase again after a drop in 2002/03
Total selection for posts	44	8	18	√		Note small numbers in 2002/3
% applications female	53%	28%	55%			Note small numbers in 2002/3
% selected female	55%	38%	50%			Note small numbers in 2002/3
% applications VEM	30%	32%	37%			Note small numbers in 2002/3
% selected VEM	43%	38%	56%			Note small numbers in 2002/3
% feeling they are treated fairly	-	-				Staff not yet surveyed
% confident to use grievance system	-	-				Staff not yet surveyed
MPS Staffing Information						
<i>Workforce profile</i>						
Total police officers	26768.4	28476.8	30264.7	√		Reached all time high
% female officers	16.1%	16.7%	18.1%	√		Increasing slowly
% VEM officers	4.8%	5.5%	6.5%	√		Increasing gradually but just below 6.6% target
% sergeant and above female	9.2%	9.6%	10.3%	√		Increasing slowly
% sergeant and above VEM	2.8%	3.0%	3.0%			Static
% CID officers female	14.3%	14.8%	16.4%	√		Increasing gradually
% CID officers VEM	3.7%	4.2%	5.0%	√		Increasing
% SO staff VEM	0.00%	3.7%	3.8%			Static
Total civil staff	10574.9	10958.8	12093.4	√		Increasing
% female civil staff	59.0%	59.2%	59.0%			Remaining static
% VEM civil staff	18.4%	19.2%	19.7%	√		Increasing slowly
% disabled	0.73%	0.71%	N/A			
% grade A to D female civil staff	-	51.0%	53.1%			New grading structure
% grade A to D VEM civil staff	-	10.5%	10.7%			New grading structure
Total traffic wardens	637.9	650.35	475.62		√	Decreasing
% traffic wardens female	58.8%	54.5%	55.0%	√		Increasing, but remaining fairly static
% traffic wardens VEM	15.8%	16.5%	17.0%	√		Increasing, but remaining fairly static
Total Community Safety Officers		512.63	1431.38	√		Increasing, nearly trebling 2002/03 level
% PCSOs female		26.9%	29.8%	√		Increasing trend
% PCSOs VEM		29.1%	34.8%	√		Large increase
Recruitment						
Applications for police officers received per month (average)	983.17	807.00	281.83		√	Monthly average declining significantly
% applications female	22.1%	23.8%	32.1%	√		Long-term increase
% applications VEM	18.4%	18.4%	26.0%	√		Recent increase
Officers attending selection centre (monthly average)	583.08	484.42	602.09	√		Monthly average rising again after a drop in 2002/3
% selection centre female	22.4%	23.6%	27.3%	√		Long-term increase
% selection centre VEM	13.8%	22.8%	18.8%		√	Decreasing
Officers recruited	2748	3489	3363		√	Slight decrease from 2002/03
% recruited female	19.7%	20.3%	29.8%	√		Increasing
% recruited VEM	10.3%	10.4%	14.1%	√		Increasing
Civil staff recruited	1469.9	1222.3	2159.0		√	Sharp rise in the monthly average
% recruited female	63.1%	21.9%	47.7%	√		Increasing trend from 2002/03 level
% recruited VEM	23.8%	8.1%	13.7%	√		Increase from 2002/03
Traffic wardens recruited	0.0	88.4	5.0		√	2003/04 data to July only
% recruited female	0.0%	32.4%	20.0%		√	Small numbers
% recruited VEM	0.0%	22.6%	75.8%	√		Small numbers
PCSOs recruited		494.7	977.6	√		Sharp increase
% recruited female		26.8%	31.0%	√		Increasing
% recruited VEM		25.6%	34.7%	√		Sharp increase
Retention						
Officers leaving per month (average)	138.2	140.1	130.0		√	Decreasing

Equal Opportunities and Diversity Board - Management Information	Performance			Current trend		Comments
	2001/2	2002/3	2003/4 (full FY unless otherwise stated)	Increasing	Decreasing	
% Officers leaving not pension	70.1%	70.6%	68.9%		√	Decreasing, but remaining fairly static
% leaving female	13.4%	13.2%	14.0%	√		Note that the % of female officers in the workforce is rising too
% leaving not pension female	-	11.9%	93.7%	√		
% leaving VEM	3.9%	5.8%	7.4%	√		Note that the % of VEM officers in the workforce is rising too
% leaving not pension VEM	-	14.9%	96.6%			
Civil staff leaving per month (average)	0.00	67.43	67.67	√		Slight increase
% leaving female	58.2%	55.8%	61.7%	√		Recent rise in 2003/4
% leaving VEM	15.1%	18.4%	14.0%		√	
Traffic wardens leaving per month (average)	9.05	6.24	18.18	√		Monthly average increasing
% leaving female	66.3%	64.2%	52.7%			Small numbers involved in 2003/4
% leaving VEM	13.8%	21.4%	19.3%			Small numbers involved in 2003/4
Staff views						
% staff treated fairly						Staff not yet surveyed
% staff confident grievance system						Staff not yet surveyed
Stop and search			Up to February 2004		Note 1	
Total stop and search	199,076	263,611	187,565		√	Falling since April 2003
Monthly average number of stop and search conducted	16,590	21,968	17,051		√	Sharp fall compared with 2002/3
Stop and search white persons	101,043	130,921	94,188		√	Decreased levels on 2002/3
Stop and search VEM total	93,984	127,394	92,734		√	Decreased levels on 2002/3
Stop and search black persons	66,748	90,167	66,653		√	Decreased levels on 2002/3
Stop and search Asian persons	23,505	31,871	21,711		√	Decreased levels on 2002/3
Stop and search other group	3,731	5,356	4,370		√	Decreased levels on 2002/3
Stop and search unknown	4,049	5,296	643		√	Sharp decrease on 2002/3
Stop search per 1000 population	27.0	36.8	26.2		√	See note 1
Monthly average number of stop and search conducted per 1000 population	2.3	3.1	2.4		√	
White stop search per 1000 white population	17.2	25.7	18.5		√	See note 1
Monthly average number of stop and search conducted per 1000 white population	1.4	2.1	1.7		√	
VEM stop search per 1000 VEM population	63.0	61.6	44.8		√	See note 1
Monthly average number of stop and search conducted per 1000 VEM population	5.2	5.1	4.1		√	Sharp drop
Ratio VEM to white stop search	3.7	2.4	2.4			
Black stop search per 1000 black population	112.7	101.6	75.1		√	See note 1
Asian stop search per 1000 Asian population	41.0	34.4	23.4		√	See note 1
Other stop search per 1000 other population	11.4	21.1	17.2		√	See note 1
Male stop search per 1000 male population	51.1	71.8	51.2		√	See note 1
Female stop search per 1000 female population	3.0	4.0	2.7		√	See note 1
Under 17 stop search per 1000 under 17 population	38.4	45.4	39.9		√	See note 1
% arrests from stop/ search	15.9%	14.2%	12.7%		√	Deteriorating over time
% arrests from stop/ search white persons	15.4%	14.0%	12.6%		√	
% arrests from stop/ search VEM persons	16.4%	14.5%	12.8%		√	Deteriorating over time
% arrests from stop/ search black persons	16.9%	15.1%	13.5%		√	Falling over time
% arrests from stop/ search Asian	14.6%	12.2%	9.8%		√	Large fall over time
% arrests from stop/ search other groups	19.1%	17.2%	16.7%		√	
% arrests from stop/ search males	15.9%	14.3%	12.7%		√	

Equal Opportunities and Diversity Board - Management Information	Performance			Current trend		Comments
	2001/2	2002/3	2003/4 (full FY unless otherwise stated)	Increasing	Decreasing	
% arrests from stop/search females	15.1%	13.7%	12.6%		√	
% arrests from stop/ search youths	11.6%	9.7%	9.1%		√	
Complaints (Data shown in '2003/4 to date' column is 12 months up to July 2003)						
Total complaints	3111	2793	0			Long term falling trend
% complaints from males	69.2%	69.5%	37.0%		√	Decreasing
% complaints from females	30.8%	30.5%	30.8%			Fairly static
% complaints from white persons	53.4%	53.0%	29.9%		√	Decreasing
% complaints from black persons	30.8%	31.8%	28.9%			Fairly static
% complaints from Asian persons	9.8%	9.3%	0.0%		√	
% complaints from other groups	5.9%	5.9%	0.0%		√	
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%	√		
Crimes requiring specialist policing up to Feb04						
Average number of homicides recorded per month	16.8	16.3	16.1		√	
Homicide clear-up rate	72.8%	81.0%	97.2%	√		Improving over time
Average number of rape recorded per month	208.2	227.6	216.1		√	Decreasing (354 fewer reportings of rape)
Rape JD rate	22.5%	25.0%	24.7%		√	Slight fall after the increase in 2002/3
Average number of domestic violence offences recorded per month	2327.3	5119.9	5009.3		√	
Average number of JDs for domestic violence offences per month	742.6	863.8	875.5	√		Sharp and sustained increase from 2001/02
Domestic violence JD rate	16.0%	16.9%	17.5%	√		Increasing trend
Average number of homophobic offences recorded per month	103.3	89.3	101.9			Recent increase.
Average number of JDs for homophobic offences per month	15.8	16.1	17.9	√		Improving
Homophobic offence JD rate	15.3%	18.0%	17.6%		√	Decreasing
Average number of racist crimes recorded per month	1300.8	1143.4	1099.8		√	Decreasing
Average number of JDs for racist offences per month	221.0	212.3	192.0		√	Falling trend over time
Racist crimes JD rate	17.0%	18.6%	17.5%		√	Decreasing
Victims racist crime % satisfaction (March only for FY2002/03)		69.0%				

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 11 months only, from April to February 2004.