

Directorate of Professional Standards

Diversity Information

		1999/2000	2000/2001	2001/2002	2002/2003	Rolling 12 months Jan 03 - Dec 03							
1	MPS Workforce Figures Figures as at end F/Y and end of December 2003 for rolling 12 months	Number of officers		26,001	25,430	26,768	28,477	29,886					
		Officers Ethnicity	% White	24,985	96.1%	24,375	95.9%	25,480	95.2%	26,902	94.5%	28,038	93.8%
			% Black	513	2.0%	516	2.0%	552	2.1%	637	2.2%	719	2.4%
			% Asian	295	1.1%	320	1.3%	441	1.6%	570	2.0%	714	2.4%
			% Other	208	0.8%	219	0.9%	296	1.1%	368	1.3%	415	1.4%
		Officers Gender	% Male	21,975	84.5%	21,426	84.3%	22,467	83.9%	23,721	83.3%	24,622	82.4%
% Female	4,026		15.5%	4,005	15.7%	4,301	16.1%	4,756	16.7%	5,264	17.6%		
2	Public Complaints (Recorded) Complainants	Number of complainants		4,390	3,801	3,212	2,842	2,620					
		Complainants Ethnicity	% White	2,198	56.8%	1,866	55.3%	1,498	53.4%	1,287	52.9%	1,154	50.5%
			% Black	1,064	27.5%	962	28.5%	867	30.9%	782	32.1%	764	33.4%
			% Asian	399	10.3%	327	9.7%	276	9.8%	223	9.2%	228	10.0%
			% Other	210	5.4%	218	6.5%	162	5.8%	143	5.9%	140	6.1%
		Complainants Gender	% Male	3,086	70.5%	2,601	68.6%	2,225	69.4%	1,970	69.5%	1,809	69.3%
% Female	1,294		29.5%	1,188	31.4%	987	30.6%	866	30.5%	802	30.7%		
3	Public Complaints (Recorded) Officers	Number of officers		8,143	6,863	5,816	4,451	3,582					
		Officers Ethnicity	% White	7,791	95.7%	6,518	95.7%	5,520	94.9%	4,157	93.6%	3,318	93.0%
			% Black	180	2.2%	154	2.2%	140	2.4%	132	3.0%	85	2.4%
			% Asian	110	1.4%	127	1.4%	96	1.7%	100	2.3%	99	2.8%
			% Other	56	0.7%	56	0.7%	58	1.0%	52	1.2%	67	1.9%
		Officers Gender	% Male	7,222	88.7%	6,126	88.7%	5,144	88.5%	3,898	87.6%	3,131	87.5%
% Female	921		11.3%	735	11.3%	670	11.5%	551	12.4%	449	12.5%		
4	Stop & Search Only (Recorded)	Number of complainants		286	273	191	205	167					
		Complainants Ethnicity	% White	114	43.5%	109	42.6%	57	31.1%	65	34.8%	57	36.8%
			% Black	108	41.2%	123	48.0%	95	51.9%	101	54.0%	79	51.0%
			% Asian	26	9.9%	16	6.3%	18	9.8%	16	8.6%	11	7.1%
			% Other	14	5.3%	8	3.1%	13	7.1%	5	2.7%	8	5.2%
		Complainants Gender	% Male	257	89.9%	215	78.8%	165	86.4%	172	83.9%	130	77.8%
% Female	29		10.1%	58	21.2%	26	13.6%	33	16.1%	37	22.2%		
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%	13	7.7%	11	7.9%
			% Black	191	55.0%	159	55.4%	140	58.3%	112	66.3%	88	63.3%
			% Asian	73	21.0%	57	19.9%	57	23.8%	28	16.6%	33	23.7%
			% Other	36	10.4%	26	9.1%	19	7.9%	16	9.5%	7	5.0%
		Complainants Gender	% Male	301	77.0%	242	78.1%	199	78.0%	139	72.0%	128	83.1%
% Female	90		23.0%	68	21.9%	56	22.0%	54	28.0%	26	16.9%		
6	Internal Investigations (Recorded) Officers	Number of Officers		653	631	587	629	727					
		Officers Ethnicity	% White	610	93.4%	590	93.5%	543	92.5%	565	90.1%	632	87.1%
			% Black	23	3.5%	24	3.8%	21	3.6%	29	4.6%	37	5.1%
			% Asian	17	2.6%	12	1.9%	14	2.4%	23	3.7%	42	5.8%
			% Other	3	0.5%	5	0.8%	9	1.5%	10	1.6%	15	2.1%
		Officers Gender	% Male	594	91.0%	576	91.3%	532	90.6%	568	90.6%	639	87.9%
% Female	59		9.0%	55	8.7%	55	9.4%	59	9.4%	88	12.1%		
7	Suspended Officers	Number of Officers		83	79	38	28	52					
		Officers Ethnicity	% White	77	92.8%	72	91.1%	34	89.5%	26	92.9%	46	88.5%
			% Black	4	4.8%	4	5.1%	2	5.3%	1	3.6%	4	7.7%
			% Asian	2	2.4%	3	3.8%	2	5.3%	1	3.6%	2	3.8%
			% 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%	48	92.3%
% Female	6		7.2%	4	5.1%	2	5.3%	3	10.7%	4	7.7%		
8	Written Warnings	Number of Officers		74	124	226	326	380					
		Officers Ethnicity	% White	71	95.9%	118	95.2%	213	94.2%	284	87.1%	324	85.3%
			% Black	3	4.1%	3	2.4%	9	4.0%	18	5.5%	21	5.5%
			% Asian	0	0.0%	3	2.4%	2	0.9%	14	4.3%	23	6.1%
			% Other	0	0.0%	0	0.0%	2	0.9%	10	3.1%	12	3.2%
		Officers Gender	% Male	71	95.9%	109	87.9%	202	89.4%	299	91.7%	332	87.4%
% Female	3		4.1%	15	12.1%	24	10.6%	27	8.3%	48	12.6%		

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9	Informal Discipline as result of Investigation (Excluding Written Warnings)	Number of Officers		128		98		114		125		89			
		Public Complaint Ethnicity	% White	118	92.2%	95	96.9%	106	93.0%	119	95.2%	87	97.8%		
			% Black	7	5.5%	3	3.1%	5	4.4%	4	3.2%	2	2.2%		
			% 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%	80	89.9%		
			% Female	16	12.5%	15	15.3%	15	13.2%	14	11.2%	9	10.1%		
				Number of Officers		140		101		86		83		60	
		Internal Investigations Ethni	% White	126	90.0%	94	93.1%	76	88.4%	77	92.8%	54	90.0%		
			% Black	8	5.7%	7	6.9%	7	8.1%	1	1.2%	3	5.0%		
			% Asian	6	4.3%	0	0.0%	3	3.5%	4	4.8%	2	3.3%		
			% Other	0	0.0%	0	0.0%	0	0.0%	1	1.2%	1	1.7%		
Internal Investigations Gend	% Male	130	92.9%	85	84.2%	79	91.9%	73	88.0%	52	86.7%				
	% Female	10	7.1%	16	15.8%	7	8.1%	10	12.0%	8	13.3%				
10	Misconduct / Discipline Hearings	Number of Officers		43		41		41		28		23			
		Public Complaint Ethnicity	% White	42	97.7%	40	97.6%	37	90.2%	28	100%	21	91.3%		
			% 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	4.3%		
			% Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.3%		
		Public Complaint Gender	% Male	42	97.7%	37	90.2%	37	90.2%	27	96.4%	22	95.7%		
			% Female	1	2.3%	4	9.8%	4	9.8%	1	3.6%	1	4.3%		
				Number of Officers		92		83		110		80		58	
		Internal Investigations Ethni	% White	88	95.7%	77	92.8%	102	92.7%	73	91.3%	51	87.9%		
			% Black	1	1.1%	5	6.0%	6	5.5%	2	2.5%	3	5.2%		
			% Asian	3	3.3%	1	1.2%	2	1.8%	3	3.8%	4	6.9%		
			% 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%	56	96.6%				
	% Female	4	4.3%	3	3.6%	9	8.2%	4	5.0%	2	3.4%				
11	Dismissals or Required to Resign Sanctions as result of Misconduct/Discipline Hearing	Number of Officers		9		4		4		3		4			
		Public Complaint Ethnicity	% White	9	100%	4	100%	4	100%	3	100%	4	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%	4	100%		
			% Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
				Number of Officers		44		26		32		29		21	
		Internal Investigations Ethni	% White	41	93.2%	25	96.2%	30	93.8%	26	89.7%	20	95.2%		
			% Black	1	2.3%	1	3.8%	2	6.3%	2	6.9%	1	4.8%		
			% 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%	21	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		3			
		Public Complaint Ethnicity	% White	13	86.7%	10	100%	9	100%	6	100%	2	67%		
			% 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	33.3%		
		Public Complaint Gender	% Male	13	86.7%	9	90.0%	9	100%	6	100%	3	100%		
			% Female	2	13.3%	1	10.0%	0	0.0%	0	0.0%	0	0.0%		
				Number of Officers		34		28		35		33		21	
		Internal Investigations Ethni	% White	30	88.2%	27	96.4%	32	91.4%	32	97.0%	21	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%	21	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	0.0%	6	85.7%	4	100%	13	100%	2	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%	2	100%	
			% Female		0	0.0%	1	14.3%	0	0.0%	1	7.7%	0	0.0%	
				Number of Officers		9		18		9		5		6	
		Internal Investigations Ethni	% White		8	88.9%	16	88.9%	9	100%	5	100%	5	83.3%	
			% 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	16.7%	
			% 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%	6	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		61			
		Employees Ethnicity	% White						65	62.5%	53	59.6%	38	66.7%	
			% Black						16	15.4%	13	14.6%	11	19.3%	
			% Asian						10	9.6%	12	13.5%	5	8.8%	
			% Other						13	12.5%	1	1.1%	3	5.3%	
		Employees Gender	% Male						47	45.2%	42	47.2%	33	54.1%	
% Female							57	54.8%	47	52.8%	28	45.9%			
15	Civil Actions	Number of Claimants		515		532		465		445		531			
		Claimants Ethnicity	% White		101	43.7%	122	44.5%	128	41.3%	139	46.0%	161	44.4%	
			% Black		100	43.3%	118	43.1%	131	42.3%	106	35.1%	149	41.0%	
			% Asian		20	8.7%	19	6.9%	26	8.4%	34	11.3%	29	8.0%	
			% Other		10	4.3%	15	5.5%	25	8.1%	23	7.6%	24	6.6%	
		Claimants Gender	% Male		408	81.9%	432	81.4%	375	81.0%	335	76.0%	408	77.7%	
% Female			90	18.1%	99	18.6%	88	19.0%	106	24.0%	117	22.3%			

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