

# Directorate of Professional Standards

## Diversity Information

			1999/2000		2000/2001		Rolling 12 Months		
1	MPS Workforce Figures	Number of officers		26,001		25,430		26,664	
		Officers Ethnicity	% White	24,987	96.1%	24,388	95.9%	25,414	95.3%
			% Black	442	1.7%	458	1.8%	471	1.8%
			% Asian	208	0.8%	229	0.9%	325	1.2%
			% Other	338	1.3%	356	1.4%	454	1.7%
		Officers Gender	% Male	21,971	84.5%	21,438	84.3%	22,377	83.9%
% Female	4,030		15.5%	3,993	15.7%	4,287	16.1%		
Figures as at end FY or end of February 2002 for current FY									
2	Public Complaints (Recorded) Complainants	Number of complainants		4,390		3,766		3,163	
		Complainants Ethnicity	% White	2,193	56.8%	1,836	55.3%	1,438	52.8%
			% Black	1,061	27.5%	952	28.6%	852	31.3%
			% Asian	399	10.3%	326	9.8%	271	9.9%
			% Other	210	5.4%	209	6.3%	163	6.0%
		Complainants Gender	% Male	3,087	70.5%	2,577	68.6%	2,178	69.0%
% Female	1,294		29.5%	1,178	31.4%	979	31.0%		
3	Public Complaints (Recorded) Officers	Number of officers		8,120		6,753		5,061	
		Officers Ethnicity	% White	7,765	95.8%	6,410	95.1%	4,813	95.1%
			% Black	169	2.1%	150	2.2%	114	2.3%
			% Asian	95	1.2%	113	1.7%	75	1.5%
			% Other	77	0.9%	69	1.0%	57	1.1%
		Officers Gender	% Male	7,200	88.7%	6,032	89.4%	4,493	88.8%
% Female	917		11.3%	718	10.6%	568	11.2%		
4	Stop & Search Only (Recorded)	Number of complainants		288		277		146	
		Complainants Ethnicity	% White	116	43.9%	109	41.8%	43	30.7%
			% Black	108	40.9%	127	48.7%	73	52.1%
			% Asian	26	9.8%	16	6.1%	15	10.7%
			% Other	14	5.3%	9	3.4%	9	6.4%
		Complainants Gender	% Male	259	89.9%	217	78.3%	124	84.9%
% Female	29		10.1%	60	21.7%	22	15.1%		
5	Racial Discriminatory Behaviour Allegations Only (Recorded)	Number of complainants		390		311		222	
		Complainants Ethnicity	% White	47	13.7%	44	15.5%	22	11.0%
			% Black	187	54.5%	158	55.8%	115	57.5%
			% Asian	73	21.3%	56	19.8%	47	23.5%
			% Other	36	10.5%	25	8.8%	16	8.0%
		Complainants Gender	% Male	299	77.1%	238	77.0%	175	79.2%
% Female	89		22.9%	71	23.0%	46	20.8%		
6	Internal Investigations (Recorded) Officers	Number of Officers		652		631		543	
		Officers Ethnicity	% White	610	93.6%	589	93.3%	506	93.2%
			% Black	23	3.5%	25	4.0%	17	3.1%
			% Asian	17	2.6%	11	1.7%	10	1.8%
			% Other	2	0.3%	6	1.0%	10	1.8%
		Officers Gender	% Male	593	91.0%	576	91.3%	490	90.2%
% Female	59		9.0%	55	8.7%	53	9.8%		
7	Suspended Officers	Number of Officers		74		76		25	
		Officers Ethnicity	% White	70	94.6%	69	90.8%	21	84.0%
			% Black	2	2.7%	4	5.3%	2	8.0%
			% Asian	2	2.7%	3	4.0%	2	8.0%
			% Other	0	0.0%	0	0.0%	0	0.0%
		Officers Gender	% Male	69	93.2%	73	96.1%	24	96.0%
% Female	5		6.8%	3	4.0%	1	4.0%		
8	Written Warnings	Number of Officers		78		120		193	
		Officers Ethnicity	% White	70	95.9%	114	95.0%	183	94.8%
			% Black	3	4.1%	3	2.5%	6	3.1%
			% Asian	0	0.0%	3	2.5%	1	0.5%
			% Other	0	0.0%	0	0.0%	3	1.6%
		Officers Gender	% Male	70	95.9%	106	88.3%	169	87.6%
% Female	3		4.1%	14	11.7%	24	12.4%		
9	Public Complaint	Number of Officers		126		98		111	
		Ethnicity	% White	116	92.1%	95	96.9%	105	94.6%

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9	Informal Discipline as result of Investigation (Excluding Written Warnings)	% Black		6	4.8%	3	3.1%	4	3.6%		
		% Asian		0	0.0%	0	0.0%	0	0.0%		
		% Other		4	3.2%	0	0.0%	2	1.8%		
		Public Complaint Gender		% Male		110	87.3%	83	84.7%	96	86.5%
				% Female		16	12.7%	15	15.3%	15	13.5%
				<b>Number of Officers</b>		140		98		71	
		Internal Investigations Ethnicity		% White		126	90.0%	92	93.9%	63	88.7%
				% Black		8	5.7%	6	6.1%	5	7.0%
				% Asian		5	3.6%	0	0.0%	3	4.2%
				% Other		1	0.7%	0	0.0%	0	0.0%
Internal Investigations Gender		% Male		130	92.9%	82	83.7%	65	91.5%		
		% Female		10	7.1%	16	16.3%	6	8.5%		
10	Misconduct / Discipline Hearings	<b>Number of Officers</b>		34		40		38			
		Public Complaint Ethnicity		% White		33	97.1%	39	97.5%	35	92.1%
				% Black		1	2.9%	1	2.5%	2	5.3%
				% Asian		0	0.0%	0	0.0%	1	2.6%
				% Other		0	0.0%	0	0.0%	0	0.0%
		Public Complaint Gender		% Male		34	100.0%	36	90.0%	33	86.8%
				% Female		0	0.0%	4	10.0%	5	13.2%
				<b>Number of Officers</b>		77		84		104	
		Internal Investigations Ethnicity		% White		74	96.1%	78	92.9%	98	94.2%
				% Black		0	0.0%	5	6.0%	6	5.8%
		% Asian		3	3.9%	1	1.2%	0	0.0%		
		% Other		0	0.0%	0	0.0%	0	0.0%		
Internal Investigations Gender		% Male		73	94.8%	81	96.4%	96	92.3%		
		% Female		4	5.2%	3	3.6%	8	7.7%		
11	Dismissals or Required to Resign Sanctions as result of Misconduct/Discipline Hearing	<b>Number of Officers</b>		10		4		4			
		Public Complaint Ethnicity		% White		10	100.0%	4	100.0%	4	100.0%
				% Black		0	0.0%	0	0.0%	0	0.0%
				% Asian		0	0.0%	0	0.0%	0	0.0%
				% Other		0	0.0%	0	0.0%	0	0.0%
		Public Complaint Gender		% Male		10	100.0%	4	100.0%	4	100.0%
				% Female		0	0.0%	0	0.0%	0	0.0%
				<b>Number of Officers</b>		46		27		30	
		Internal Investigations Ethnicity		% White		43	93.5%	26	90.0%	28	93.3%
				% Black		1	2.2%	1	10.0%	2	6.7%
		% Asian		2	4.3%	0	0.0%	0	0.0%		
		% Other		0	0.0%	0	0.0%	0	0.0%		
Internal Investigations Gender		% Male		46	100.0%	27	100.0%	26	86.7%		
		% Female		0	0.0%	0	0.0%	4	13.3%		
12	Commissioners Appeal/ AC Review	<b>Number of Officers</b>		13		10		7			
		Public Complaint Ethnicity		% White		11	84.6%	10	100.0%	7	100.0%
				% Black		1	7.7%	0	0.0%	0	0.0%
				% Asian		1	7.7%	0	0.0%	0	0.0%
				% Other		0	0.0%	0	0.0%	0	0.0%
		Public Complaint Gender		% Male		11	84.6%	9	90.0%	7	100.0%
				% Female		2	15.4%	1	10.0%	0	0.0%
				<b>Number of Officers</b>		33		27		33	
		Internal Investigations Ethnicity		% White		30	90.9%	26	96.3%	30	90.9%
				% Black		1	3.0%	0	0.0%	3	9.1%
		% Asian		1	3.0%	1	3.7%	0	0.0%		
		% Other		1	3.0%	0	0.0%	0	0.0%		
Internal Investigations Gender		% Male		32	97.0%	26	96.3%	30	90.9%		
		% Female		1	3.0%	1	3.7%	3	9.1%		

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13	Secretary of State/ Police Appeals Tribunal	Number of Officers		13		10		7	
		Public Complaint Ethnicity	% White	<i>11</i>	84.6%	<i>10</i>	100.0%	<i>7</i>	100.0%
			% Black	<i>1</i>	7.7%	<i>0</i>	0.0%	<i>0</i>	0.0%
			% Asian	<i>1</i>	7.7%	<i>0</i>	0.0%	<i>0</i>	0.0%
			% Other	<i>0</i>	0.0%	<i>0</i>	0.0%	<i>0</i>	0.0%
		Public Complaint Gender	% Male	<i>11</i>	84.6%	<i>9</i>	90.0%	<i>7</i>	100.0%
			% Female	<i>2</i>	15.4%	<i>1</i>	10.0%	<i>0</i>	0.0%
		Number of Officers		9		17		9	
		Internal Investigations Ethnicity	% White	<i>7</i>	77.8%	<i>15</i>	88.2%	<i>9</i>	100.0%
			% Black	<i>1</i>	11.1%	<i>1</i>	5.9%	<i>0</i>	0.0%
			% Asian	<i>1</i>	11.1%	<i>0</i>	0.0%	<i>0</i>	0.0%
			% Other	<i>0</i>	0.0%	<i>1</i>	5.9%	<i>0</i>	0.0%
		Internal Investigations Gender	% Male	<i>9</i>	100.0%	<i>17</i>	100.0%	<i>9</i>	100.0%
% Female	<i>0</i>		0.0%	<i>0</i>	0.0%	<i>0</i>	0.0%		
14	Grievances	Number of Grievances		154		136		133	
		Employees Ethnicity	% White	<i>125</i>	81.2%	<i>118</i>	86.8%	<i>117</i>	88.0%
			% Black	<i>6</i>	3.9%	<i>6</i>	4.4%	<i>6</i>	4.5%
			% Asian	<i>5</i>	3.2%	<i>5</i>	3.7%	<i>5</i>	3.8%
			% Other	<i>18</i>	11.7%	<i>7</i>	5.1%	<i>5</i>	3.8%
		Employees Gender	% Male	<i>105</i>	68.2%	<i>83</i>	61.0%	<i>91</i>	68.4%
			% Female	<i>49</i>	31.8%	<i>53</i>	39.0%	<i>42</i>	31.6%
		15	Employment Tribunals	Number of New ET cases		94		104	
Employees Ethnicity	% White			<i>58</i>	61.7%	<i>65</i>	62.5%	<i>58</i>	55.2%
	% Black			<i>17</i>	18.1%	<i>16</i>	15.4%	<i>17</i>	16.2%
	% Asian			<i>7</i>	7.4%	<i>10</i>	9.6%	<i>15</i>	14.3%
	% Other			<i>12</i>	12.8%	<i>13</i>	12.5%	<i>15</i>	14.3%
Employees Gender	% Male			<i>40</i>	42.6%	<i>47</i>	45.2%	<i>48</i>	45.7%
	% Female			<i>54</i>	57.4%	<i>57</i>	54.8%	<i>57</i>	54.3%

Sources : Complaints & Discipline System and DCC8(7)

Will include information on Civil Actions (Claimants) and Accident Claims in due course

N.B. Percentages are calculated on the number of known Officers/Complainants gender/ethnicity, shown in *Italics*