



| <b>Freedom of Information Act Publication Scheme</b> |  |
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| <b>Publication Scheme Y/N</b>                        | Yes  |
| <b>Title</b>   | Performance Measures for the MPS Diversity and Equality Strategy   |
| <b>Version</b>                                       |  |
| <b>Summary</b>                                       | Summary of MPS Performance against the protected characteristics for each theme of the MPS Diversity and Equality Strategy |
| <b>(B)OCU or Unit, Directorate</b>                   | Diversity and Citizen Focus Directorate, Deputy Commissioner's Portfolio   |
| <b>Review Date</b>                                   | 23 March 2012  |
| <b>Date Issued</b>                                   | 24 March 2011  |

# ACHIEVING EQUALITY, IMPROVING CONFIDENCE

**MPS DIVERSITY AND EQUALITY STRATEGY 2009-2013**

**MPS Diversity Executive Board**

**29th March 2011**

**Performance Measures for the  
MPS Diversity and Equality Strategy**

**Diversity and Citizen Focus Directorate  
Deputy Commissioner's Portfolio**



**METROPOLITAN  
POLICE**

Working together for a safer London

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|--|--|-----------------|
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| <b>Title:</b> Performance Measures for the MPS Diversity and Equality Strategy   |  |                 |
| <b>Summary:</b> Summary of MPS Performance against the protected characteristics for each theme of the MPS Diversity and Equality Strategy |  |                 |
| <b>Branch/ OCU:</b> Diversity and Citizen Focus Directorate, Deputy Commissioner's Portfolio   |  |                 |
| <b>Date created:</b>   | <b>Review Date:</b>                            | <b>Version:</b> |
| 24-Mar-11  | 23-Mar-12                                      | 1.0             |
| <b>Approved by: Denise Milani, Director DCFD</b>   |  |                 |
| <b>Authors:</b>  | Venita Gayle, Analyst and Nindi Padda, Analyst |                 |

**Methodological notes:**

- Throughout the report, statistical significance testing has been carried out at the 95% confidence level (i.e. we can be 95% certain that the difference between the findings is a real difference and not due to chance alone) unless otherwise stated.
- Disproportionality analysis was carried out comparing each diversity category to the MPS totals. All differences highlighted in the tables and graphs are statistically significant.
- Statistical significance testing was only conducted on groups of over 100. Where base sizes are not given in the main body of the report, they are provided in the relevant appendices unless otherwise stated.

## Key areas where performance improvement is required

| i. Satisfaction Gap                                     |  |
|---|--|
| Key Findings / High Risk Area                           | <p>The satisfaction gap between BME and white victims has remained relatively stable at around 5% for a number of years and is 7.7% of the FYTD 2010/11. This is a 2.7% increase since FY 209/10.</p> <p><b>The following boroughs were the exceptions:</b> Barking and Dagenham, which was statistically higher, Bexley, Havering and Newham, which were higher than the MPS average.</p> <p><b>Drivers of satisfaction gap:</b> Ease of contact, follow up and treatment all have a gaps in satisfaction between BME and white victims but this has remained relatively stable over the last four quarters. However, the gap in police action has increase over the last four quarters by 2%. It is also notable that violent crime, vehicle and burglary respondents have satisfaction gaps of 8%, 9% and 11% respectively and these gaps have increased over time. Whereas the respondents of Road traffic collision show a narrowing of the satisfaction gaps between BME and white victims.</p>  |
| Proposed Actions  | <p>An update on work being undertaken to reduce the satisfaction gap os being included in the progress report for the theme Fair and Responsive service being presented on the 29th of March 2011.</p>   |
| ii. Fair Treatment, Community Engagement and Confidence |  |
| Key Findings / High Risk Area                           | <p>As people age, perceptions appear to change from being concerned about how the police would treat them to being more concerned about what the police do.</p> <p><b>Borough exceptions (Fair treatment):</b> The following boroughs perform less well compared to the MPS average against the key questions of fair treatment: Bromley, Ealing, Harrow, Kensington and Chelsea, Richmond upon Thames, Waltham Forest and Westminster.</p> <p><b>Borough Variations (Community Engagement):</b> The following boroughs perform less well compared to the MPS average against the key community engagement indicators: Bromley, Ealing, Harrow, Kensington and Chelsea, Hounslow, Hillingdon, Waltham Forest and Westminster.</p> <p><b>Confidence:</b>*Younger respondents, i.e. those aged 15-24 and 25-34 and those people from an asian or mixed black ethnic background are significantly less likely to feel the police treat people fairly, with respect or are helpful, friendly or approachable.</p> <p>* Respondents who are aged between 25-44 and are either from a black or mixed ethnic background are less likely to agree that the police are listening to, understand and are dealing with the concerns of local people</p> <p>* Respondents aged 65+ are significantly more confident in the police across these areas.</p> <p><b>People Stopped:</b> In FY 10/11 compared to the previous year there has been a <b>decrease</b> in respondents stating if they were given a reason why they were arrested, given an explanation of the procedure and when arrested if they were treated with respect. The arrest rate and satisfaction levels for people stopped from a BME background are both significantly lower than the overall rates/levels. The arrest rate for women is higher than that for men and conversley lower for younger people aged below 24.</p> <p><b>Borough Variations (Stop and arrest):</b> The following boroughs have the largest gap for arrests between BME and white detainee: Brent, Camden, Hammersmith and Fulham, Tower Hamelets and Wandsworth.</p> |
| Proposed Actions  | <p>An update on the MPA action plan for the community engagement commitment is included in the DEB agenda for the meeting on the 29th of March 2011.</p>   |

## Key areas where performance improvement is required (continued)

### iii. Consistency of service to hate crime victims (across crime, victim types and

The MPS achieved its sanction detection targets for domestic violence, race hate crime and homophobic crime for 2009/10, and is currently above its targets for 2010/11. Although reporting of hate crime has increased during 2009/10 compared to the previous year. There is recognition that some of this increase was expected due to enhancements to CRIS introduced in December 2008.

Over the longer term there are significant differences in the hate crime sanction detection (SD) rates for certain victim groups, specifically:

- \* Statistically Significantly lower SD rate for faith and disabled victims.
- \* Statistically Significantly lower SD rate for BME and disabled victims of domestic violence.
- \* Statistically Significantly lower SD rate for female, BME and disabled victims for race crime

**Borough Variations:(FY 2010/11 Q3)**, Barking & Dagenham, *Bexley and Kingston upon Thames* have a statistically significantly **lower** SD rate for race hate crimes than other boroughs.

### iv. Staff Satisfaction, FAWs and ETs

Key Findings / High Risk Area

The number of FAW have slightly increased during April-December 2010 compared to the same period of the previous year. Levels of disproportionality in FAWs initiated by BME officers have have increased in 2010 compared to the the previous year. Both male and female police officers have initiated more FAWs this year compared to last year. Of the FAW claims the most common reason given is related to disability issues and then issues of ethnicity. The proportion of BME police officers and staff who take out a FAW is the same as the proportion of BME police officers and staff who take out an ET. However the proportion of Non BME police officers and staff who take out an ET is lower than the proportion of Non BME police officers and staff who take out a FAW.

**Borough Variations (FY 2010/11 Q3):** Barking & Dagenham, Bexley, Havering and Redbridge have a statistically greater gap between BME and Non BME respondents for satisfaction of overall service provided by the police (APACS PI 1.2)

### v. Workforce Composition and Progression

Key Findings / High Risk Area

Information on the workforce composition of BOCUs, OCUs and Business Groups is presented at Appendix 1. It highlights those units that have significantly above or below average representation levels of BME and female police officers, police staff and PCSOs.

# Theme 1: Fair and responsive services

## Lead: AC Ian McPherson

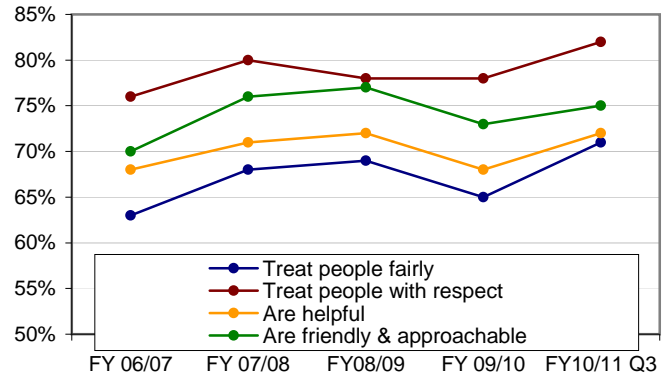
**Aim**

We will do more to ensure we are consistently meeting the needs of individuals, treating people fairly and with respect and delivering on our promises.

**Current Performance** (Source: PAS )

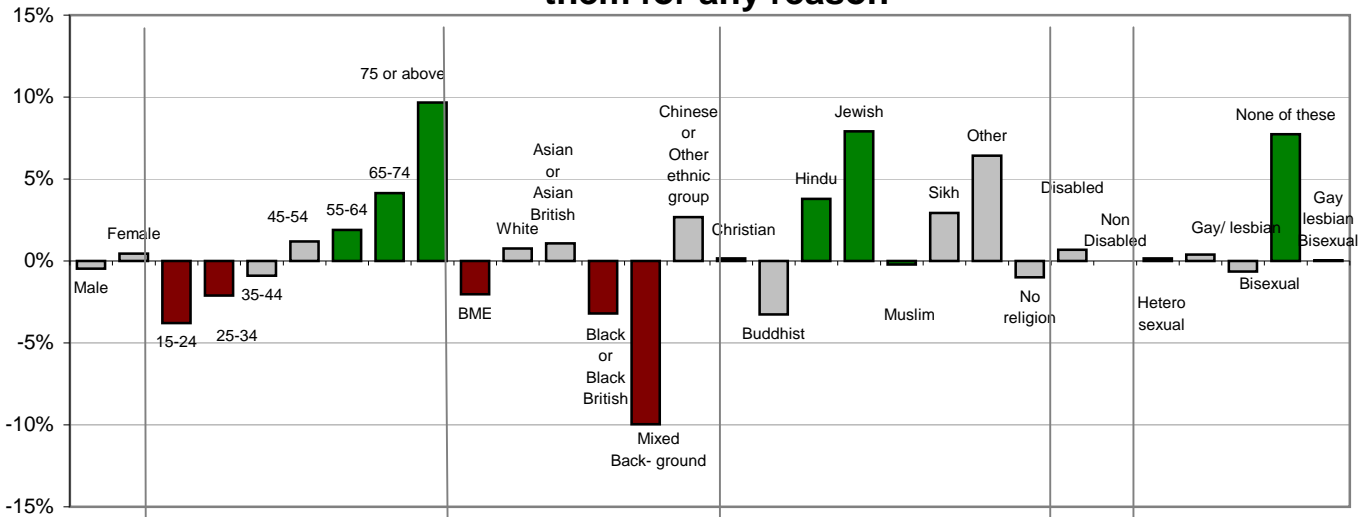
| Performance Measures   | Latest qtr<br>Oct-Dec10 | Target  | Change<br>(from last qtr) |
|--|-------------------------|---------|---------------------------|
| Percentage believing that the police treat people fairly           | 71%                     | Improve | ↓ -1                      |
| Percentage believing that the police treat people with respect     | 82%                     | 79%     | ↓ -2                      |
| Percentage believing that the police are helpful                   | 72%                     | Improve | ↓ -1                      |
| Percentage believing that the police are friendly and approachable | 75%                     | Improve | ↓ -1                      |

Fair and responsive services, by financial year



**Disproportionality Analysis** PAS Jan 2010 to Dec 2010

### The police would treat you with respect if you had contact with them for any reason



**Commentary on Current Performance:**

\* Groups statistically significantly lower than the MPS total are reasonably consistent across the four questions i.e. 15-34 year olds, respondents with a black or mixed ethnic background. Additionally, respondents with a black or mixed ethnic origin show statistically significantly lower results than the MPS total for 'police are helpful' and 'police are friendly and approachable'. This view from the public has been broadly consistent for the past four quarters.

**What are we doing / What else do we need to do to improve performance?**

The MPS Confidence and Satisfaction Board is establishing a corporate approach to addressing issues of confidence and satisfaction across the MPS.

# Theme 1: Fair and responsive services

## Lead: AC Ian McPherson

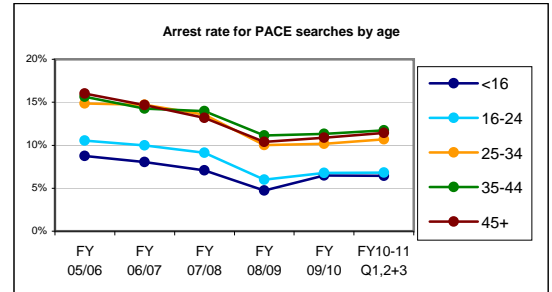
### Aim

We will improve the public's perceptions that the police treat them fairly, with dignity and respect

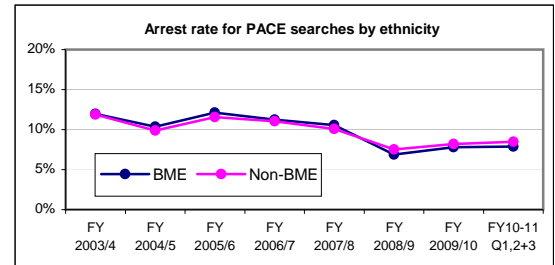
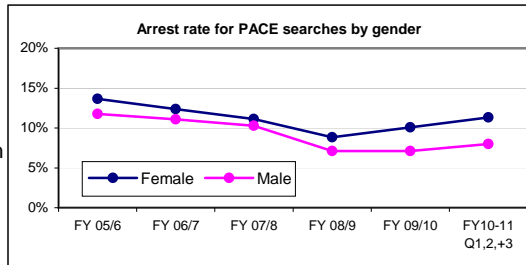
### Current Performance Source: MPS Stops Database & MPS Public Attitude Survey

| Performance Measures  | Proportion of PAS respondents  | Current FY Q3 2010/11 | FY 2009/10 |
|---|--------------------------------|-----------------------|------------|
| Percentage of those searched / arrested given reasons                         | Those searched / arrested: 213 | 84%                   | 89%        |
| Percentage of those searched / arrested given an explanation of the procedure |                                | 79%                   | 83%        |
| Percentage of those searched / arrested treated with respect                  |                                | 74%                   | 69%        |

\*The percentage difference between FY 2009/10 and the current FY Q3 for 2010/11 is not statistically significant.



The data for the following three graphs was taken from Stops reporting tool. They show that although arrest rates took a downward trend in FY08/09, from 09/10 they have raised slightly. There is a significant difference between arrest rates by gender.

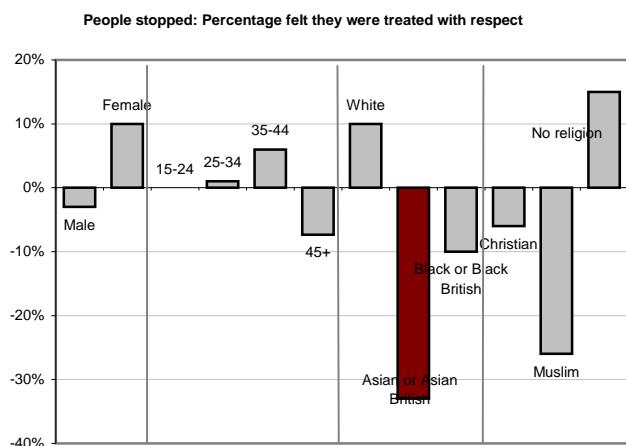
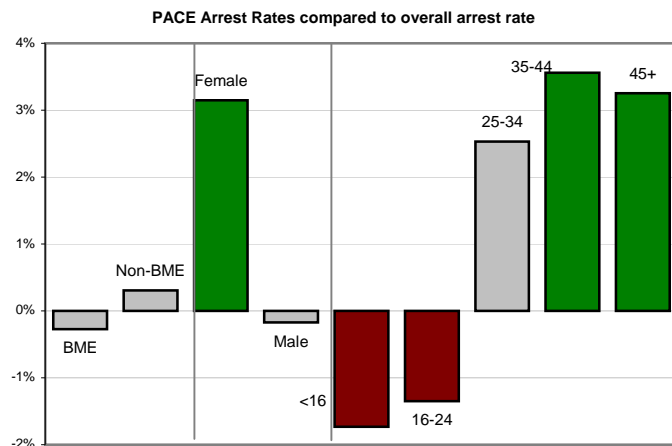


## Disproportionality Analysis

NOTE: Full tables and Borough PACE Arrest Data can be seen in Appendix 1

Sources:

|   |   |
|---|---|
| PACE Arrest rates from the MPS Stops Database<br>FY10-11 Q1,2+3 | People stopped - felt they were treated with respect - from MPS Public Attitude Survey<br>Current FY Q3 2010/11 |
|---|---|



## Commentary on Current Performance:

The arrest rate for PACE searches is lowest for those aged under 16 and only slightly higher for those aged 16-24. The arrest rate and satisfaction levels for people stopped from a BME background are both significantly lower than the overall rates/levels. This view from the public has been broadly consistent for the past four quarters. The arrest rate broken down by gender is statistically significant.

## What are we doing / What else do we need to do to improve performance?

MPS is currently undertaking a wide ranging engagement programme with young people across London on changes to recording practices for stop and account - this includes on-line survey, engagement events.

# Theme 1: Fair and responsive services

## Lead: AC Ian McPherson

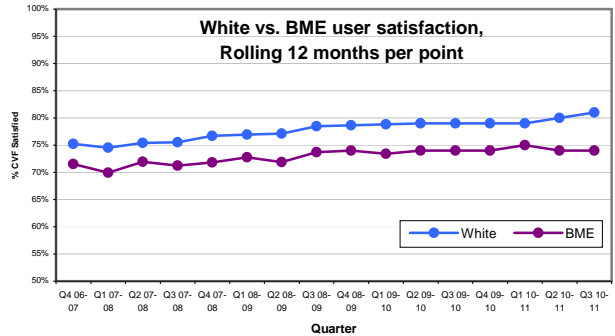
**Aim**

We will work to understand and tackle the causes of dissatisfaction

**Current Performance**

Source: Quarterly MPS User Satisfaction Survey (USS) for the FYTD (Dec-10)

| Key Performance Indicators for 2010/11   | Latest data            |
|--|------------------------|
| % of <b>white victims</b> satisfied with overall service provided by the police (APACS PI 1.2) | 80.9%<br>April - Dec10 |
| % of <b>BME victims</b> satisfied with overall service provided by the police (APACS PI 1.2)   | 73.2%<br>April - Dec10 |
| Staisfaction gap between BME and White victims   | 7.7%                   |

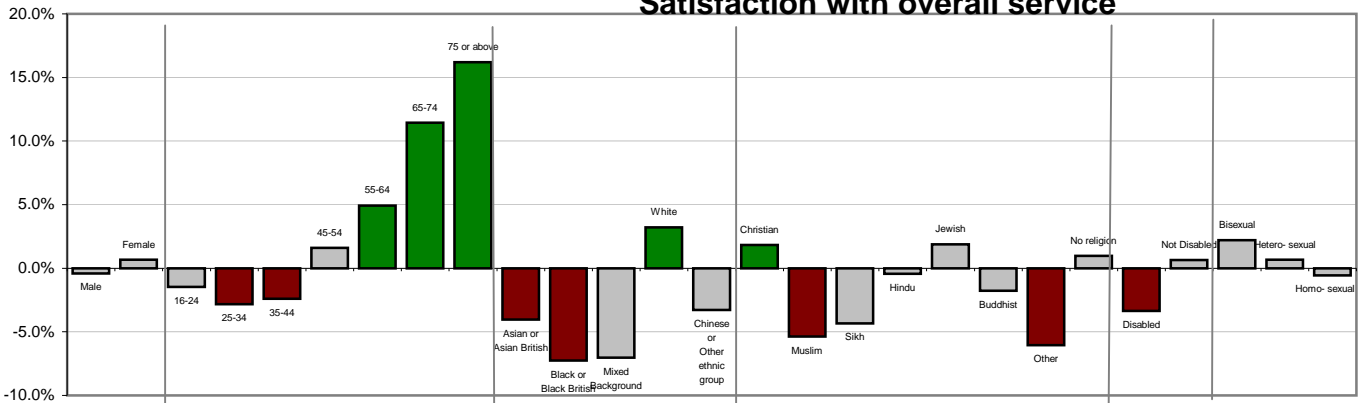


**Disproportionality Analysis**

Source: MPS User Satisfaction Survey

Note: Borough results are presented in Appendix 1

**Satisfaction with overall service**



**Methodological note:**

Diversity sub-groups were compared to MPS totals and significance testing was carried out. Groups that are statistically significantly higher than the MPS total are highlighted in **green**, lower than the MPS total are highlighted in **red**. Groups under 100 or that are not statistically significantly higher or lower than the MPS total are indicated in **grey**. Those recorded as 'refused' not shown in the graph.

**What are we doing / What else do we need to do to improve performance?**

Across business group working group reporting to the MPS confidence and satisfaction board has been established to improve user satisfaction. This is focusing on a number of critical areas including the White/BME gap.

# Theme 1: Fair and responsive services

## Lead: AC Ian McPherson

**Aim**

We will improve feelings of safety within London's varied and overlapping communities and their confidence in the police.

**Current Performance**

(Source: PAS data extracted from SRAU reports)

| Performance Measures   | FY10 Q3 | Previous Qtr |
|--|---------|--------------|
| How good a job do you think the police in this area are doing?         | 65%     | 64%          |
| How good a job do you think the police in London as a whole are doing? | 66%     | 66%          |

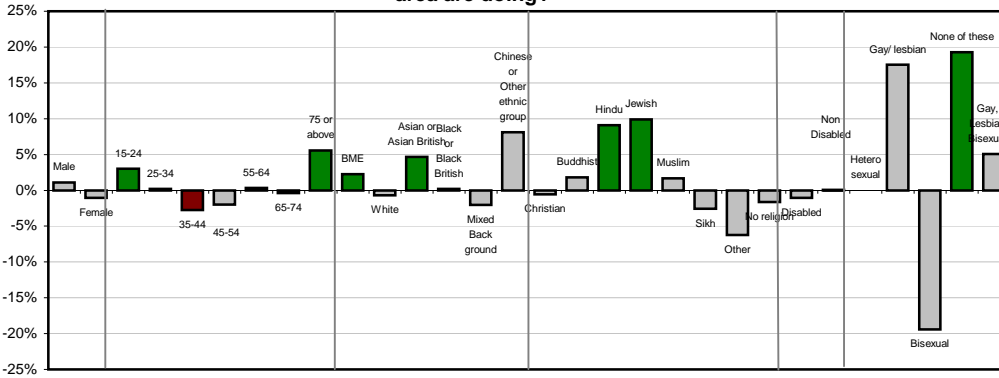
**Disproportionality Analysis**

Source: PAS Jan10 to Dec10

Note: Borough results are presented in Appendix 1

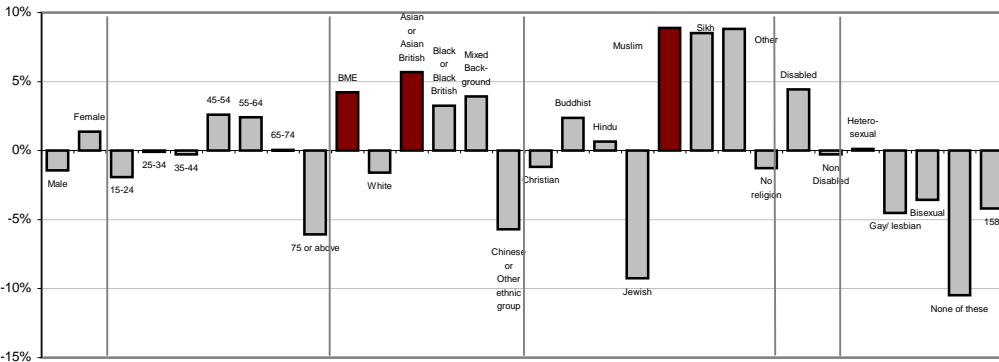
Methodological note:

Taking everything into account, how good a job do you think the police in this area are doing?



Diversity sub-groups were compared to MPS totals and significance testing was carried out. Groups that are statistically significantly higher than the MPS total are highlighted in **green**, lower than the MPS total are highlighted in **red**. Groups under 100 or that are not statistically significantly higher or lower than the MPS total are indicated in **grey**.

How much of a problem are people using or dealing drugs in your area?



Drug problem graph

Those groups that are statistically significantly more worried about people dealing or using drugs than the MPS average are highlighted in **dark red**.

- \* Levels of confidence are higher among 15-24 year olds and those aged 65+, along with Asian respondents.
- \* Respondents aged 35-54 have significantly lower levels of confidence in their **local** police.

- \* Asian and Asian British and Muslims are most concerned about problems caused by those using or dealing drugs.
- \* Those of a mixed ethnic background were statistically low in the previous two quarters but not this quarter. This may indicate that their confidence in the police is improving.

**What are we doing / What else do we need to do to improve performance?**

The MPS Confidence and Satisfaction Board has been established and provides a corporate approach to addressing issues of confidence and satisfaction across the MPS.

# Theme 1: Fair and responsive services

## Lead: AC Ian McPherson

**Aim**

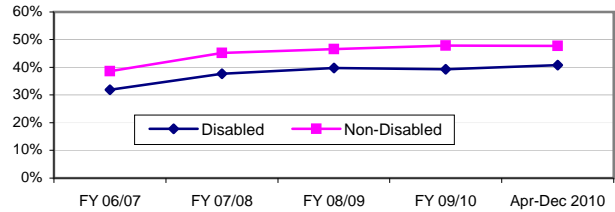
We will improve feelings of safety within London's varied and overlapping communities and their confidence in the police

**Current Performance**

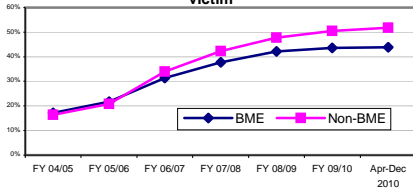
| Indicator<br>(on target if within 1% of plan)           | Current<br>(FY to 6th Feb 2011) | Target<br>(2010/11) | On target? |
|---|---------------------------------|---------------------|------------|
| Domestic violence sanction detection rate               | 48.5%                           | 47%                 | Above      |
| Racist and religious hate crime sanction detection rate | 48.5%                           | 45%                 | Above      |
| Homophobic crime sanction detection rate                | 52.3%                           | 45%                 | Above      |

Source: MPS TP Weekly Scorecard 2010-11

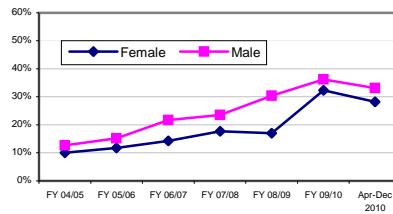
Domestic Violence - SD rate by whether victim has a disability or not



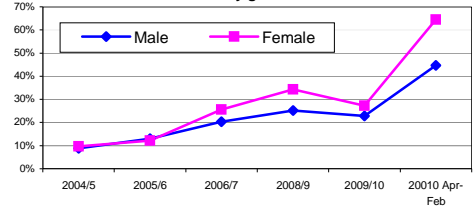
Racist Offences - SD rate by ethnicity of victim



Faith Hate Offences - SD rate by gender of victim



HO Crimes SD's by gender of victim



**Disproportionality Analysis**

(Source: PIB) Note: Full tables and Borough data can be seen in Appendix 1 Apr-Dec 2010

Difference in SD rate from the overall SD rate for each crime type



Diversity sub-groups were compared to MPS totals and significance testing was carried out. Groups that are statistically significantly higher than the MPS total are highlighted in green, lower than the MPS total are highlighted in red. Groups under 100 or that are not statistically significantly higher or lower than the MPS total are indicated in grey.

\* The SD rates for domestic violence (by disability and ethnicity) and racist crime offences (by ethnicity) show statistically significant differences. This is also the case for violence against the person offences involving male, BME and disabled victims.

**What are we doing / What else do we need to do to improve performance?**

- \*Ensuring that the performance management framework is brought to the attention of all borough CSU DI's
- \*Briefings and presentations to borough managers to ensure that crime reports are appropriately flagged and reported hate crime recorded accurately.
- \*Examination of high risk and serious cases by TPHQ to ensure that there is an appropriate response.
- \* The CSU VCD have produced an early warning system that identifies repeat disabled victims as well as repeat victims of LGBT hate crime.
- \* On the 25th February 2011, the CSU SDT with DCFD are held a pan London 'transgender awareness' conference at city hall.

## Theme 2: Community Engagement Lead: DAC TP

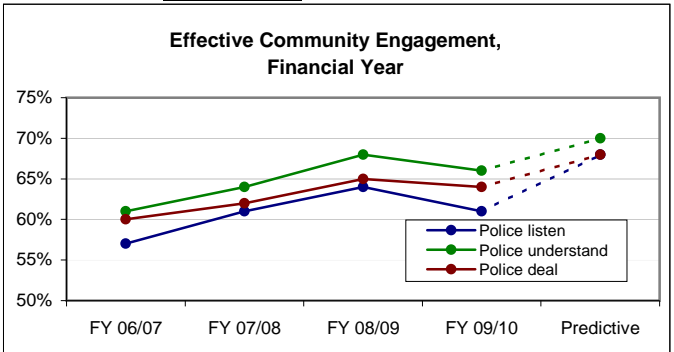
### Aim

- \* We will improve our relationship with all our communities, recognising that effective engagement is the most important driver of public confidence in the police
- \* We will improve our understanding of the communities we serve, ensuring that our engagement meets the needs of all communities, including those from seldom heard groups.

### Current Performance

| Performance measures  | Oct- Dec 10 | Change (from last qtr) |
|---|-------------|------------------------|
| Percentage of people agreeing that police listen to local concerns  | 70%         | ↑<br>2%                |
| Percentage of people agreeing that police understand local concerns | 72%         | ↑<br>3%                |
| Percentage of people agreeing that police deal with local concerns  | 69%         | ↑<br>1%                |

### Context



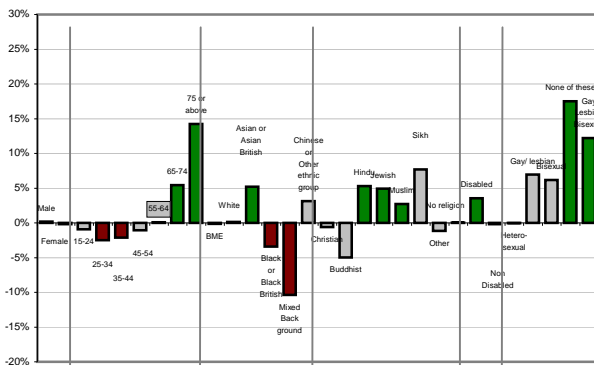
Source: MPS Public Attitude Survey

### Disproportionality Analysis

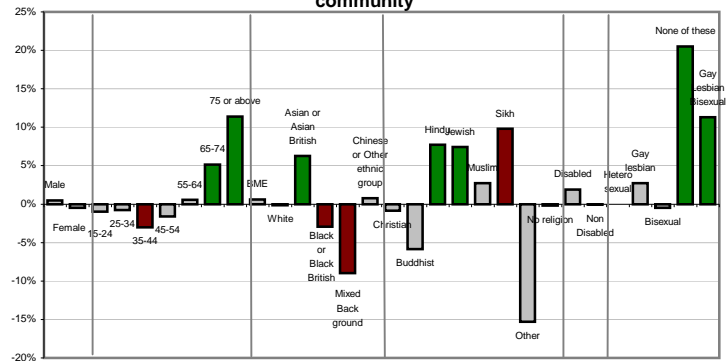
Source: MPS Public Attitude Survey Jan10 to Dec10

Note: Full tables can be seen in Appendix 1

The police listen to the concerns of the local people



The police are dealing with the things that matter to people in this community



#### Methodological note:

Diversity sub-groups were compared to MPS totals and significance testing was carried out. Groups that are statistically significantly higher than the MPS total are highlighted in **green**, lower than the MPS total are highlighted in **red**. Groups under 100 or that are not statistically significantly higher or lower than the MPS total are indicated in **grey**.

### What are we doing / What else do we need to do to improve performance?

A draft action plan for the delivery of MPS responsibility within the joint MPA/MPS community engagement commitment has been developed and is due to be presented to the Diversity Executive Board on 29 March 2011.

## Theme 3: Workforce and Culture, Recruitment and Voluntary Resignation

### Lead: DAC Mark Simmons

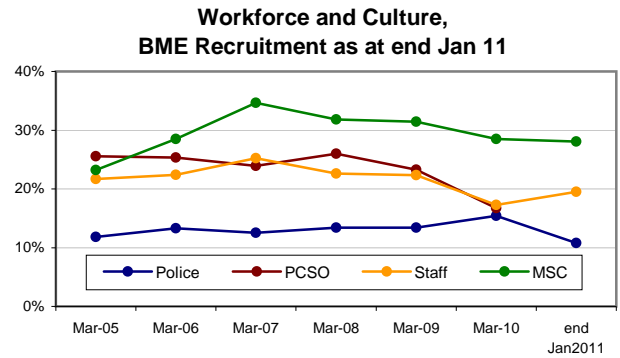
**Aim**

\* We will continue our work to make us more reflective of the communities we serve.

**Current Performance**

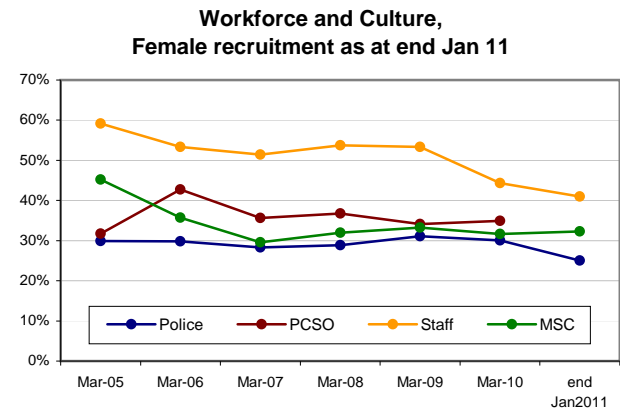
April10-Jan11

| RECRUITMENT<br>April10-Jan11 | GENDER                                      |                                  | ETHNICITY  |                                  |
|------------------------------|---|----------------------------------|------------|----------------------------------|
|                              | Percentage                                  | Higher/lower than % in workforce | Percentage | Higher/lower than % in workforce |
| Police Officers<br>232       | 25%<br>Female                               | ↑                                | 11%<br>BME | ↑                                |
| Police Staff<br>426          | 41%<br>Female                               | ↓                                | 19%<br>BME | ↓                                |
| PCSOs<br>0                   | No PCSOs have been recruited during 2010/11 |                                  |            |                                  |
| MSCs<br>1,872                | 32%<br>Female                               | ↑                                | 28%<br>BME | ↓                                |



\*There is no data available for PCSO for this last year due to the freeze on recruitment

| VOLUNTARY WASTAGE<br>April10-Jan11 | GENDER        |                                  | ETHNICITY  |                                  |
|------------------------------------|---------------|----------------------------------|------------|----------------------------------|
|                                    | Percentage    | Higher/lower than % in workforce | Percentage | Higher/lower than % in workforce |
| Police Officers<br>235             | 26%<br>Female | ▬                                | 13%<br>BME | ↑                                |
| Police Staff<br>242                | 58%<br>Female | ▬                                | 20%<br>BME | ↑                                |
| PCSOs<br>163.58                    | 40%<br>Female | ↑                                | 20%<br>BME | ▬                                |
| MSCs<br>442                        | 33%<br>Female | ↓                                | 30%<br>BME | ↑                                |



Source: Workforce Data Report

### Commentary on Current Performance

Performance on the recruitment of BME police officers is reported routinely to Performance Board. The proportion of police officers recruited from a BME background in the nine months of 2010/11 stands at 11%, lower than the target of 20% for 2010/11. The recruitment of new police officers and PCSOs was frozen during 2010/11. The data indicate that the proportion of police staff and MSC officers recruited that are from a BME background during 2010/11 is lower than the current levels of representation in the workforce.

### What are we doing / What else do we need to do to improve performance?

Information on the workforce composition of BOCUs, OCU's and Business Groups is presented at Appendix 1. It highlights those units that have significantly above or below average representation levels of BME and female police officers, police staff and PCSOs.

## Theme 3: Workforce and Culture, FAWs Lead: DAC Mark Simmons

### Aim

\* We will do more to equip our staff so they have the confidence to deal with issues of diversity and equality, while acting professionally, treating people fairly and with respect.

### Current Performance

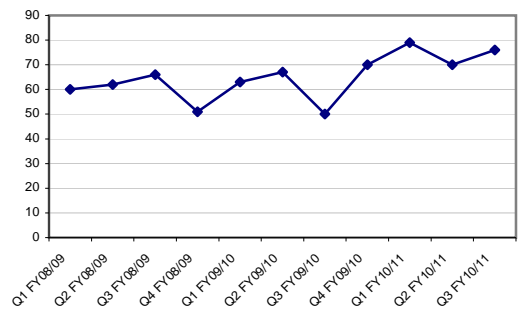
FAWs per 1000 employees

| FY 2009/10<br>Apr-Dec | Police<br>Officers | Police<br>Staff | FY 2010/11<br>Apr-Dec | Police<br>Officers | Police<br>Staff |
|-----------------------|--------------------|-----------------|-----------------------|--------------------|-----------------|
| BME                   | 3.6                | 7.3             | BME                   | 4.3                | 6.0             |
| Non-BME               | 1.3                | 3.5             | Non-BME               | 2.1                | 3.5             |
| Ratio                 | <b>2.86</b>        | <b>2.06</b>     | Ratio                 | <b>1.98</b>        | <b>1.72</b>     |
| FY 2009/10<br>Apr-Dec | Police<br>Officers | Police<br>Staff | FY 2010/11<br>Apr-Dec | Police<br>Officers | Police<br>Staff |
| Male                  | 1.6                | 5.2             | Male                  | 2.3                | 5.5             |
| Female                | 1.9                | 4.7             | Female                | 3.0                | 4.1             |
| Ratio                 | <b>1.18</b>        | <b>0.91</b>     | Ratio                 | <b>1.32</b>        | <b>0.74</b>     |

\*Data excludes the unknowns/not stated.

### Context

FAWs received during FY 2010/11



Source: HR FAW Unit

### Disproportionality Analysis

FY 2010/11 Apr-Dec

Note: Full tables and information on benchmarking can be seen in Appendix 1

| DISCRIMINATION                                 | Number of claims | Gender                               | Ethnicity                             | Age                                  | Disability                                   | Sexual orientation                                  | Faith / belief                                    |
|--|------------------|--------------------------------------|---------------------------------------|--------------------------------------|--|---|---|
| FAWs Claims received during FY 2010/11 Apr-Dec | 146              | 0.0%<br>Cite sex discrimination<br>0 | 1.4%<br>Cite race discrimination<br>7 | 0.0%<br>Cite age discrimination<br>0 | 2.7%<br>Cite disability discrimination<br>14 | 0.0%<br>Cite sexual orientation discrimination<br>0 | 0.0%<br>Cite religious belief discrimination<br>0 |

#### Notes:

1. Fairness at Work (FAW) and Employment Tribunal (ET) claims cannot be easily compared. This is because the reason given for claims for FAWs have less restrictions on them than for ET claims, which have to relate to employment legislation. Therefore, it is likely that the proportions of claims citing discrimination will be lower for FAWs.

### Commentary on Current Performance

The number of FAW have slightly increased during April-December 2010 compared to the same period of the previous year. Levels of disproportionality in FAWs initiated by BME officers have increased in 2010 compared to the previous year. Both male and female police officers have initiated more FAWs this year compared to last year. Of the FAW claims the most common reason given is related to disability issues and then issues of ethnicity.

### What are we doing / What else do we need to do to improve performance?

Specific actions contained within the revised action plan for Theme 3 was presented to the Diversity Executive Board on 20 July 2010.

# Theme 3: Workforce and Culture, FAWs

## Lead: DAC Mark Simmons

**Aim:** We will do more to equip our staff so they have the confidence to deal with issues of diversity and equality, while acting professionally, treating people fairly and with respect.

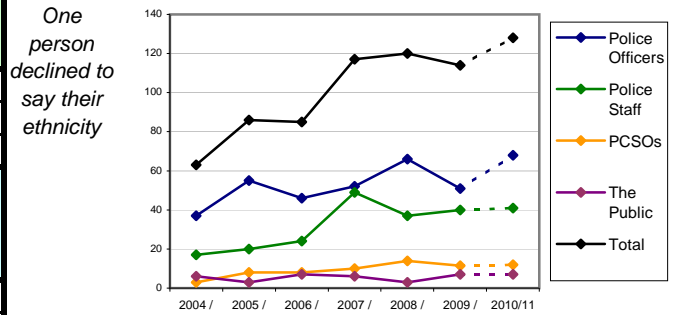
### Current Performance

ETs per 1000 employees

| FY 2009/10 | Police Officers | Police Staff | PCSO        | FY 2010/11 Q1,2+3 | Police Officers | Police Staff | PCSO        |
|------------|-----------------|--------------|-------------|-------------------|-----------------|--------------|-------------|
| BME        | 5.48            | 5.37         | 6.78        | BME               | 4.59            | 4.53         | 8.05        |
| Non-BME    | 1.13            | 2.00         | 0.91        | Non-BME           | 0.85            | 0.93         | 2.34        |
| Ratio      | <b>4.86</b>     | <b>2.68</b>  | <b>7.42</b> | Ratio             | <b>5.38</b>     | <b>4.90</b>  | <b>3.45</b> |
| FY 2009/10 | Police Officers | Police Staff | PCSO        | FY 2010/11 Q1,2+3 | Police Officers | Police Staff | PCSO        |
| Male       | 1.25            | 2.97         | 2.98        | Male              | 1.13            | 1.83         | 5.04        |
| Female     | 2.47            | 2.66         | 1.89        | Female            | 1.59            | 2.22         | 2.05        |
| Ratio      | <b>0.51</b>     | <b>1.12</b>  | <b>1.58</b> | Ratio             | <b>0.71</b>     | <b>0.82</b>  | <b>2.45</b> |

### Context

Employment Tribunals 2004/05 - 2010/11



Source: HR ET Unit

### Disproportionality Analysis

FY 2010/11 Q1,2+3

Note: Full tables and information on benchmarking can be seen in Appendix 1

| DISCRIMINATION          | Number of claims | Gender                         | Ethnicity                       | Age                           | Disability                            | Sexual orientation                           | Faith / belief                             |
|-------------------------|------------------|--------------------------------|---------------------------------|-------------------------------|---------------------------------------|--|--|
| ETs New claims received | 91               | 20%<br>Cite sex discrimination | 38%<br>Cite race discrimination | 7%<br>Cite age discrimination | 33%<br>Cite disability discrimination | 5%<br>Cite sexual orientation discrimination | 8%<br>Cite religious belief discrimination |
| FY 2010/11 Q1,2+3       |                  | 18                             | 35                              | 6                             | 30                                    | 5  | 7  |

**Notes:**

There were 91 new employment tribunal claims received during the period April - December 2010 (Quarters 1 - 3 of the 2010/11 financial year). The above table details discrimination claims received during the focus period, broken down by diversity category (it is important to note that the table does not include those claims which were lodged under other jurisdictions). Because there is an increasing trend for claims to cover more than one jurisdiction, claims alleging more than one jurisdiction are counted in all relevant categories in the table. For example, a claim alleging race and sex discrimination is counted in both the 'race discrimination' and 'sex discrimination' categories. Hence adding the subtotals shown will exceed the total number of claims received during the focus period.

### Commentary on Current Performance

Just over two third of all new ETs cite either race or disability discrimination. This is also true for previous years. Further work should be carried out to determine the nature of the race and disability discrimination claims received in order to determine any themes and preventative measures that could be taken. This could be linked to follow on work from the Staff Attitude Survey examining the reasons leading to the lower satisfaction levels of disabled staff.

### What are we doing / What else do we need to do to improve performance?

While absolute numbers of ETs are very low, levels of disproportionality between BME and Non-BME police officers and police staff are high and have increased between 2010/11 and the previous year. Levels of ET, per 1,000 police officers and police staff are similar to levels of FAWs and although it is not clear what proportion of ETs have actually been able to be resolved through the FAW process. The proportion of BME police officers and staff who take out a FAW is the same as the proportion of BME police officers and staff who take out an ET. However the proportion of Non BME police officers and staff who take out an ET is lower than the proportion of Non BME police officers and staff who take out a FAW.

## Theme 3: Workforce and Culture, Staff Satisfaction

### Lead: DAC Mark Simmons

**Aim**

\* We will do more to equip our staff so they have the confidence to deal with issues of diversity and equality, while acting professionally, treating people fairly and with respect.

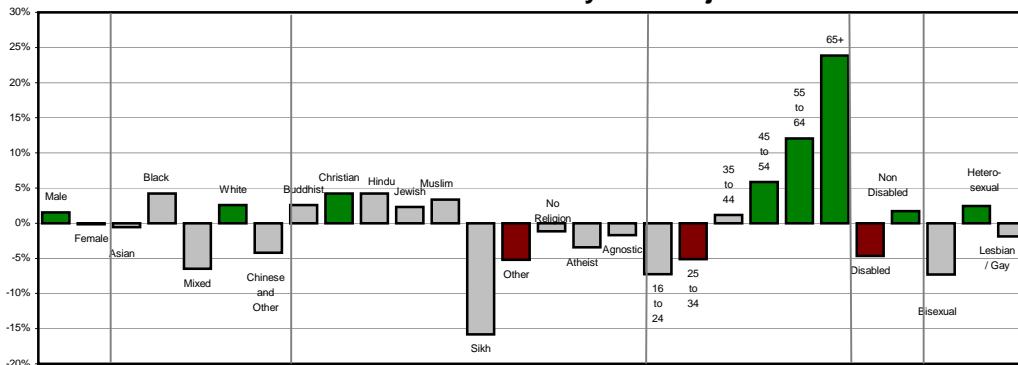
Source: MPS  
"Your views count" staff Survey

| Indicator  | Current Q1+2 FY 10/11 agreement rate | Q3/4 FY09/10 agreement rate | Public sector norm |
|--|--------------------------------------|-----------------------------|--------------------|
| I am satisfied with my current job                             | 61%                                  | 59%                         | 62%                |
| I am treated with fairness and respect                         | 64%                                  | 53%                         | 56%                |
| I make good use of my skills and abilities                     | 77%                                  | 78%                         | 52%                |
| I am provided with good career opportunities                   | 37%                                  | 36%                         | 33%                |
| I am clear for what the priorities are for my team             | 75%                                  | 79%                         | 77%                |
| I am helping to make London the safest major city in the world | 67%                                  | 60%                         | n/a                |

### Disproportionality Analysis

Q1-2 2010/11

#### I am satisfied with my current job



**Satisfied with current job:** Male, White, Heterosexual and Christian respondents and respondents aged 45+ are more likely to agree with this statement. Disabled respondents, those belonging to "Other" faith grouping and those aged 25-34 are less likely to agree with this statement.

Source MPS "Your Views Count" Staff Survey

### Commentary on Current Performance

**Treated with fairness and respect:** Female, Asian, White, Christian, Hindu, Non-disabled and Heterosexual respondents and respondents aged 16-24 and 45+ are more likely to agree with this statement. Disabled respondents, those belonging to the "Other" faith grouping, Bisexual and atheist respondents are less likely to agree with this statement. The MPS level of agreement for Q1&2 FY 2010/11 has increased by 2% compared to Q3&4 FY09/10.

**Make good use of skills and abilities:** Black, Asian, Christian, Muslim and Heterosexual respondents and respondents aged 16-24 or 45+ are more likely to agree with this statement. Lesbian and gay, disabled, 25-34, atheists and agnostic respondents are less likely to agree with this statement. The MPS level of agreement for Q1&2 FY 2010/11 has increased by 11% compared to Q3&4 FY09/10.

**Provided with good career opportunities:** Male, White, Christian, Jewish, Non-disabled and Heterosexual and lesbian and gay respondents and respondents aged 25-34 are more likely to agree with this statement. Other and Disabled respondents are less likely to agree with this statement. The MPS level of agreement for Q1&2 FY 2010/11 has dropped by 1% compared to Q3&4 FY09/10.

## Theme 3: Workforce and Culture, Discipline

### Lead: DAC Mark Simmons

**Aim:** We will do more to equip our staff so they have the confidence to deal with issues of diversity and equality, while acting professionally, treating people fairly and with respect.

### Current performance - Police Officer Discipline

#### Misconduct Meetings under Taylor Jan 10- Dec 10

|                          | Misconduct Meetings |                   | Outcomes              |                   |                       |                   |                   |                   |                      |                   |
|--------------------------|---------------------|-------------------|-----------------------|-------------------|-----------------------|-------------------|-------------------|-------------------|----------------------|-------------------|
|                          |                     |                   | First Written Warning |                   | Final Written Warning |                   | Management advice |                   | No action/not proven |                   |
| Ethnicity                | No. Officers        | per 1000 officers | No. Officers          | per 1000 officers | No. Officers          | per 1000 officers | No. Officers      | per 1000 officers | No. Officers         | per 1000 officers |
| Non BME                  | 131                 | 4.06              | 69                    | 2.14              | 20                    | 0.62              | 34                | 1.05              | 8                    | 0.25              |
| BME                      | 43                  | 9.81              | 29                    | 6.62              | 6                     | 1.37              | 6                 | 1.37              | 2                    | 0.46              |
| Ratio BME/White officers |                     | 2.42              | 0.00                  | 3.09              | 0.00                  | 2.21              | 0.00              | 1.30              | 0.00                 | 1.84              |

#### Misconduct Hearings under Taylor Jan 10 - Dec 10

|                          | Misconduct Hearings |                   | Outcomes                 |                   |                       |                   |                       |                   |
|--------------------------|---------------------|-------------------|--------------------------|-------------------|-----------------------|-------------------|-----------------------|-------------------|
|                          |                     |                   | Dismissal without notice |                   | First Written Warning |                   | Final Written Warning |                   |
| Ethnicity                | No. Officers        | per 1000 officers | No. Officers             | per 1000 officers | No. Officers          | per 1000 officers | No. Officers          | per 1000 officers |
| Non BME                  | 34                  | 1.05              | 20                       | 0.62              | 2                     | 0.06              | 9                     | 0.28              |
| BME                      | 10                  | 2.28              | 7                        | 1.60              | 0                     | 0.00              | 3                     | 0.68              |
| Ratio BME/White officers |                     | 2.17              | 0.35                     | 2.58              | 0.00                  | 0.00              | 0.33                  | 2.46              |

#### March10 - March11 (Source - HR ES data)

| Staff Discipline (incl. PCSO) | Outcomes   |                |                                      |                |             |                |           |                |
|-------------------------------|------------|----------------|--------------------------------------|----------------|-------------|----------------|-----------|----------------|
|                               | Attendance |                | Gross Misconducts/convictions Boards |                | Misconducts |                | Total     |                |
| Ethnicity                     | No. Staff  | per 1000 staff | No. Staff                            | per 1000 Staff | No. Staff   | per 1000 Staff | No. Staff | per 1000 Staff |
| Non BME                       | 21         | 0.48686148     | 75                                   | 1.73879099     | 35          | 0.8114358      | 131       | 3.0370883      |
| BME                           | 5          | 0.78603406     | 71                                   | 9.33842826     | 18          | 7.6029925      | 94        | 12.363553      |
| Ratio BME/White officers      |            |                |                                      |                |             |                |           |                |
| PCSO Discipline               | No. Staff  | per 1000 staff | No. Staff                            | per 1000 Staff | No. Staff   | per 1000 Staff | No. Staff | per 1000 Staff |
| Non BME                       | 5          | 2              | 33                                   | 11             | 16          | 5              | 54        | 18             |
| BME                           | 1          | 1              | 35                                   | 28             | 10          | 8              | 46        | 37             |
| Ratio BME/White officers      |            |                |                                      |                |             |                |           |                |

### Commentary on Current Performance

\*The numbers of officers disciplined are very small and all ratios should be treated with caution.

\*DPS continues to monitor the data regularly and has a specific strand of work examining disproportionality issues. There is a robust process in place to identify and deal with any organisational learning that arises.

## Theme 3: Workforce and Culture, Progression Lead: DAC Mark Simmons

### Aim

\* We will do more to equip our staff so they have the confidence to deal with issues of diversity and equality, while acting professionally, treating people fairly and with respect.

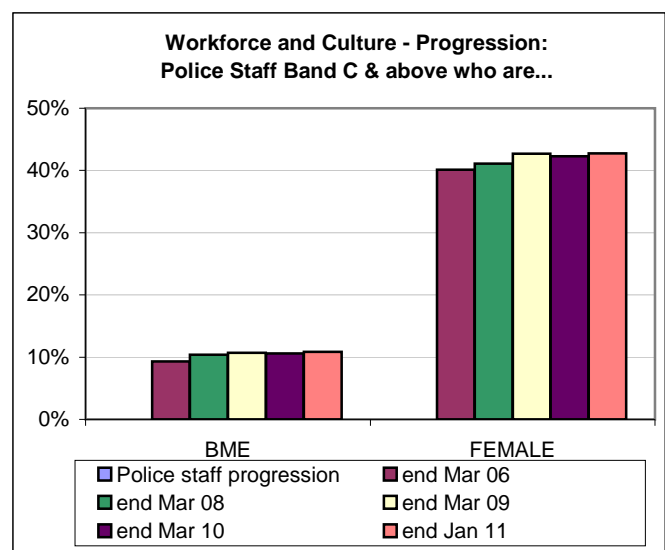
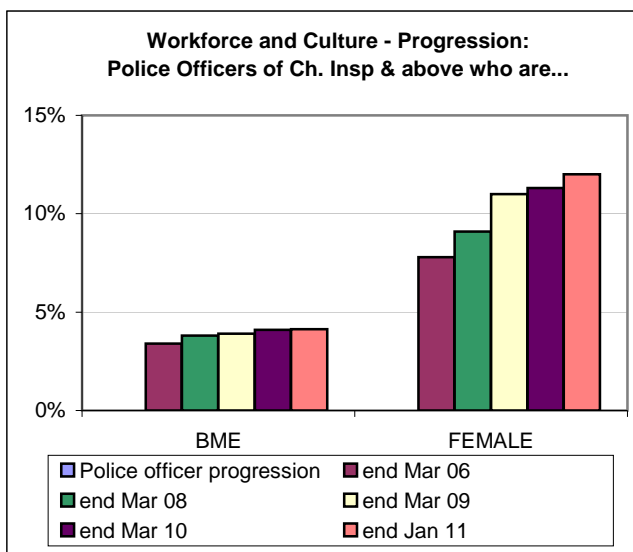
### Current Ratio of MPS Staff

| Police officers | PC - Insp      | Ch.Insp & above | Total                    |
|-----------------|----------------|-----------------|--------------------------|
| BME             | 9.6%           | 4.1%            | 9.4%                     |
| Female          | 23.6%          | 12.0%           | 23.3%                    |
| Police staff    | Band D & below | Band C & above  | Total (incl. Industrial) |
| BME             | 25.7%          | 10.9%           | 23.4%                    |
| Female          | 60.0%          | 42.8%           | 57.4%                    |

Source: HR Workforce Data Report

End January 2011

### Context



### Commentary on Current Performance

BME officers made up 9.6% of police officers at the rank of police constable to inspector and BME officers make 4.1% of police officers at the rank of chief inspector and above. Female police officers make up 23.6% of police officers at the rank of police constable to inspector and female officers make 12.0% of police officers at the rank of chief inspector and above. This continues the trend for police officer recruitment of both females and BME to be higher than the current workforce but lower than their proportions in the population.

## Theme 4: Governance and Performance Management

### Lead: Denise Milani

**Aim:** Review and improve our approach to conducting Equality Impact Assessments not only to fulfil our legislative requirements and drive change and improvement. To provide oversight of the implementation of the Equality Standard for the Police Service (ESPS).

| TP Boroughs               | Not at all satisfactory | Not very satisfactory | Fairly satisfactory | Very satisfactory | Borough score |
|---------------------------|-------------------------|-----------------------|---------------------|-------------------|---------------|
| <b>North Area</b>         |                         |                       |                     |                   |               |
| SX - Barnet               | 0                       | 0                     | 9                   | 9                 | 100%          |
| EK - Camden               | 2                       | 0                     | 14                  | 2                 | 89%           |
| GD - Hackney              | 5                       | 1                     | 7                   | 5                 | 67%           |
| NI - Islington            | 2                       | 0                     | 5                   | 11                | 89%           |
| YE - Enfield              | 0                       | 2                     | 5                   | 11                | 89%           |
| YR - Haringey             | 1                       | 4                     | 6                   | 7                 | 72%           |
| <b>North East Area</b>    |                         |                       |                     |                   |               |
| KG - Barking & Dagenham   | 1                       | 4                     | 12                  | 1                 | 72%           |
| KD - Havering             | 1                       | 8                     | 8                   | 1                 | 50%           |
| KF - Newham               | 3                       | 6                     | 7                   | 2                 | 50%           |
| JI - Redbridge            | 1                       | 7                     | 9                   | 1                 | 56%           |
| HT - Tower Hamlets        | 0                       | 0                     | 0                   | 18                | 100%          |
| JC - Waltham Forest       | 8                       | 1                     | 7                   | 2                 | 50%           |
| <b>North West Area</b>    |                         |                       |                     |                   |               |
| QK - Brent                | 0                       | 0                     | 10                  | 8                 | 100%          |
| XB - Ealing               | 1                       | 1                     | 0                   | 16                | 89%           |
| XH - Hillingdon           | 2                       | 3                     | 5                   | 8                 | 72%           |
| FH - Hammersmith & Fulham | 0                       | 1                     | 12                  | 5                 | 94%           |
| QA - Harrow               | 2                       | 1                     | 10                  | 5                 | 83%           |
| TX - Hounslow             | 0                       | 2                     | 6                   | 10                | 89%           |
| BS - Kensington & Chelsea | 1                       | 1                     | 9                   | 7                 | 89%           |
| <b>South East Area</b>    |                         |                       |                     |                   |               |
| LX - Lambeth              | 3                       | 1                     | 7                   | 7                 | 78%           |
| MD - Southwark            | 1                       | 3                     | 12                  | 2                 | 78%           |
| PL - Lewisham             | 1                       | 4                     | 12                  | 1                 | 72%           |
| PY - Bromley              | 0                       | 3                     | 6                   | 9                 | 83%           |
| RG - Greenwich            | 0                       | 1                     | 11                  | 6                 | 94%           |
| RY - Bexley               | 1                       | 0                     | 14                  | 3                 | 94%           |
| <b>South West Area</b>    |                         |                       |                     |                   |               |
| TW - Richmond upon Thames | 0                       | 1                     | 9                   | 8                 | 94%           |
| VK - Kingston upon Thames | 0                       | 5                     | 10                  | 3                 | 72%           |
| VW - Merton               | 1                       | 5                     | 9                   | 3                 | 67%           |
| WW - Wandsworth           | 0                       | 2                     | 6                   | 10                | 89%           |
| ZD - Croydon              | 0                       | 1                     | 8                   | 9                 | 94%           |
| ZT - Sutton               | 0                       | 1                     | 13                  | 4                 | 94%           |
| <b>Westminster</b>        |                         |                       |                     |                   |               |
| CW - Westminster          | 7                       | 1                     | 5                   | 5                 | 56%           |

All 32 Boroughs are meeting the baseline performance criteria. Area Commander reports have been written for each area to detail performance against the ESPS indicators. Project planning has begun for moving the Boroughs into the Integration Phase based on the user feedback and lessons learnt from carrying out the Baseline Phase

# Theme 4: Governance and Performance Management

## Lead: Denise Milani

| Business Groups                       | Satisfaction Level |          |        |      | OCU Score |
|---------------------------------------|--------------------|----------|--------|------|-----------|
|                                       | Not at all         | Not very | Fairly | Very |           |
| <b>Territorial Policing</b>           |                    |          |        |      |           |
| MSC                                   | 0                  | 2        | 6      | 4    | 83%       |
| Royal Parks OCU                       | 5                  | 10       | 5      | 1    | 29%       |
| Safer Transport                       | 0                  | 0        | 8      | 12   | 100%      |
| CCC                                   | 0                  | 0        | 9      | 7    | 100%      |
| <b>Central Operations</b>             |                    |          |        |      |           |
| CO1                                   | 2                  | 1        | 4      | 9    | 81%       |
| CO3                                   | 11                 | 1        | 5      | 0    | 29%       |
| CO5                                   | 4                  | 3        | 5      | 5    | 59%       |
| CO11                                  | 1                  | 2        | 3      | 12   | 83%       |
| CO12                                  | 0                  | 8        | 6      | 3    | 53%       |
| CO15                                  | 1                  | 2        | 8      | 9    | 85%       |
| CO16                                  | 5                  | 4        | 7      | 4    | 55%       |
| CO19                                  | 0                  | 0        | 0      | 22   | 100%      |
| CO20                                  | 0                  | 0        | 3      | 18   | 100%      |
| <b>Specialist Operations</b>          |                    |          |        |      |           |
| SOHQ                                  | 0                  | 1        | 7      | 3    | 91%       |
| SO1                                   | 0                  | 2        | 5      | 5    | 83%       |
| SO6                                   | 0                  | 7        | 8      | 2    | 59%       |
| SO14                                  | 0                  | 0        | 4      | 6    | 100%      |
| SO15                                  | 0                  | 1        | 13     | 8    | 95%       |
| SO17                                  | 0                  | 3        | 7      | 2    | 75%       |
| SO18                                  | 0                  | 0        | 8      | 14   | 100%      |
| SO20                                  | 0                  | 3        | 7      | 1    | 73%       |
| SO23                                  | 0                  | 2        | 11     | 2    | 87%       |
| <b>Specialist Crime Directorate</b>   |                    |          |        |      |           |
| SCD1                                  | 0                  | 0        | 13     | 5    | 100%      |
| SCD2                                  | 0                  | 0        | 7      | 15   | 100%      |
| SCD3                                  | 0                  | 0        | 12     | 8    | 100%      |
| SCD4                                  | 0                  | 3        | 13     | 6    | 86%       |
| SCD5                                  | 0                  | 0        | 9      | 13   | 100%      |
| SCD6                                  | 0                  | 0        | 17     | 5    | 100%      |
| SCD7                                  | 0                  | 1        | 4      | 1    | 83%       |
| SCD8                                  | 0                  | 1        | 8      | 9    | 94%       |
| SCD9                                  | 2                  | 0        | 8      | 11   | 90%       |
| SCD10                                 | 0                  | 0        | 15     | 6    | 100%      |
| SCD11                                 | 0                  | 0        | 1      | 4    | 100%      |
| SCD15                                 | 0                  | 0        | 7      | 0    | 100%      |
| SCD20                                 | 0                  | 0        | 5      | 16   | 100%      |
| SCD25                                 | 1                  | 0        | 9      | 4    | 93%       |
| SCD27                                 | 0                  | 0        | 3      | 1    | 100%      |
| <b>Human resources</b>                |                    |          |        |      |           |
| HR                                    | 0                  | 0        | 3      | 5    | 100%      |
| <b>Deputy Commissioners Portfolio</b> |                    |          |        |      |           |
| DPS                                   | 0                  | 2        | 7      | 3    | 83%       |
| <b>Directorate of Public Affairs</b>  |                    |          |        |      |           |
| DPA                                   | 0                  | 0        | 5      | 14   | 100%      |
| <b>Resources Directorate</b>          |                    |          |        |      |           |
| DoR                                   | 0                  | 0        | 1      | 7    | 100%      |
| <b>Directorate of Information</b>     |                    |          |        |      |           |
| DoI                                   | 0                  | 0        | 0      | 4    | 100%      |

40 out of 42 OCUs are meeting the baseline performance criteria. Reports are being written for Business Group Leads to show how each OCU has performed. Not all the indicators were addressed by all the OCUs and therefore the score is a % of the number of indicators completed.

# Appendix 1: Data Tables

## Theme 1 - Fair and Responsive Services

### Public Attitude Survey Data Table

(Source: SRAU, PAS and USS)

Confidence and Satisfaction: FY Q3 10/11 borough results

|                    |                      | Confidence of citizens: key factors |             |                |                |                    | Satisfaction of service users: key factors |                |           |           |  |              |
|--------------------|----------------------|-------------------------------------|-------------|----------------|----------------|--------------------|--|----------------|-----------|-----------|--|--------------|
|                    | 'Partner' confidence | 'Good job' confidence               | Engage ment | Fair Treatment | Effective-ness | Perceptions of ASB | Overall Satisfaction                       | Police Actions | Follow-up | Treatment | Rank of satisfaction within MSF (source: iQuanta Dec 09) |              |
| <b>MPS AVERAGE</b> |                      | <b>50%</b>                          | <b>65%</b>  |                |                |                    | <b>79%</b>                                 |                |           |           |  |              |
| C                  | Barking & Dagenham   | 32%                                 | 72%         | C              | C              | C                  | C  | 80%            | F         | F         | F  | 12 out of 15 |
| E                  | Havering             | 33%                                 | 60%         | D*             | D*             | D*                 | C  | 82%            | D         | D         | F  | 13 out of 15 |
| E                  | Newham               | 43%                                 | 55%         | C              | C              | C                  | C  | 76%            | C         | C         | C  | 15 out of 15 |
| E                  | Redbridge            | 72%                                 | 72%         | F              | F              | C                  | F  | 79%            | C         | D         | C  | 12 out of 15 |
| E                  | Tower Hamlets        | 48%                                 | 50%         | C              | C              | C                  | D  | 76%            | D         | D*        | D  | 13 out of 15 |
| E                  | Waltham Forest       | 39%                                 | 78%         | D*             | F              | C                  | D*   | 77%            | C         | C         | C  | 13 out of 15 |
| N                  | Barnet               | 29%                                 | 71%         | D*             | C              | D*                 | D*   | 74%            | F         | D         | D  | 15 out of 15 |
| N                  | Camden               | 60%                                 | 64%         | C              | C              | C                  | D*   | 82%            | D         | D*        | D  | 2 out of 12  |
| N                  | Enfield              | 65%                                 | 74%         | D*             | D*             | D*                 | D*   | 79%            | D         | D         | F  | 7 out of 15  |
| N                  | Hackney              | 49%                                 | 71%         | C              | C              | C                  | C  | 80%            | C         | D         | F  | 7 out of 15  |
| N                  | Haringey             | 46%                                 | 67%         | D*             | D              | C                  | D*   | 75%            | C         | D         | D*   | 13 out of 15 |
| N                  | Islington            | 71%                                 | 67%         | C              | D              | C                  | C  | 74%            | C         | C         | C  | 15 out of 15 |
| SE                 | Bexley               | 31%                                 | 44%         | C              | C              | C                  | D  | 82%            | F         | C         | C  | 7 out of 15  |
| SE                 | Bromley              | 46%                                 | 60%         | C              | D              | C                  | D  | 83%            | C         | D*        | C  | 11 out of 15 |
| SE                 | Greenwich            | 33%                                 | 53%         | C              | C              | C                  | D*   | 80%            | C         | F         | C  | 12 out of 15 |
| SE                 | Lambeth              | 62%                                 | 63%         | D*             | C              | C                  | C  | 79%            | D         | D         | F  | 6 out of 15  |
| SE                 | Lewisham             | 23%                                 | 34%         | C              | C              | C                  | C  | 77%            | D         | D         | D  | 7 out of 15  |
| SE                 | Southwark            | 55%                                 | 55%         | D              | D              | D                  | D*   | 77%            | C         | D         | C  | 10 out of 15 |
| SW                 | Croydon              | 38%                                 | 70%         | D*             | D              | F                  | F  | 77%            | D*        | D         | D  | 10 out of 15 |
| SW                 | Kingston upon Thames | 75%                                 | 71%         | C              | F              | F                  | D  | 82%            | C         | C         | F  | 10 out of 15 |
| SW                 | Merton               | 64%                                 | 80%         | C              | C              | D*                 | C  | 80%            | D*        | F         | F  | 13 out of 15 |
| SW                 | Richmond upon Thames | 54%                                 | 61%         | D*             | D              | F                  | C  | 82%            | F         | C         | F  | 7 out of 15  |
| SW                 | Sutton               | 57%                                 | 86%         | D              | D              | D*                 | C  | 84%            | D         | D         | C  | 3 out of 15  |
| SW                 | Wandsworth           | 66%                                 | 74%         | C              | C              | C                  | C  | 79%            | F         | F         | F  | 11 out of 15 |
| W                  | Brent                | 46%                                 | 72%         | C              | C              | F                  | C  | 78%            | D         | D         | D  | 12 out of 15 |
| W                  | Ealing               | 48%                                 | 60%         | C              | F              | F                  | C  | 79%            | C         | C         | C  | 14 out of 15 |

**How to interpret the table**

|   |   |  |  |
|---|---|--|--|
| The score is much worse than the MPS average  | C | Score has improved from the previous quarter   | 'envelopes' highlights a downward trend for two quarters |
| The score is close to the MPS average         | F | No change from previous quarter                |  |
| The score is much better than the MPS average | D | Score has got worse since the previous quarter |  |

## Appendix 1: Data Tables

### Theme 1 - Fair and Responsive Services

#### PACE Arrest Rate Data

Source: MPS STOPS Database      FY Q1+2+3 2010/11      Data extracted 28/02/2011

| PACE Arrest Rates       | Total  | BME   | Non-BME | Female | Male    | > 16  | 16-24  | 25-34 | 35-44 | 45-125 |
|-------------------------|--------|-------|---------|--------|---------|-------|--------|-------|-------|--------|
| Comparison with "Total" |        | -0.2% | 0.2%    | 2.0%   | -0.9%   | -1.6% | -1.3%  | 2.1%  | 3.3%  | 2.8%   |
| Arrest Rate             | 8.0%   | 7.8%  | 8.3%    | 10.1%  | 7.1%    | 6.5%  | 6.8%   | 10.2% | 11.3% | 10.9%  |
| Base sizes              | 149804 | 78649 | 71155   | 25,126 | 533,708 | 56287 | 265323 | 93905 | 43457 | 22651  |

Note: All findings highlighted in the table above are statistically significant at the 95% level. All findings highlighted in red lower than the MPS Total and all findings highlighted in green higher than the MPS Total.

| BME AND NON-BME ARREST RATES (COMPARED TO MPS AVERAGE) | AGE 1-24        |                     | AGE 25-125      |                     | ALL AGES        |                     | FY Q1+2+3 2010/11   |
|--|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|---|
|  | BME ARREST RATE | NON-BME ARREST RATE | BME ARREST RATE | NON-BME ARREST RATE | BME ARREST RATE | NON-BME ARREST RATE |   |
| BARKING AND DAGENHAM                                   | 7.5%            | 6.5%                | 13.4%           | 11.9%               | 9.2%            | 8.4%                | <p><b>Note:</b> The exceptions in the table to the left were determined using z scores based on the overall MPS average arrest rates and standard deviations for each column.</p> <p style="background-color: #ffffcc;">moderate exception at 80% level (lower than MPS average)</p> <p style="background-color: #ffcc00;">strong exception at 95% level (lower than MPS average)</p> |
| BARNET   | 6.2%            | 5.3%                | 12.4%           | 14.2%               | 7.6%            | 8.1%                |   |
| BEXLEY   | 10.0%           | 7.7%                | 14.0%           | 14.0%               | 11.0%           | 9.2%                |   |
| BRENT  | 8.3%            | 9.9%                | 15.1%           | 18.7%               | 10.3%           | 13.9%               |   |
| BROMLEY  | 8.6%            | 7.2%                | 11.2%           | 15.6%               | 9.4%            | 9.5%                |   |
| CAMDEN   | 5.1%            | 7.8%                | 9.9%            | 11.4%               | 6.3%            | 9.2%                |   |
| CROYDON  | 5.8%            | 6.6%                | 9.8%            | 11.3%               | 6.9%            | 8.3%                |   |
| EALING   | 6.3%            | 7.8%                | 9.4%            | 10.8%               | 7.5%            | 9.2%                |   |
| ENFIELD  | 6.1%            | 4.8%                | 11.9%           | 11.8%               | 7.5%            | 7.0%                |   |
| GREENWICH  | 4.2%            | 5.0%                | 6.1%            | 8.6%                | 4.5%            | 5.9%                |   |
| HACKNEY  | 6.6%            | 6.0%                | 12.4%           | 11.5%               | 8.2%            | 8.3%                |   |
| HAMMERSMITH & FULHAM                                   | 5.3%            | 6.6%                | 10.8%           | 13.5%               | 6.6%            | 9.7%                |   |
| HARINGEY   | 7.1%            | 4.4%                | 9.0%            | 6.5%                | 7.6%            | 5.2%                |   |
| HARROW   | 3.9%            | 4.5%                | 11.8%           | 6.4%                | 5.8%            | 5.1%                |   |
| HAVERING   | 11.7%           | 9.1%                | 12.6%           | 18.6%               | 12.0%           | 11.1%               |   |
| HILLINGDON   | 6.3%            | 6.4%                | 7.1%            | 11.2%               | 6.5%            | 7.5%                |   |
| HOUNSLOW   | 5.1%            | 5.3%                | 9.0%            | 9.2%                | 6.3%            | 6.6%                |   |
| ISLINGTON  | 5.7%            | 7.8%                | 16.4%           | 13.6%               | 8.8%            | 10.0%               |   |
| KENSINGTON AND CHELSEA                                 | 5.6%            | 5.3%                | 8.1%            | 6.8%                | 6.5%            | 6.0%                |   |
| KINGSTON-UPON-THAMES                                   | 6.7%            | 5.1%                | 7.0%            | 6.7%                | 6.7%            | 5.6%                |   |
| LAMBETH  | 6.8%            | 7.0%                | 10.4%           | 7.4%                | 8.0%            | 7.2%                |   |
| LEWISHAM   |                 |                     | 9.3%            | 7.8%                | 8.2%            | 7.2%                |   |
| TOWER HAMLETS  | 5.6%            | 7.5%                | 10.1%           | 12.8%               | 6.8%            | 10.3%               |   |
| WALTHAM FOREST   | 7.1%            | 6.4%                | 10.1%           | 12.0%               | 7.9%            | 8.8%                |   |
| WANDSWORTH   | 5.9%            | 7.8%                | 13.3%           | 15.1%               | 7.8%            | 10.9%               |   |
| WESTMINSTER  | 8.9%            | 8.0%                | 11.5%           | 10.9%               | 8.3%            | 8.6%                |   |
| AVERAGE MPS ARREST RATE                                | 6.6%            | 6.5%                | 10.8%           | 11.1%               | 7.7%            | 8.1%                |   |
| TOTAL SEARCHES   | 45982           | 35036               | 18796           | 22694               | 78649           | 71155               |   |
| TSG  | 7.4%            | 7.8%                | 10.6%           | 8.5%                | 8.4%            | 8.3%                |   |
| Royal Parks  | 5.9%            | 2.6%                | 6.4%            | 2.7%                | 6.1%            | 2.6%                |   |
| TOCU - Transport OCU                                   | 10.4%           | 6.9%                | 16.5%           | 9.0%                | 12.6%           | 8.3%                |   |
| SO18 - Aviation Security                               | 8.9%            | 10.6%               | 9.9%            | 8.3%                | 9.5%            | 8.7%                |   |

## Appendix 1: Data Tables

### Theme 1 - Fair and Responsive Services

#### User Satisfaction Survey Data Table

(Source: MPS User Satisfaction Survey)

Taking the whole experience into account, are you satisfied, dissatisfied or neither with the service provided by the police in this case?

#### USS BME/Non-BME Satisfaction Gap

FY10 Q3

| At least fairly satisfied | Non-BME | BME | Satisfaction gap |
|---------------------------|---------|-----|------------------|
| Barking & Dagenham        | 84%     | 67% | 17%              |
| Barnet                    | 76%     | 65% | 11%              |
| Bexley                    | 82%     | 68% | 14%              |
| Brent                     | 81%     | 73% | 8%               |
| Bromley                   | 85%     | 73% | 11%              |
| Camden                    | 83%     | 72% | 11%              |
| City of Westminster       | 79%     | 76% | 3%               |
| Croydon                   | 76%     | 72% | 4%               |
| Ealing                    | 81%     | 69% | 12%              |
| Enfield                   | 76%     | 74% | 2%               |
| Greenwich                 | 79%     | 71% | 9%               |
| Hackney                   | 80%     | 76% | 4%               |
| Hammersmith & Fulham      | 82%     | 70% | 12%              |
| Haringey                  | 76%     | 72% | 5%               |
| Harrow                    | 82%     | 82% | 0%               |
| Havering                  | 83%     | 68% | 15%              |
| Hillingdon                | 80%     | 70% | 10%              |
| Hounslow                  | 75%     | 67% | 8%               |
| Islington                 | 75%     | 71% | 4%               |
| Kensington & Chelsea      | 81%     | 75% | 7%               |
| Kingston-upon-Thames      | 82%     | 73% | 9%               |
| Lambeth                   | 79%     | 70% | 9%               |
| Lewisham                  | 77%     | 72% | 5%               |
| Merton                    | 80%     | 73% | 7%               |
| Newham                    | 80%     | 66% | 14%              |
| Wandsworth                | 80%     | 72% | 8%               |
| MPS Average               | 78%     | 71% |                  |

- strong exception at 95% level (higher than MPS average)
- moderate exception at 80% level (higher than MPS average)
- moderate exception at 80% level (lower than MPS average)
- strong exception at 95% level (lower than MPS average)

Sample sizes are approximately 500 per borough

\* = sample size of less than 100 (Havering = 69 BME respondents; Richmond upon Thames = 79 BME respondents)

**Note:** The exceptions in the table to the left were determined using z scores based on the overall MPS average arrest rates and standard deviations for each column.

## Appendix 1: Data Tables

### Theme 1 - Fair and Responsive Services

**Sanction detection data**

FY 2010/11 to end Dec

(Source: Performance Information Bureau, DoI)

**Borough data**

| <b>DOMESTIC VIOLENCE SANCTION DETECTION RATE</b>                    |               |             |              |                |              |
|---|---------------|-------------|--------------|----------------|--------------|
| (based on the number of victims rather than the number of offences) |               |             |              |                |              |
| <b>Borough</b>  | <b>Female</b> | <b>Male</b> | <b>BME</b>   | <b>Non-BME</b> | <b>Total</b> |
| Barking & Dagenham  | 48.0%         | 37.8%       | 40.9%        | 48.7%          | 46.3%        |
| Barnet  | 60.2%         | 53.6%       | 52.1%        | 62.9%          | 59.0%        |
| Bexley  | 57.5%         | 59.0%       | 46.9%        | 59.7%          | 57.8%        |
| Brent   | 48.8%         | 44.5%       | 44.6%        | 53.4%          | 47.9%        |
| Bromley   | 49.0%         | 42.8%       | 42.1%        | 49.0%          | 47.7%        |
| Camden  | 49.2%         | 44.2%       | 46.1%        | 49.0%          | 48.1%        |
| Croyden   | 51.5%         | 51.6%       | 46.7%        | 56.7%          | 51.5%        |
| Ealing  | 43.3%         | 47.0%       | 41.5%        | 47.7%          | 44.0%        |
| Enfield   | 52.5%         | 51.5%       | 46.8%        | 55.5%          | 52.3%        |
| Greenwich   | 48.1%         | 44.6%       | 36.4%        | 51.9%          | 47.5%        |
| Hackney   | 51.4%         | 45.9%       | 45.6%        | 54.8%          | 50.4%        |
| Hammersmith & Fulham  | 41.4%         | 38.3%       | 36.7%        | 43.5%          | 40.7%        |
| Haringey  | 41.0%         | 42.2%       | 34.5%        | 45.8%          | 41.3%        |
| Harrow  | 47.9%         | 50.8%       | 46.4%        | 51.0%          | 48.5%        |
| Havering  | 48.4%         | 43.1%       | 32.3%        | 48.7%          | 47.2%        |
| Hillingdon  | 44.6%         | 32.3%       | 39.4%        | 44.1%          | 42.3%        |
| Hounslow  | 45.5%         | 41.7%       | 40.2%        | 48.3%          | 44.8%        |
| Islington   | 48.4%         | 50.0%       | 45.5%        | 51.0%          | 48.7%        |
| Kensington & Chelsea  | 49.9%         | 49.5%       | 47.5%        | 51.0%          | 49.8%        |
| Kingston upon Thames  | 48.7%         | 38.5%       | 51.2%        | 46.2%          | 46.8%        |
| Lambeth   | 45.1%         | 47.2%       | 42.8%        | 48.7%          | 45.5%        |
| Lewisham  | 42.0%         | 31.7%       | 36.3%        | 43.7%          | 40.2%        |
| Merton  | 64.3%         | 64.6%       | 57.4%        | 67.3%          | 64.3%        |
| Newham  | 46.3%         | 48.0%       | 44.1%        | 50.6%          | 46.6%        |
|   |               |             |              |                |              |
| Redbridge   | 46.2%         | 45.3%       | 43.1%        | 50.0%          | 46.0%        |
| Westminster   | 52.9%         | 54.9%       | 50.9%        | 55.6%          | 53.3%        |
| <b>Overall</b>  | <b>1.5%</b>   | <b>1.6%</b> | <b>1.4%</b>  | <b>50.9%</b>   | <b>1.5%</b>  |
| <b>Total number of victims</b>                                      | <b>30639</b>  | <b>7042</b> | <b>15147</b> | <b>22193</b>   | <b>37681</b> |

- strong exception at 95% level (higher than MPS average)
- moderate exception at 80% level (higher than MPS average)
- moderate exception at 80% level (lower than MPS average)
- strong exception at 95% level (lower than MPS average)

**Note:** The exceptions in the table to the left were determined using z scores based on the overall MPS average arrest rates and standard deviations for each column.

## Appendix 1: Data Tables

### Theme 1 - Fair and Responsive Services

**Sanction detection data**

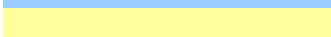
FY 2010/11 to end Dec

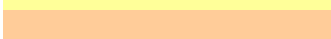
(Source: Performance Information Bureau, DoI)


**Borough data**

| <b>RACIST CRIME SANCTION DETECTION RATE</b>                         |               |              |              |                |              |
|---|---------------|--------------|--------------|----------------|--------------|
| (based on the number of victims rather than the number of offences) |               |              |              |                |              |
| <b>Borough</b>  | <b>Female</b> | <b>Male</b>  | <b>BME</b>   | <b>Non-BME</b> | <b>Total</b> |
| Barking & Dagenham  | 20.7%         | 40.2%        | 34.3%        | 22.0%          | 31.8%        |
| Barnet  | 51.1%         | 51.4%        | 51.5%        | 47.1%          | 51.3%        |
| Bexley  | 28.3%         | 34.0%        | 28.1%        | 45.5%          | 32.0%        |
| Brent   | 32.1%         | 50.9%        | 41.3%        | 49.5%          | 43.7%        |
| Bromley   | 38.2%         | 43.3%        | 36.1%        | 48.8%          | 41.0%        |
| Camden  | 40.8%         | 54.5%        | 49.5%        | 51.3%          | 49.6%        |
| Croyden   | 56.4%         | 64.4%        | 58.7%        | 69.6%          | 61.2%        |
| Ealing  | 32.2%         | 43.2%        | 37.0%        | 46.3%          | 39.0%        |
| Enfield   | 36.8%         | 37.5%        | 39.1%        | 28.0%          | 37.2%        |
| Greenwich   | 52.9%         | 48.6%        | 45.6%        | 73.0%          | 50.5%        |
| Hackney   | 38.5%         | 60.3%        | 54.2%        | 51.0%          | 52.8%        |
| Hammersmith & Fulham  | 37.6%         | 50.8%        | 42.5%        | 52.8%          | 45.5%        |
| Haringey  | 56.8%         | 56.1%        | 50.7%        | 75.0%          | 56.3%        |
| Harrow  | 40.3%         | 45.8%        | 43.5%        | 43.8%          | 43.4%        |
| Havering  | 47.3%         | 50.9%        | 41.5%        | 70.7%          | 49.7%        |
| Hillingdon  | 41.1%         | 43.3%        | 33.1%        | 60.3%          | 42.4%        |
| Hounslow  | 37.9%         | 46.8%        | 41.0%        | 52.4%          | 43.2%        |
| Islington   | 55.1%         | 57.1%        | 55.3%        | 60.3%          | 56.4%        |
| Kensington & Chelsea  | 37.0%         | 50.0%        | 45.8%        | 42.5%          | 44.9%        |
| Kingston upon Thames  | 23.1%         | 36.8%        | 39.3%        | 14.3%          | 34.3%        |
| Lambeth   | 40.6%         | 56.4%        | 45.2%        | 57.0%          | 49.8%        |
| Lewisham  | 34.1%         | 44.9%        | 31.6%        | 55.8%          | 39.3%        |
| Merton  | 35.3%         | 47.6%        | 39.7%        | 54.2%          | 43.3%        |
| Newham  | 39.6%         | 49.5%        | 41.2%        | 61.8%          | 46.0%        |
| Redbridge   | 49.2%         | 54.1%        | 55.6%        | 33.3%          | 51.9%        |
| Westminster   | 42.5%         | 56.5%        | 53.3%        | 53.3%          | 52.5%        |
| <b>Overall</b>  | <b>40.3%</b>  | <b>49.7%</b> | <b>43.9%</b> | <b>51.8%</b>   | <b>46.2%</b> |
| <b>Total number of victims</b>                                      | <b>2486</b>   | <b>4106</b>  | <b>4668</b>  | <b>1817</b>    | <b>6592</b>  |

 strong exception at 95% level (higher than MPS average)

 moderate exception at 80% level (higher than MPS average)

 moderate exception at 80% level (lower than MPS average)

 strong exception at 95% level (lower than MPS average)

**Note:** The exceptions in the table to the left were determined using z scores based on the overall MPS average arrest rates and standard deviations for each column.

## Appendix 1: Data Tables

### Theme 3 - Workforce and Culture

#### Workforce Composition

(Source: HR Workforce Information)

**Table BME-Female - Boroughs**  
End January 2011

| Target                    | Total FTE      |               |               | BME          |              |              | FEMALE       |              |              |
|---------------------------|----------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                           | POLICE         | P.Staff       | PCSO          | POLICE       | P.Staff      | PCSO         | POLICE       | P.Staff      | PCSO         |
| BS - Kensington & Chelsea | 567.0          | 97.1          | 149.9         | 13.1%        | 34.4%        | 39.9%        | 25.1%        | 57.8%        | 31.1%        |
| CW - Westminster          | 1591.7         | 286.1         | 352.0         | 12.0%        | 29.2%        | 35.0%        | 21.5%        | 51.1%        | 28.2%        |
| EK - Camden               | 838.6          | 154.4         | 115.3         | 14.0%        | 27.9%        | 41.6%        | 25.1%        | 63.8%        | 35.0%        |
| FH - Hammersmith & Fulham | 575.4          | 78.2          | 105.8         | 12.5%        | 29.5%        | 42.5%        | 23.2%        | 66.8%        | 29.1%        |
| GD- Hackney               | 762.9          | 109.8         | 112.8         | 11.7%        | 34.2%        | 49.7%        | 24.3%        | 65.4%        | 28.7%        |
| HT - Tower Hamlets        | 791.4          | 126.9         | 123.8         | 13.9%        | 25.4%        | 48.7%        | 26.1%        | 58.2%        | 42.5%        |
| JC - Waltham Forest       | 551.4          | 104.2         | 103.4         | 13.2%        | 18.9%        | 38.1%        | 30.8%        | 69.3%        | 32.3%        |
| JI - Redbridge            | 487.8          | 72.2          | 109.8         | 15.7%        | 16.0%        | 32.8%        | 25.8%        | 66.8%        | 32.6%        |
| KD - Havering             | 392.3          | 58.0          | 117.2         | 5.6%         | 5.2%         | 14.8%        | 28.1%        | 82.8%        | 42.4%        |
| KF - Newham               | 810.9          | 122.4         | 143.0         | 12.6%        | 30.9%        | 28.4%        | 20.7%        | 64.7%        | 30.2%        |
| KG - Barking & Dagenham   | 436.3          | 65.9          | 93.1          | 9.0%         | 13.0%        | 19.8%        | 29.4%        | 76.6%        | 33.4%        |
| LX - Lambeth              | 1000.4         | 161.8         | 175.9         | 11.4%        | 38.3%        | 27.7%        | 27.7%        | 68.1%        | 31.1%        |
| MD - Southwark            | 936.3          | 141.5         | 137.6         | 10.0%        | 38.4%        | 30.0%        | 26.2%        | 61.2%        | 29.3%        |
| NI - Islington            | 707.0          | 46.5          | 108.6         | 13.7%        | 30.0%        | 44.7%        | 29.2%        | 65.9%        | 31.8%        |
| PL - Lewisham             | 648.9          | 111.8         | 116.4         | 8.9%         | 26.5%        | 36.9%        | 31.0%        | 72.4%        | 38.2%        |
| PY - Bromley              | 514.2          | 73.7          | 153.2         | 6.7%         | 6.0%         | 12.8%        | 28.5%        | 68.8%        | 34.1%        |
| QA - Harrow               | 398.9          | 67.7          | 103.0         | 17.0%        | 26.7%        | 26.2%        | 24.7%        | 61.9%        | 31.1%        |
| QK - Brent                | 677.1          | 110.8         | 120.9         | 11.9%        | 52.1%        | 41.8%        | 25.8%        | 56.6%        | 29.9%        |
| RG - Greenwich            | 671.0          | 73.9          | 115.6         | 7.3%         | 9.1%         | 17.1%        | 27.0%        | 68.9%        | 40.3%        |
| RY - Bexley               | 400.4          | 82.5          | 106.7         | 7.0%         | 9.1%         | 12.2%        | 28.4%        | 76.3%        | 46.9%        |
| SX - Barnet               | 588.0          | 96.5          | 158.1         | 14.7%        | 26.9%        | 28.3%        | 26.5%        | 61.8%        | 35.5%        |
| TW - Richmond upon Thames | 321.8          | 57.9          | 92.6          | 6.2%         | 0.0%         | 16.2%        | 20.5%        | 65.6%        | 34.1%        |
| TX - Hounslow             | 521.6          | 73.4          | 95.5          | 9.2%         | 26.3%        | 27.5%        | 27.0%        | 64.9%        | 34.1%        |
| VK - Kingston upon Thames | 319.4          | 48.8          | 80.5          | 5.9%         | 11.4%        | 16.7%        | 25.9%        | 64.4%        | 46.6%        |
| ZD - Croydon              | 736.1          | 126.4         | 156.1         | 8.8%         | 15.8%        | 10.9%        | 27.1%        | 68.7%        | 43.0%        |
| ZT - Sutton               | 344.2          | 69.4          | 82.4          | 6.9%         | 5.8%         | 8.5%         | 29.4%        | 60.6%        | 44.7%        |
| <b>Borough Total</b>      | <b>16590.9</b> | <b>2617.6</b> | <b>3329.2</b> | <b>11.4%</b> | <b>26.0%</b> | <b>28.9%</b> | <b>26.6%</b> | <b>65.7%</b> | <b>34.8%</b> |
|                           |                |               | Ave           | 8.7%         | 18.3%        | 23.4%        | 21.4%        | 53.4%        | 28.6%        |
|                           |                |               | Stdevp        | 3.2%         | 12.4%        | 12.3%        | 2.7%         | 6.5%         | 5.7%         |
| <b>KEY:-</b>              | High +2 StDev  | High +1 StDev |               | Low +1 StDev | Low +2StDev  |              |              |              |              |

## Appendix 1: Data Tables

### Theme 3 - Workforce and Culture

#### Workforce Composition

(Source: HR Workforce Information)

(Staff levels below 100 not statistically tested)

#### Table BME-Female - Non Borough Commands

End January 2011

| Target                           | Total FTE |         |       | BME    |         |       | FEMALE  |         |       |
|----------------------------------|-----------|---------|-------|--------|---------|-------|---------|---------|-------|
|                                  | POLICE    | P.Staff | PCSO  | POLICE | P.Staff | PCSO  | POLICE  | P.Staff | PCSO  |
| TP Non Boroughs                  | 1211.4    | 2261.0  | 116.8 | 6.6%   | 25.8%   | 34.7% | 18.1%   | 60.6%   | 24.6% |
| CO5/19 - Firearms Command Unit   | 595.4     | 100.15  |       | 2.7%   | 12.8%   |       | 6.3%    | 33.4%   |       |
| CO11 - Public Order / Op Support | 672.2     | 144.7   |       | 2.4%   | 4.4%    |       | 22.8%   | 53.4%   |       |
| CO15 - Traffic                   | 675.7     | 94.1    |       | 3.0%   | 12.7%   |       | 9.2%    | 49.4%   |       |
| CO16 - Traffic Criminal Justice  | 5.0       | 478.7   |       | 20.0%  | 6.4%    |       | 20.0%   | 73.5%   |       |
| CO20 - Territorial Support Group | 747.3     | 35.9    |       | 6.0%   | 15.6%   |       | 12.0%   | 63.8%   |       |
| Central Operations (01/03/12/14) | 54.8      | 99.1    |       | 3.6%   | 30.2%   |       | 19.7%   | 59.5%   |       |
| Specialist Operations            | 3595.6    | 1141.0  | 54.2  | 8.0%   | 20.8%   | 44.0% | 9.5%    | 44.4%   | 28.0% |
| SCD1 - Homicide / Serious Crime  | 784.2     | 326.5   |       | 5.4%   | 11.0%   |       | 25.1%   | 77.9%   |       |
| SCD2 - Sapphire Command          | 450.2     | 45.4    |       | 10.1%  | 27.0%   |       | 55.4%   | 84.6%   |       |
| SCD4 - Dir Forensic Services     | 1.0       | 991.8   |       | 0.0%   | 13.1%   |       | 100.0%  | 52.7%   |       |
| SCD5 - Child Abuse Investigation | 460.9     | 202.6   |       | 7.6%   | 24.8%   |       | 50.1%   | 77.9%   |       |
| SCD6 - Economic/Specialist Crime | 329.9     | 117.3   |       | 5.5%   | 20.2%   |       | 21.3%   | 59.9%   |       |
| SCD7 - Serious+Organised Crime   | 428.5     | 111.8   |       | 4.9%   | 14.8%   |       | 13.8%   | 69.6%   |       |
| SCD8 - Trident/Trafalgar         | 354.2     | 97.7    |       | 10.4%  | 19.4%   |       | 15.3%   | 71.4%   |       |
| SCD9 - Human Exploitation        | 142.3     | 23.7    |       | 8.4%   | 29.6%   |       | 25.5%   | 49.3%   |       |
| SCD10 - Covert Policing          | 287.8     | 25.3    |       | 5.6%   | 23.7%   |       | 17.7%   | 80.2%   |       |
| SCD11 - Dedicated Surveillance   | 303.0     | 46.6    |       | 4.0%   | 34.3%   |       | 15.8%   | 52.8%   |       |
| SCD20 - Crime Academy            | 60.3      | 75.9    |       | 3.3%   | 3.4%    |       | 36.9%   | 19.2%   |       |
| SCD25 - Met Intelligence Bureau  | 212.6     | 212.6   |       | 5.2%   | 25.1%   |       | 20.5%   | 52.1%   |       |
| SCD26 - Op Information Services  | 11.6      | 358.5   |       | 0.0%   | 34.7%   |       | 24.1%   | 51.7%   |       |
| SCD3/12/14/15/27/30              | 59.6      | 140.4   |       | 1.7%   | 14.0%   |       | 19.8%   | 54.8%   |       |
| Human Resources                  | 4.0       | 1743.3  | 4.0   | 25.0%  | 36.1%   | 75.0% | 1830.1% | 60.1%   | 25.0% |
| Deputy Commissioner's Portfolio  | 353.4     | 377.3   |       | 5.1%   | 23.3%   |       | 32.1%   | 64.6%   |       |
| Dol                              | 63.9      | 1004.1  |       | 1.6%   | 19.5%   |       | 12.4%   | 31.9%   |       |
| Resources                        | 0.0       | 627.0   |       |        | 18.5%   |       | 0.0%    | 40.9%   |       |

## Appendix 1: Data Tables

### Theme 3 - Workforce and Culture

#### **FAW Data Tables**

(Source: HR FAW Unit)

#### **Breakdown of FAWs by Business Group**

FY Q1,2+3 2010/11

#### **FAW Claims by Business Group**

| <b>Business Group</b>          | <b>CO</b> | <b>DCP</b> | <b>DoI</b> | <b>DoR</b> | <b>HR</b> | <b>SCD</b> | <b>SO</b> | <b>TP</b> | <b>Total</b> |
|--------------------------------|-----------|------------|------------|------------|-----------|------------|-----------|-----------|--------------|
| <b>FY Q1,2+3</b>               | 12        | 0          | 4          | 4          | 3         | 20         | 12        | 77        | <b>132</b>   |
| Workforce Dec-10               | 3921      | 731        | 1068       | 631        | 2156      | 6696       | 4806      | 35217     | <b>55226</b> |
| <b>FAWs per 1000 workforce</b> | 3.06      | 0.00       | 3.75       | 6.34       | 1.39      | 2.99       | 2.50      | 2.19      | 2.39         |

#### **FAWs Claims by Ethnicity and Gender**

|                          |                       |                    |                          |                       |                    |
|--------------------------|-----------------------|--------------------|--------------------------|-----------------------|--------------------|
| <b>FY 2010/11 Q1+2+3</b> | Police Officers<br>53 | Police Staff<br>70 | <b>FY Q1,2+3 2010/11</b> | Police Officers<br>80 | Police Staff<br>65 |
| BME                      | 11                    | 24                 | BME                      | 13                    | 20                 |
| Non-BME                  | 37                    | 38                 | Non-BME                  | 63                    | 38                 |
| Not stated               | 5                     | 8                  | Not stated               | 4                     | 7                  |
| <b>FY 2010/11 Q1+2+3</b> | Police Officers<br>53 | Police Staff<br>70 | <b>FY Q1,2+3 2010/11</b> | Police Officers<br>80 | Police Staff<br>65 |
| Male                     | 39                    | 31                 | Male                     | 57                    | 33                 |
| Female                   | 14                    | 38                 | Female                   | 23                    | 33                 |

## Appendix 1: Data Tables

### Theme 3 - Workforce and Culture

#### Employment Tribunal Data Tables

(Source: HR Employment Tribunal Unit)

#### Results of ET Claims by financial year

| Financial Year | Withdrawn | Struck Out | Won | Lost | Settled | Total |
|----------------|-----------|------------|-----|------|---------|-------|
| FY 2004/5      | 29%       | 12%        | 12% | 2%   | 45%     | 121   |
| FY 2005/6      | 41%       | 12%        | 8%  | 5%   | 34%     | 76    |
| FY 2006/7      | 34%       | 17%        | 10% | 1%   | 38%     | 82    |
| FY 2007/8      | 43%       | 12%        | 6%  | 3%   | 37%     | 104   |
| FY 2008/9      | 37%       | 10%        | 24% | 4%   | 25%     | 105   |
| FY 2009/10     | 34%       | 13%        | 14% | 7%   | 31%     | 126   |

Note: The number of claims being settled is showing a moderate downward trend over time.

#### ET Claims by Business Group FY Q1+2+3 2010/11

|                        | CO   | DCP  | DoI  | DoR  | HR   | SCD  | SO   | TP    | Total |
|------------------------|------|------|------|------|------|------|------|-------|-------|
| ETs received           | 11   | 0    | 2    | 1    | 9    | 6    | 4    | 58    | 91    |
| Workforce Dec-10       | 3921 | 731  | 1068 | 631  | 2156 | 6696 | 4806 | 35217 | 55226 |
| ETs per 1000 workforce | 2.81 | 0.00 | 1.87 | 1.58 | 4.17 | 0.90 | 0.83 | 1.65  | 1.65  |

Note: The Strategic Tasking and Coordination Group regularly receives strategic intelligence reports based on the range of DPS activity to identify issues or locations warranting further examination or intervention. The ET Unit regularly provides employment tribunal data on location to DPS as part of this process.

#### Breakdown of ET Claims Received

##### FY Q1+2+3 2010/11

Total Number of Employment Tribunal Claims: 91

|       | <u>Police Officers</u> |             | <u>Police Staff</u> |            | <u>Police Community Support Officers</u> |           | <u>Traffic Wardens</u> |           | <u>Members of the Public</u> |           | <u>Totals</u> |             |             |
|-------|------------------------|-------------|---------------------|------------|--|-----------|------------------------|-----------|------------------------------|-----------|---------------|-------------|-------------|
|       | Male                   | Female      | Male                | Female     | Male                                     | Female    | Male                   | Female    | Male                         | Female    | Male          | Female      | Total       |
|       | White                  | 17<br>18.7% | 8<br>8.8%           | 5<br>5.5%  | 5<br>5.5%                                | 5<br>5.5% | 2<br>2.2%              | 0<br>0.0% | 0<br>0.0%                    | 0<br>0.0% | 0<br>0.0%     | 27<br>29.7% | 15<br>16.5% |
| Black | 3<br>3.3%              | 4<br>4.4%   | 3<br>3.3%           | 7<br>7.7%  | 5<br>5.5%                                | 0<br>0.0% | 0<br>0.0%              | 0<br>0.0% | 0<br>0.0%                    | 0<br>0.0% | 11<br>12.1%   | 11<br>12.1% | 22<br>24.2% |
| Asian | 5<br>30.8%             | 0<br>13.2%  | 0<br>12.1%          | 1<br>19.8% | 3<br>15.4%                               | 0<br>3.3% | 0<br>0.0%              | 0<br>0.0% | 0<br>3.3%                    | 0<br>2.2% | 8<br>61.5%    | 1<br>38.5%  | 9           |
|       | 40<br>43.96%           |             | 29<br>31.87%        |            | 17<br>18.68%                             |           | 0<br>0.00%             |           | 5<br>5.49%                   |           | 91            |             |             |

Percentages represent the percentage for the reporting period.

## Staff Satisfaction Diversity Data - Q1&2 2010/11

Green cells illustrate a difference significantly higher than the comparison group & red cells a difference significantly lower. The % difference is reported in the cell. The actual percentage agreement levels  
Where no statistically significant difference was found, the cell  
Only business groups with a large enough number of responses for statistical comparison are

| EMALE RESPONDENTS  | CO  | DoI  | DoR  | DCP  | HR  | SCD | SO   | TP   | TP Non- |
|--|-----|------|------|------|-----|-----|------|------|---------|
| I am satisfied with my current job                             | -9% | n/s  | n/s  | -13% | n/s | n/s | n/s  | n/s  | -8%     |
| I am treated with fairness and respect                         | n/s | -10% | n/s  | n/s  | n/s | n/s | 22%  | n/s  | -11%    |
| I make good use of my skills and abilities                     | n/s | n/s  | n/s  | n/s  | n/s | n/s | -18% | 4%   | 6%      |
| I am provided with good career opportunities                   | -8% | n/s  | n/s  | n/s  | n/s | n/s | 10%  | n/s  | n/s     |
| I am clear what the priorities are for my team                 | n/s | 11%  | n/s  | n/s  | n/s | n/s | 13%  | 3%   | n/s     |
| I am helping to make London the safest major city in the world | n/s | n/s  | -16% | n/s  | n/s | n/s | n/s  | n/s  | n/s     |
| Base Size  | 386 | 125  | 119  | 105  | 240 | 626 | 205  | 1698 | 326     |

| ETHNIC MINORITIES (compared to White respondents)              | HR               | SCD  | TP                                | TP Non-BOCU's        |
|--|------------------|------|-----------------------------------|----------------------|
| I am satisfied with my current job                             | A                | n/s  | M/C                               | M                    |
| I am treated with fairness and respect                         | n/s              | M    | C                                 | B                    |
| I make good use of my skills and abilities                     | A                | n/s  | C                                 | A                    |
| I am provided with good career opportunities                   | n/s              | n/s  | n/s                               | M                    |
| I am clear what the priorities are for my team                 | A/B              | n/s  | n/s                               | n/s                  |
| I am helping to make London the safest major city in the world | n/s              | M    | A/B                               | A                    |
| Base Size  | A = 34<br>B = 29 | M=30 | A=188<br>B =178<br>M=132<br>C =87 | A=31<br>B=31<br>M=22 |

| KEY               |
|-------------------|
| B = Black         |
| A = Asian         |
| M = Mixed         |
| C = Chinese/Other |

| DISABLED RESPONDENTS (compared to non-disabled)                | CO   | SCD  | SO   | TP   | TP Non_BOCU's |
|--|------|------|------|------|---------------|
| I am satisfied with my current job                             | -17% | -11% | n/s  | -6%  | n/s           |
| I am treated with fairness and respect                         | -18% | -13% | -37% | -16% | -14%          |
| I make good use of my skills and abilities                     | n/s  | -14% | n/s  | -6%  | n/s           |
| I am provided with good career opportunities                   | -17% | -15% | -29% | -13% | -14%          |
| I am clear what the priorities are for my team                 | -17% | n/s  | -43% | -8%  | n/s           |
| I am helping to make London the safest major city in the world | n/s  | n/s  | n/s  | n/s  | n/s           |
| Base Size  | 78   | 91   | 52   | 381  | 89            |

| LESBIAN / GAY RESPONDENTS (Compared to Heterosexual)           | CO  | SO   | TP  |
|--|-----|------|-----|
| I am satisfied with my current job                             | 23% | n/s  | n/s |
| I am treated with fairness and respect                         | n/s | 33%  | n/s |
| I make good use of my skills and abilities                     | n/s | -51% | n/s |
| I am provided with good career opportunities                   | n/s | 31%  | n/s |
| I am clear what the priorities are for my team                 | n/s | 19%  | -9% |
| I am helping to make London the safest major city in the world | n/s | n/s  | n/s |
| Base Size  | 33  | 25   | 224 |

| RELIGION (Compared to Christ)                                  | Buddhist | Hindu | Jewish | Muslim | Sikh | Other | No religion | Atheist | Agnostic |
|--|----------|-------|--------|--------|------|-------|-------------|---------|----------|
| I am satisfied with my current job                             | -21%     | n/s   | 32%    | n/s    | 18%  | -20%  | 3%          | 8%      | -8%      |
| I am treated with fairness and respect                         | n/s      | -13%  | -29%   | n/s    | -20% | -8%   | 4%          | -7%     | n/s      |
| I make good use of my skills and abilities                     | n/s      | 6%    | n/s    | n/s    | 19%  | -8%   | n/s         | -6%     | n/s      |
| I am provided with good career opportunities                   | 11%      | 10%   | n/s    | n/s    | n/s  | n/s   | n/s         | n/s     | -5%      |
| I am clear what the priorities are for my team                 | 30%      | 9%    | -16%   | -15%   | n/s  | n/s   | n/s         | -7%     | -11%     |
| I am helping to make London the safest major city in the world | -16%     | 7%    | 17%    | 7%     | n/s  | -13%  | -6%         | -9%     | -17%     |
| Base Size  | 87       | 136   | 81     | 237    | 72   | 224   | 1798        | 740     | 438      |

Religion data has been calculated at the MPS level, as the groups are not large enough to be tested at business group level.

## Headcount - Age Group

Source: MetHR, 21-Mar-11

| Business Group     | Role         | 16-19      | 20-29         | 30-39         | 40-49         | 50-59        | 60+          | Total         |
|--------------------|--------------|------------|---------------|---------------|---------------|--------------|--------------|---------------|
| CO                 | Police       |            | 164           | 1,054         | 1,248         | 290          | 5            | 2,761         |
|                    | Police Staff |            | 124           | 191           | 310           | 319          | 104          | 1,048         |
|                    | MSC          |            | 3             | 7             | 9             | 9            | 1            | 29            |
| <b>CO Total</b>    |              |            | <b>291</b>    | <b>1,252</b>  | <b>1,567</b>  | <b>618</b>   | <b>110</b>   | <b>3,838</b>  |
| DCP                | Police       |            | 7             | 94            | 203           | 51           |              | 355           |
|                    | Police Staff | 3          | 45            | 73            | 104           | 86           | 19           | 330           |
|                    | PCSO         |            |               |               |               | 1            |              | 1             |
| <b>DCP Total</b>   |              | <b>3</b>   | <b>52</b>     | <b>167</b>    | <b>307</b>    | <b>138</b>   | <b>19</b>    | <b>686</b>    |
| DoI                | Police       |            | 1             | 8             | 32            | 19           | 1            | 61            |
|                    | Police Staff | 1          | 161           | 248           | 339           | 235          | 33           | 1,017         |
| <b>DoI Total</b>   |              | <b>1</b>   | <b>162</b>    | <b>256</b>    | <b>371</b>    | <b>254</b>   | <b>34</b>    | <b>1,078</b>  |
| DPA                | Police Staff |            | 9             | 39            | 26            | 4            |              | 78            |
| <b>DPA Total</b>   |              |            | <b>9</b>      | <b>39</b>     | <b>26</b>     | <b>4</b>     |              | <b>78</b>     |
| DoR                | Police       |            |               | 1             | 2             | 2            |              | 5             |
|                    | Police Staff |            | 90            | 149           | 212           | 156          | 40           | 647           |
| <b>DoR Total</b>   |              |            | <b>90</b>     | <b>150</b>    | <b>214</b>    | <b>158</b>   | <b>40</b>    | <b>652</b>    |
| HR                 | Police       |            | 139           | 96            | 271           | 95           | 2            | 603           |
|                    | Police Staff | 3          | 181           | 334           | 609           | 577          | 126          | 1,830         |
|                    | PCSO         |            |               | 2             | 1             | 1            |              | 4             |
|                    | TW           |            |               |               |               |              | 1            | 1             |
| <b>HR Total</b>    |              | <b>3</b>   | <b>320</b>    | <b>432</b>    | <b>881</b>    | <b>673</b>   | <b>129</b>   | <b>2,438</b>  |
| SCD                | Police       |            | 184           | 1,304         | 1,999         | 486          | 9            | 3,982         |
|                    | Police Staff | 3          | 386           | 880           | 936           | 575          | 137          | 2,917         |
|                    | PCSO         |            |               | 1             |               |              |              | 1             |
|                    | MSC          |            | 9             | 16            | 2             | 7            |              | 34            |
| <b>SCD Total</b>   |              | <b>3</b>   | <b>579</b>    | <b>2,201</b>  | <b>2,937</b>  | <b>1,068</b> | <b>146</b>   | <b>6,934</b>  |
| SO                 | Police       |            | 80            | 1,013         | 1,915         | 591          | 15           | 3,614         |
|                    | Police Staff | 3          | 154           | 255           | 369           | 310          | 94           | 1,185         |
|                    | PCSO         |            | 5             | 9             | 22            | 13           | 4            | 53            |
|                    | MSC          |            | 2             | 3             | 7             | 2            | 1            | 15            |
| <b>SO Total</b>    |              | <b>3</b>   | <b>241</b>    | <b>1,280</b>  | <b>2,313</b>  | <b>916</b>   | <b>114</b>   | <b>4,867</b>  |
| TP                 | Police       |            | 5,003         | 8,610         | 6,370         | 1,674        | 43           | 21,700        |
|                    | Police Staff | 5          | 940           | 1,602         | 1,834         | 1,097        | 357          | 5,835         |
|                    | PCSO         | 2          | 1,882         | 894           | 778           | 409          | 61           | 4,026         |
|                    | MSC          | 360        | 2,609         | 1,115         | 581           | 171          | 17           | 4,853         |
|                    | TW           |            | 4             | 33            | 109           | 72           | 22           | 240           |
| <b>TP Total</b>    |              | <b>367</b> | <b>10,438</b> | <b>12,254</b> | <b>9,672</b>  | <b>3,423</b> | <b>500</b>   | <b>36,654</b> |
| <b>Grand Total</b> |              | <b>380</b> | <b>12,182</b> | <b>18,031</b> | <b>18,288</b> | <b>7,252</b> | <b>1,092</b> | <b>57,225</b> |

## Summary - Age Group

Source: MetHR, 21-Mar-11

| Business Group   | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+  |
|------------------|-------|-------|-------|-------|-------|------|
| CO               | 0.0%  | 7.6%  | 32.6% | 40.8% | 16.1% | 2.9% |
| DCP              | 0.4%  | 7.6%  | 24.3% | 44.8% | 20.1% | 2.8% |
| DoI              | 0.1%  | 15.0% | 23.7% | 34.4% | 23.6% | 3.2% |
| DPA              | 0.0%  | 11.5% | 50.0% | 33.3% | 5.1%  | 0.0% |
| DoR              | 0.0%  | 13.8% | 23.0% | 32.8% | 24.2% | 6.1% |
| HR               | 0.1%  | 13.1% | 17.7% | 36.1% | 27.6% | 5.3% |
| SCD              | 0.0%  | 8.4%  | 31.7% | 42.4% | 15.4% | 2.1% |
| SO               | 0.1%  | 5.0%  | 26.3% | 47.5% | 18.8% | 2.3% |
| TP               | 1.0%  | 28.5% | 33.4% | 26.4% | 9.3%  | 1.4% |
| MPS Average      | 0.7%  | 21.3% | 31.5% | 32.0% | 12.7% | 1.9% |
| MPS St Dev. Pop. | 0.3%  | 6.6%  | 8.8%  | 6.3%  | 6.8%  | 1.8% |

nb. Please note that numbers for each group here are too low to allow meaningful analysis

nb. Please also note that numbers were run on a different day to the rest of the data, resulting in the observed differences

## Headcount - Disability

Source: MethR, 21-Mar-11

| Business Group     | Role         | Data has been masked | Learning difficulties | Mental Health | Other      | Physical impairment | Prefer not to say | Sensory impairment | Unknown       | Total         |
|--------------------|--------------|----------------------|-----------------------|---------------|------------|---------------------|-------------------|--------------------|---------------|---------------|
| CO                 | Police       | 0                    | 1                     | 2             | 2          | 2                   | 9                 | 0                  | 2,747         | 2,763         |
|                    | Police Staff | 0                    | 0                     | 0             | 3          | 7                   | 1                 | 2                  | 1,035         | 1,048         |
|                    | MSC          | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 29            | 29            |
| <b>CO Total</b>    |              | <b>0</b>             | <b>1</b>              | <b>2</b>      | <b>5</b>   | <b>9</b>            | <b>10</b>         | <b>2</b>           | <b>3,811</b>  | <b>3,840</b>  |
| DCP                | Police       | 0                    | 0                     | 0             | 2          | 1                   | 2                 | 0                  | 350           | 355           |
|                    | Police Staff | 0                    | 0                     | 0             | 0          | 1                   | 0                 | 0                  | 329           | 330           |
|                    | PCSO         | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 1             | 1             |
| <b>DCP Total</b>   |              | <b>0</b>             | <b>0</b>              | <b>0</b>      | <b>2</b>   | <b>2</b>            | <b>2</b>          | <b>0</b>           | <b>680</b>    | <b>686</b>    |
| DoI                | Police       | 0                    | 0                     | 0             | 0          | 4                   | 3                 | 0                  | 55            | 62            |
|                    | Police Staff | 0                    | 3                     | 2             | 9          | 6                   | 4                 | 7                  | 997           | 1,028         |
| <b>DoI Total</b>   |              | <b>0</b>             | <b>3</b>              | <b>2</b>      | <b>9</b>   | <b>10</b>           | <b>7</b>          | <b>7</b>           | <b>1,052</b>  | <b>1,090</b>  |
| DPA                | Police Staff | 0                    | 0                     | 0             | 1          | 1                   | 0                 | 0                  | 76            | 78            |
| <b>DPA Total</b>   |              | <b>0</b>             | <b>0</b>              | <b>0</b>      | <b>1</b>   | <b>1</b>            | <b>0</b>          | <b>0</b>           | <b>76</b>     | <b>78</b>     |
| DoR                | Police       | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 5             | 5             |
|                    | Police Staff | 0                    | 2                     | 0             | 6          | 4                   | 20                | 5                  | 614           | 651           |
| <b>DoR Total</b>   |              | <b>0</b>             | <b>2</b>              | <b>0</b>      | <b>6</b>   | <b>4</b>            | <b>20</b>         | <b>5</b>           | <b>619</b>    | <b>656</b>    |
| HR                 | Police       | 0                    | 0                     | 1             | 1          | 5                   | 3                 | 1                  | 593           | 604           |
|                    | Police Staff | 0                    | 2                     | 3             | 6          | 8                   | 2                 | 5                  | 1,857         | 1,883         |
|                    | PCSO         | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 4             | 4             |
|                    | TW           | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 1             | 1             |
| <b>HR Total</b>    |              | <b>0</b>             | <b>2</b>              | <b>4</b>      | <b>7</b>   | <b>13</b>           | <b>5</b>          | <b>6</b>           | <b>2,455</b>  | <b>2,492</b>  |
| MPA                | MPA Staff    | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 104           | 104           |
| <b>MPA Total</b>   |              | <b>0</b>             | <b>0</b>              | <b>0</b>      | <b>0</b>   | <b>0</b>            | <b>0</b>          | <b>0</b>           | <b>104</b>    | <b>104</b>    |
| SCD                | Police       | 0                    | 1                     | 0             | 7          | 8                   | 7                 | 3                  | 3,956         | 3,982         |
|                    | Police Staff | 0                    | 3                     | 0             | 8          | 15                  | 4                 | 6                  | 2,888         | 2,924         |
|                    | PCSO         | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 1             | 1             |
|                    | MSC          | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 34            | 34            |
| <b>SCD Total</b>   |              | <b>0</b>             | <b>4</b>              | <b>0</b>      | <b>15</b>  | <b>23</b>           | <b>11</b>         | <b>9</b>           | <b>6,879</b>  | <b>6,941</b>  |
| SO                 | Police       | 0                    | 3                     | 0             | 4          | 12                  | 9                 | 0                  | 3,670         | 3,698         |
|                    | Police Staff | 0                    | 0                     | 0             | 3          | 1                   | 2                 | 3                  | 1,215         | 1,224         |
|                    | PCSO         | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 53            | 53            |
|                    | MSC          | 0                    | 0                     | 0             | 0          | 0                   | 1                 | 0                  | 14            | 15            |
| <b>SO Total</b>    |              | <b>0</b>             | <b>3</b>              | <b>0</b>      | <b>7</b>   | <b>13</b>           | <b>12</b>         | <b>3</b>           | <b>4,952</b>  | <b>4,990</b>  |
| TP                 | Police       | 1                    | 17                    | 9             | 55         | 55                  | 44                | 11                 | 21,517        | 21,709        |
|                    | Police Staff | 1                    | 3                     | 1             | 22         | 23                  | 7                 | 7                  | 5,778         | 5,842         |
|                    | PCSO         | 0                    | 6                     | 0             | 19         | 3                   | 3                 | 1                  | 3,995         | 4,027         |
|                    | MSC          | 0                    | 8                     | 0             | 6          | 1                   | 2                 | 0                  | 4,836         | 4,853         |
|                    | TW           | 0                    | 0                     | 0             | 0          | 0                   | 0                 | 0                  | 240           | 240           |
| <b>TP Total</b>    |              | <b>2</b>             | <b>34</b>             | <b>10</b>     | <b>102</b> | <b>82</b>           | <b>56</b>         | <b>19</b>          | <b>36,366</b> | <b>36,671</b> |
| <b>Grand Total</b> |              | <b>2</b>             | <b>49</b>             | <b>18</b>     | <b>154</b> | <b>157</b>          | <b>123</b>        | <b>51</b>          | <b>56,994</b> | <b>57,548</b> |

## Summary - Disability

Source: MethR, 21-Mar-11

| Business Group   | Data has been masked | Learning difficulties | Mental Health | Other | Physical impairment | Prefer not to say | Sensory impairment | Unknown |
|------------------|----------------------|-----------------------|---------------|-------|---------------------|-------------------|--------------------|---------|
| CO               | 0.0%                 | 0.0%                  | 0.1%          | 0.1%  | 0.2%                | 0.3%              | 0.1%               | 99.2%   |
| DCP              | 0.0%                 | 0.0%                  | 0.0%          | 0.3%  | 0.3%                | 0.3%              | 0.0%               | 99.1%   |
| DoI              | 0.0%                 | 0.3%                  | 0.2%          | 0.8%  | 0.9%                | 0.6%              | 0.6%               | 96.5%   |
| DPA              | 0.0%                 | 0.0%                  | 0.0%          | 1.3%  | 1.3%                | 0.0%              | 0.0%               | 97.4%   |
| DoR              | 0.0%                 | 0.3%                  | 0.0%          | 0.9%  | 0.6%                | 3.0%              | 0.8%               | 94.4%   |
| HR               | 0.0%                 | 0.1%                  | 0.2%          | 0.3%  | 0.5%                | 0.2%              | 0.2%               | 98.5%   |
| MPA              | 0.0%                 | 0.0%                  | 0.0%          | 0.0%  | 0.0%                | 0.0%              | 0.0%               | 100.0%  |
| SCD              | 0.0%                 | 0.1%                  | 0.0%          | 0.2%  | 0.3%                | 0.2%              | 0.1%               | 99.1%   |
| SO               | 0.0%                 | 0.1%                  | 0.0%          | 0.1%  | 0.3%                | 0.2%              | 0.1%               | 99.2%   |
| TP               | 0.0%                 | 0.1%                  | 0.0%          | 0.3%  | 0.2%                | 0.2%              | 0.1%               | 99.2%   |
| MPS Average      | 0.0%                 | 0.1%                  | 0.0%          | 0.3%  | 0.3%                | 0.2%              | 0.1%               | 99.0%   |
| MPS St Dev. Pop. | 0.0%                 | 0.1%                  | 0.1%          | 0.4%  | 0.4%                | 0.9%              | 0.3%               | 1.6%    |

nb. Please note that numbers for each group here are too low to allow meaningful analysis

## Headcount - Sexual Orientation

Source: MetHR, 21-Mar-11

| Business Group     | Role         | Bisexual   | Gay/Lesbian | Heterosexual  | Not Stated | Prefer not to say | Unknown       | Total         |
|--------------------|--------------|------------|-------------|---------------|------------|-------------------|---------------|---------------|
| CO                 | Police       | 5          | 12          | 134           | 15         | 10                | 2,590         | 2,766         |
|                    | Police Staff | 0          | 1           | 63            | 2          | 3                 | 979           | 1,048         |
|                    | MSC          | 0          | 1           | 4             | 0          | 0                 | 24            | 29            |
| <b>CO Total</b>    |              | <b>5</b>   | <b>14</b>   | <b>201</b>    | <b>17</b>  | <b>13</b>         | <b>3,593</b>  | <b>3,843</b>  |
| DCP                | Police       | 0          | 4           | 36            | 7          | 3                 | 305           | 355           |
|                    | Police Staff | 0          | 1           | 49            | 2          | 2                 | 276           | 330           |
|                    | PCSO         | 0          | 0           | 0             | 0          | 0                 | 1             | 1             |
| <b>DCP Total</b>   |              | <b>0</b>   | <b>5</b>    | <b>85</b>     | <b>9</b>   | <b>5</b>          | <b>582</b>    | <b>686</b>    |
| DoI                | Police       | 0          | 1           | 11            | 3          | 2                 | 46            | 63            |
|                    | Police Staff | 1          | 8           | 120           | 18         | 8                 | 869           | 1,024         |
| <b>DoI Total</b>   |              | <b>1</b>   | <b>9</b>    | <b>131</b>    | <b>21</b>  | <b>10</b>         | <b>915</b>    | <b>1,087</b>  |
| DPA                | Police Staff | 0          | 1           | 7             | 2          | 0                 | 68            | 78            |
| <b>DPA Total</b>   |              | <b>0</b>   | <b>1</b>    | <b>7</b>      | <b>2</b>   | <b>0</b>          | <b>68</b>     | <b>78</b>     |
| DoR                | Police       | 0          | 0           | 1             | 0          | 0                 | 4             | 5             |
|                    | Police Staff | 1          | 9           | 163           | 17         | 20                | 444           | 654           |
| <b>DoR Total</b>   |              | <b>1</b>   | <b>9</b>    | <b>164</b>    | <b>17</b>  | <b>20</b>         | <b>448</b>    | <b>659</b>    |
| HR                 | Police       | 1          | 7           | 99            | 5          | 4                 | 487           | 603           |
|                    | Police Staff | 1          | 16          | 218           | 23         | 9                 | 1,619         | 1,886         |
|                    | PCSO         | 0          | 0           | 0             | 0          | 0                 | 4             | 4             |
|                    | TW           | 0          | 0           | 0             | 0          | 0                 | 1             | 1             |
| <b>HR Total</b>    |              | <b>2</b>   | <b>23</b>   | <b>317</b>    | <b>28</b>  | <b>13</b>         | <b>2,111</b>  | <b>2,494</b>  |
| MPA                | MPA Staff    | 0          | 1           | 1             | 0          | 0                 | 102           | 104           |
| <b>MPA Total</b>   |              | <b>0</b>   | <b>1</b>    | <b>1</b>      | <b>0</b>   | <b>0</b>          | <b>102</b>    | <b>104</b>    |
| SCD                | Police       | 1          | 17          | 214           | 30         | 24                | 3,698         | 3,984         |
|                    | Police Staff | 3          | 24          | 255           | 16         | 11                | 2,617         | 2,926         |
|                    | PCSO         | 0          | 0           | 0             | 0          | 0                 | 1             | 1             |
|                    | MSC          | 1          | 2           | 4             | 0          | 0                 | 27            | 34            |
| <b>SCD Total</b>   |              | <b>5</b>   | <b>43</b>   | <b>473</b>    | <b>46</b>  | <b>35</b>         | <b>6,343</b>  | <b>6,945</b>  |
| SO                 | Police       | 3          | 17          | 242           | 62         | 23                | 3,353         | 3,700         |
|                    | Police Staff | 1          | 9           | 136           | 8          | 10                | 1,060         | 1,224         |
|                    | PCSO         | 0          | 0           | 1             | 0          | 0                 | 52            | 53            |
|                    | MSC          | 0          | 0           | 4             | 1          | 0                 | 10            | 15            |
| <b>SO Total</b>    |              | <b>4</b>   | <b>26</b>   | <b>383</b>    | <b>71</b>  | <b>33</b>         | <b>4,475</b>  | <b>4,992</b>  |
| TP                 | Police       | 72         | 290         | 3,716         | 276        | 270               | 17,099        | 21,723        |
|                    | Police Staff | 8          | 50          | 544           | 59         | 31                | 5,148         | 5,840         |
|                    | PCSO         | 39         | 80          | 1,498         | 114        | 76                | 2,225         | 4,032         |
|                    | MSC          | 85         | 179         | 3,183         | 84         | 185               | 1,139         | 4,855         |
|                    | TW           | 0          | 0           | 2             | 0          | 1                 | 237           | 240           |
| <b>TP Total</b>    |              | <b>204</b> | <b>599</b>  | <b>8,943</b>  | <b>533</b> | <b>563</b>        | <b>25,848</b> | <b>36,690</b> |
| <b>Grand Total</b> |              | <b>222</b> | <b>730</b>  | <b>10,705</b> | <b>744</b> | <b>692</b>        | <b>44,485</b> | <b>57,578</b> |

## Summary - Sexual Orientation

Source: MetHR, 21-Mar-11

| Business Group   | Bisexual | Gay/Lesbian | Heterosexual | Not Stated | Prefer not to say | Unknown |
|------------------|----------|-------------|--------------|------------|-------------------|---------|
| CO               | 0.1%     | 0.4%        | 5.2%         | 0.4%       | 0.3%              | 93.5%   |
| DCP              | 0.0%     | 0.7%        | 12.4%        | 1.3%       | 0.7%              | 84.8%   |
| DoI              | 0.1%     | 0.8%        | 12.1%        | 1.9%       | 0.9%              | 84.2%   |
| DPA              | 0.0%     | 1.3%        | 9.0%         | 2.6%       | 0.0%              | 87.2%   |
| DoR              | 0.2%     | 1.4%        | 24.9%        | 2.6%       | 3.0%              | 68.0%   |
| HR               | 0.1%     | 0.9%        | 12.7%        | 1.1%       | 0.5%              | 84.6%   |
| MPA              | 0.0%     | 1.0%        | 1.0%         | 0.0%       | 0.0%              | 98.1%   |
| SCD              | 0.1%     | 0.6%        | 6.8%         | 0.7%       | 0.5%              | 91.3%   |
| SO               | 0.1%     | 0.5%        | 7.7%         | 1.4%       | 0.7%              | 89.6%   |
| TP               | 0.6%     | 1.6%        | 24.4%        | 1.5%       | 1.5%              | 70.4%   |
| MPS Average      | 0.4%     | 1.3%        | 18.6%        | 1.3%       | 1.2%              | 77.3%   |
| MPS St Dev. Pop. | 0.2%     | 0.4%        | 7.4%         | 0.8%       | 0.9%              | 9.0%    |

nb. Please note that numbers for each group here are too low to allow meaningful analysis

### Headcount - Faith

Source: MethR, 21-Mar-11

| Business Group     | Role         | Buddhist  | Christian    | Hindu      | Jewish     | Muslim     | Sikh         | None       | Other      | Prefer not to say | Unknown       | Total         |
|--------------------|--------------|-----------|--------------|------------|------------|------------|--------------|------------|------------|-------------------|---------------|---------------|
| CO                 | Police       | 4         | 131          | 0          | 1          | 2          | 27           | 13         | 14         | 0                 | 2,575         | 2,767         |
|                    | Police Staff | 0         | 56           | 4          | 3          | 4          | 14           | 1          | 1          | 2                 | 964           | 1,049         |
|                    | MSC          | 0         | 4            | 0          | 0          | 1          | 1            | 0          | 0          | 0                 | 23            | 29            |
| <b>CO Total</b>    |              | <b>4</b>  | <b>191</b>   | <b>4</b>   | <b>4</b>   | <b>7</b>   | <b>42</b>    | <b>14</b>  | <b>15</b>  | <b>2</b>          | <b>3,562</b>  | <b>3,845</b>  |
| DCP                | Police       | 1         | 33           | 1          | 0          | 0          | 9            | 4          | 6          | 2                 | 299           | 355           |
|                    | Police Staff | 0         | 31           | 2          | 1          | 2          | 15           | 2          | 6          | 1                 | 270           | 330           |
|                    | PCSO         | 0         | 0            | 0          | 0          | 0          | 0            | 0          | 0          | 0                 | 1             | 1             |
| <b>DCP Total</b>   |              | <b>1</b>  | <b>64</b>    | <b>3</b>   | <b>1</b>   | <b>2</b>   | <b>24</b>    | <b>6</b>   | <b>12</b>  | <b>3</b>          | <b>570</b>    | <b>686</b>    |
| DoI                | Police       | 0         | 7            | 0          | 1          | 0          | 6            | 1          | 3          | 0                 | 45            | 63            |
|                    | Police Staff | 2         | 68           | 6          | 3          | 9          | 47           | 7          | 14         | 4                 | 867           | 1,027         |
| <b>DoI Total</b>   |              | <b>2</b>  | <b>75</b>    | <b>6</b>   | <b>4</b>   | <b>9</b>   | <b>53</b>    | <b>8</b>   | <b>17</b>  | <b>4</b>          | <b>912</b>    | <b>1,090</b>  |
| DPA                | Police Staff | 0         | 3            | 0          | 0          | 0          | 6            | 0          | 0          | 0                 | 70            | 79            |
| <b>DPA Total</b>   |              | <b>0</b>  | <b>3</b>     | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>6</b>     | <b>0</b>   | <b>0</b>   | <b>0</b>          | <b>70</b>     | <b>79</b>     |
| DoR                | Police       | 0         | 1            | 0          | 0          | 0          | 0            | 0          | 0          | 0                 | 4             | 5             |
|                    | Police Staff | 0         | 114          | 6          | 2          | 5          | 57           | 6          | 21         | 4                 | 437           | 652           |
| <b>DoR Total</b>   |              | <b>0</b>  | <b>115</b>   | <b>6</b>   | <b>2</b>   | <b>5</b>   | <b>57</b>    | <b>6</b>   | <b>21</b>  | <b>4</b>          | <b>441</b>    | <b>657</b>    |
| HR                 | Police       | 1         | 66           | 0          | 1          | 5          | 34           | 3          | 6          | 2                 | 485           | 603           |
|                    | Police Staff | 0         | 166          | 17         | 8          | 15         | 55           | 8          | 10         | 7                 | 1,598         | 1,884         |
|                    | PCSO         | 0         | 0            | 0          | 0          | 0          | 0            | 0          | 0          | 0                 | 4             | 4             |
|                    | TW           | 0         | 0            | 0          | 0          | 0          | 0            | 0          | 0          | 0                 | 1             | 1             |
| <b>HR Total</b>    |              | <b>1</b>  | <b>232</b>   | <b>17</b>  | <b>9</b>   | <b>20</b>  | <b>89</b>    | <b>11</b>  | <b>16</b>  | <b>9</b>          | <b>2,088</b>  | <b>2,492</b>  |
| MPA                | MPA Staff    | 0         | 2            | 0          | 0          | 0          | 0            | 0          | 0          | 0                 | 102           | 104           |
| <b>MPA Total</b>   |              | <b>0</b>  | <b>2</b>     | <b>0</b>   | <b>0</b>   | <b>0</b>   | <b>0</b>     | <b>0</b>   | <b>0</b>   | <b>0</b>          | <b>102</b>    | <b>104</b>    |
| SCD                | Police       | 1         | 200          | 0          | 4          | 2          | 66           | 5          | 19         | 1                 | 3,686         | 3,984         |
|                    | Police Staff | 2         | 195          | 8          | 2          | 10         | 86           | 5          | 21         | 6                 | 2,592         | 2,927         |
|                    | PCSO         | 0         | 0            | 0          | 0          | 0          | 0            | 0          | 0          | 0                 | 1             | 1             |
|                    | MSC          | 0         | 4            | 0          | 0          | 0          | 1            | 0          | 1          | 0                 | 28            | 34            |
| <b>SCD Total</b>   |              | <b>3</b>  | <b>399</b>   | <b>8</b>   | <b>6</b>   | <b>12</b>  | <b>153</b>   | <b>10</b>  | <b>41</b>  | <b>7</b>          | <b>6,307</b>  | <b>6,946</b>  |
| SO                 | Police       | 2         | 259          | 4          | 3          | 7          | 58           | 12         | 25         | 4                 | 3,327         | 3,701         |
|                    | Police Staff | 2         | 101          | 7          | 0          | 11         | 47           | 7          | 3          | 1                 | 1,046         | 1,225         |
|                    | PCSO         | 0         | 0            | 1          | 0          | 0          | 0            | 0          | 0          | 1                 | 51            | 53            |
|                    | MSC          | 0         | 2            | 1          | 0          | 1          | 1            | 0          | 0          | 0                 | 10            | 15            |
| <b>SO Total</b>    |              | <b>4</b>  | <b>362</b>   | <b>13</b>  | <b>3</b>   | <b>19</b>  | <b>106</b>   | <b>19</b>  | <b>28</b>  | <b>6</b>          | <b>4,434</b>  | <b>4,994</b>  |
| TP                 | Police       | 31        | 2,401        | 61         | 39         | 168        | 1,472        | 178        | 259        | 70                | 17,044        | 21,723        |
|                    | Police Staff | 4         | 413          | 20         | 11         | 41         | 164          | 32         | 19         | 11                | 5,123         | 5,838         |
|                    | PCSO         | 14        | 833          | 18         | 10         | 113        | 604          | 76         | 77         | 31                | 2,261         | 4,037         |
|                    | MSC          | 18        | 1,515        | 142        | 48         | 381        | 1,235        | 113        | 124        | 87                | 1,192         | 4,855         |
|                    | TW           | 0         | 4            | 0          | 0          | 2          | 1            | 0          | 0          | 0                 | 233           | 240           |
| <b>TP Total</b>    |              | <b>67</b> | <b>5,166</b> | <b>241</b> | <b>108</b> | <b>705</b> | <b>3,476</b> | <b>399</b> | <b>479</b> | <b>199</b>        | <b>25,853</b> | <b>36,693</b> |
| <b>Grand Total</b> |              | <b>82</b> | <b>6,609</b> | <b>298</b> | <b>137</b> | <b>779</b> | <b>4,006</b> | <b>473</b> | <b>629</b> | <b>234</b>        | <b>44,339</b> | <b>57,586</b> |

### Summary - Faith

Source: MethR, 21-Mar-11

| Business Group   | Buddhist | Christian | Hindu | Jewish | Muslim | Sikh | None | Other | Prefer not to say | Unknown |
|------------------|----------|-----------|-------|--------|--------|------|------|-------|-------------------|---------|
| CO               | 0.1%     | 5.0%      | 0.1%  | 0.1%   | 0.2%   | 1.1% | 0.4% | 0.4%  | 0.1%              | 92.6%   |
| DCP              | 0.1%     | 9.3%      | 0.4%  | 0.1%   | 0.3%   | 3.5% | 0.9% | 1.7%  | 0.4%              | 83.1%   |
| DoI              | 0.2%     | 6.9%      | 0.6%  | 0.4%   | 0.8%   | 4.9% | 0.7% | 1.6%  | 0.4%              | 83.7%   |
| DPA              | 0.0%     | 3.8%      | 0.0%  | 0.0%   | 0.0%   | 7.6% | 0.0% | 0.0%  | 0.0%              | 88.6%   |
| DoR              | 0.0%     | 17.5%     | 0.9%  | 0.3%   | 0.8%   | 8.7% | 0.9% | 3.2%  | 0.6%              | 67.1%   |
| HR               | 0.0%     | 9.3%      | 0.7%  | 0.4%   | 0.8%   | 3.6% | 0.4% | 0.6%  | 0.4%              | 83.8%   |
| MPA              | 0.0%     | 1.9%      | 0.0%  | 0.0%   | 0.0%   | 0.0% | 0.0% | 0.0%  | 0.0%              | 98.1%   |
| SCD              | 0.0%     | 5.7%      | 0.1%  | 0.1%   | 0.2%   | 2.2% | 0.1% | 0.6%  | 0.1%              | 90.8%   |
| SO               | 0.1%     | 7.2%      | 0.3%  | 0.1%   | 0.4%   | 2.1% | 0.4% | 0.6%  | 0.1%              | 88.8%   |
| TP               | 0.2%     | 14.1%     | 0.7%  | 0.3%   | 1.9%   | 9.5% | 1.1% | 1.3%  | 0.5%              | 70.5%   |
| MPS Average      | 0.1%     | 11.5%     | 0.5%  | 0.2%   | 1.4%   | 7.0% | 0.8% | 1.1%  | 0.4%              | 77.0%   |
| MPS St Dev. Pop. | 0.1%     | 4.5%      | 0.3%  | 0.1%   | 0.6%   | 3.1% | 0.4% | 0.9%  | 0.2%              | 9.1%    |

nb. Please note that numbers for each group here are too low to allow meaningful analysis