



Freedom of Information Act Publication Scheme	
Protective Marking	Not Protectively Marked
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Title	Performance Measures for the MPS Diversity and Equality Strategy
Version	
Summary	Summary of MPS Performance against the protected characteristics for each theme of the MPS Diversity and Equality Strategy
(B)OCU or Unit, Directorate	Diversity and Citizen Focus Directorate, Deputy Commissioner's Portfolio
Review Date	18 August 2012
Date Issued	19 August 2011

ACHIEVING EQUALITY, IMPROVING CONFIDENCE

MPS DIVERSITY AND EQUALITY STRATEGY 2009-2013

MPS Diversity Executive Board

19th September 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

Freedom of Information Act		
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Title: Performance Measures for the MPS Diversity and Equality Strategy		
Summary: Summary of MPS Performance against the protected characteristics for each theme of the MPS Diversity and Equality Strategy		
Branch/ OCU: Diversity and Citizen Focus Directorate, Deputy Commissioner's Portfolio		
Date created:	Review Date:	Version:
19-Aug-11	18-Aug-12	1.0
Approved by: Denise Milani, Director DCFD		
Authors:	Clive Robinson, Higher Analyst Craig Strong, Higher Analyst Venita Gayle, Analyst 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 by 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 non BME victims had remained relatively stable at around 5% for a number of years before showing a moderate increase in 2010/11 and is 6% at the end of FY 2010/11, a gap that has continued at 6% into 2011/12. Both BME and non BME satisfaction has reduced over the last two successive quarters and this may suggest an emerging trend.</p>
	<p>The following boroughs are identified as exceptions: BME respondents in Bexley have satisfaction levels that are much lower (at the 95% level) than non BME respondents. In Camden and Sutton BME respondents also have statistically significantly lower satisfaction levels than non BME's. The satisfaction level of BME respondents in Brent, Hackney, Redbridge and Wandsworth are statistically significantly higher than the MPS average.</p>
	<p>Drivers of satisfaction gap: Levels of satisfaction for the Police listening, understanding local concerns and dealing with issues that matter to people have remained steady at around 70%. The previous rise in Q4 2010/11 was counteracted by the fall in the latest quarter.</p>
Proposed Actions	<p>The TP action plan to close the satisfaction gap was being presented to the DEB on 26 Jul 2011. A further update will be provided to the November Board.</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>Borough Variations (Fair treatment): The following boroughs perform worse than the MPS average against the key questions of fair treatment: Camden, Enfield, Greenwich, Hackney, Haringey, Havering, Hounslow, Islington, Kingston upon Thames and Lambeth.</p> <p>Borough's also showing a downward trend in both the last two quarters: - Enfield, Islington and Kingston upon Thames.</p>
	<p>Borough Variations (Community Engagement): The following boroughs perform worse than the MPS average against the key community engagement indicators: Barnet, Croydon, Enfield, Greenwich, Haringey, Havering, Islington, Kingston upon Thames, Lambeth and Redbridge.</p> <p>Borough's showing a downward trend in both the last two quarters: - Barnet, Croydon, Enfield, Haringey, Islington, Kingston upon Thames, Lambeth and Redbridge.</p>
	<p>Confidence:</p> <ul style="list-style-type: none"> * Those aged 15-24, those with 'No Religion' and those people from a black or mixed black ethnic background are statistically significantly less likely to feel the police treat people with respect. * Respondents aged 55+ and those from the Hindu faith are statistically significantly more confident "The police would treat you with respect if you had contact with them for any reason".

Key areas where performance improvement is required (continued)

iii. Consistency of service to hate crime victims (across crime, victims and boroughs)

	<p>People Stopped: FY 10/11 compared to the previous year there has been a decrease in respondents stating that they were given a reason why they were arrested following being searched. There was also a decrease in the respondents stating they were given an explanation of the procedure and when arrested that they were treated with respect. The arrest rate for people stopped from a White, Black or Other background was similar while those of an Asian background was lower. The arrest rate for women is higher than that for men and conversely lower for younger people aged below 25.</p>
	<p>Borough Variations (Stop and arrest): The overall arrest rates by ethnicity group are broadly similar except for the Asian category, which is consistently lower across the MPS Boroughs. Boroughs where this was not the case include Havering, Kensington and Chelsea, Kingston upon Thames and Lambeth.</p>
Proposed Actions	An update on the next steps of the pilot in Lewisham was presented to the DEB 26th July 2011 and the board will be kept informed on progress.
	<p>The MPS achieved its sanction detection targets for domestic violence, race hate crime and homophobic crime for FY 2010/11. The apparent reduction for 2011/12 Q1 is due to the time lag between a crime being committed and many SD's being achieved.</p> <p>Over the longer term there are significant differences in the hate crime sanction detection (SD) rates for certain victim groups, Statistically Significantly lower SD rate for:</p> <ul style="list-style-type: none"> * Domestic Violence for BME and disabled victims. * VAP offences for disabled victims. * Faith Hate offences for female victims. * Homophobic offences for male victims. <p>Borough variations Racist SD's: Boroughs identified as having statistically significant lower SD rates for racist crimes were Barking and Dagenham, Bexley, Harrow and Redbridge. However, in Newham, the SD rate for race hate crimes was higher than all the other boroughs.</p>

iv. Staff Satisfaction, FAWs and ETs

Key Findings / High Risk Area	<p>The number of FAW have continued to increase during FY 2011/12 compared to the same period of the previous year. Levels of disproportionality in FAWs initiated by BME officers continue to be high. Both male and female police officers have initiated more FAWs this year compared to last year. For FAWs and ETs claims are most likely to relate to disability and ethnicity. The data suggests that FAWs initiated by BME officers and staff are much more likely to lead to an ET than those initiated by other staff.</p> <p>Results from the Your View Count survey have consistently shown lower levels of satisfaction amongst disabled employees.</p>
Proposed Actions	An update on both of these areas is due to be discussed at the DEB in September 2011.

v. Workforce Composition and Progression

Key Findings / High Risk Area	<p>There has been considerable success in increasing the recruitment of MSC officers into the MPS (2,399 were recruited in 2010/11). Since 2006/07 the proportion of female MSC officers recruited has remained fairly constant (between 30-33%). The numbers of those both joining and voluntary leavers has been low so far in 2011 than in previous years.</p> <p>The numbers of both female and BME Police and Police Staff have continued their slow increase in progressing to higher positions within the organisation.</p>
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Theme 1: Fair and responsive services

Lead: AC Ian McPherson

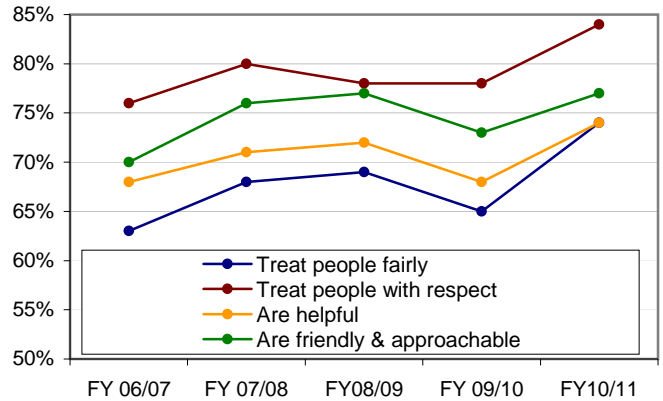
Aim

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)

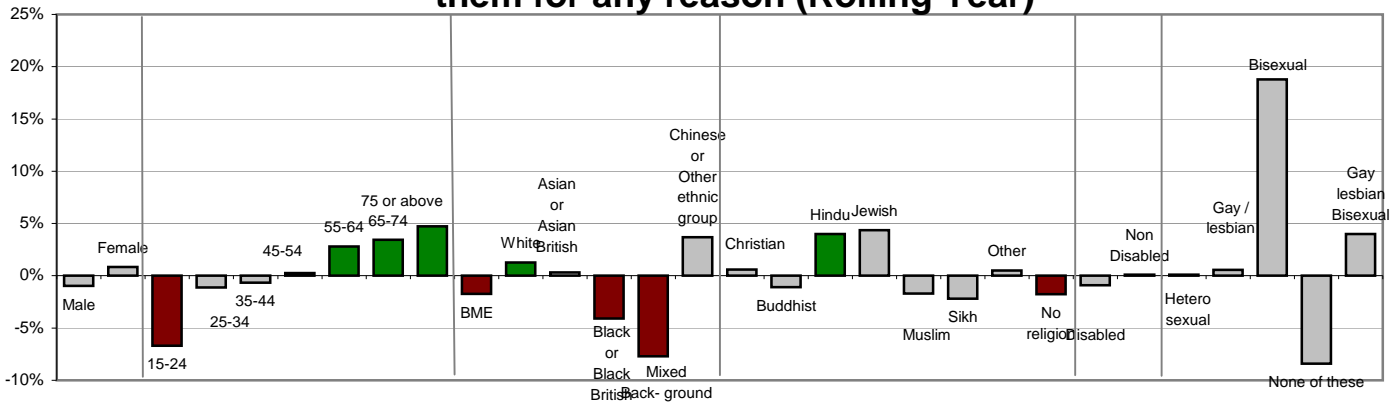
Performance Measures	Latest Quarter Apr11-Jun11	Change (from last qtr)
Percentage believing that the police treat people fairly	77%	-2%
Percentage believing that the police treat people with respect	85%	-3%
Percentage believing that the police are helpful	79%	1%
Percentage believing that the police are friendly and approachable	84%	3%

Fair and responsive services, by financial year



Disproportionality Analysis PAS July 2010 to June 2011

The police would treat you with respect if you had contact with them for any reason (Rolling Year)



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**.

Commentary on Current Performance:

* Groups statistically significantly lower than the MPS total for 'respect' are 15-24 year olds, no religion and those respondents with a black or mixed ethnic background. This view from the public has been broadly consistent for the past five quarters.

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

The MPS Confidence and Satisfaction Board continues to drive activities to improve police confidence, involving representation from all MPS Business groups.

Theme 1: Fair and responsive services

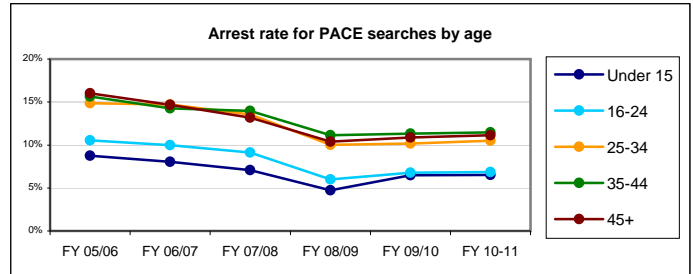
Lead: AC Ian McPherson

Aim

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

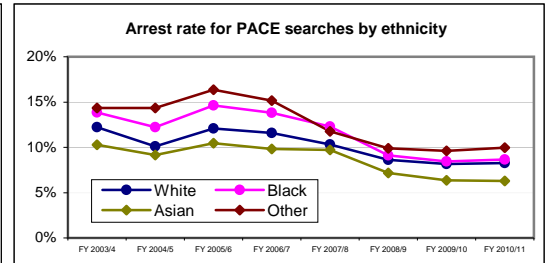
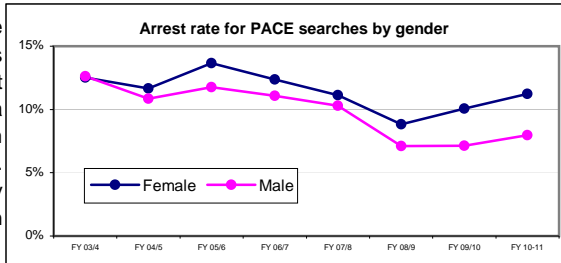
Current Performance Source: MPS Stops Database & MPS Public Attitude Survey

Performance Measures	Proportion of PAS respondents	Current FY Q1 11/12
Percentage of those searched / arrested given reasons	Those searched / arrested: 172	78%
Percentage of those searched / arrested given an explanation of the procedure		77%
Percentage of those searched / arrested treated with respect		69%



Rolling year to end June 2011, data as at 11th July 2011

The data for the following three graphs was taken from the Stops reporting tool. They show that although arrest rates took a downward trend in FY08/09, from 09/10 they have raised slightly. Females have a statistically significant higher arrest rate than males.

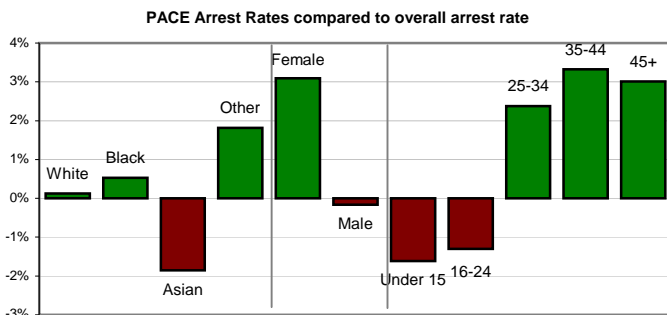


Disproportionality Analysis

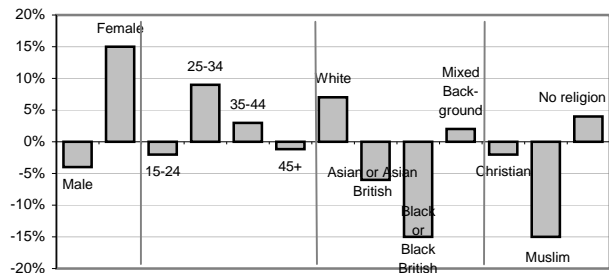
NOTE: Full tables and Borough PACE Arrest Data can be seen in Appendix 1

Sources:

PACE Arrest rates from the MPS Stops Database FY 10-11	People stopped - felt they were treated with respect - from MPS Public Attitude Survey FY Q1 11/12
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People stopped: Percentage felt they were treated with respect



Methodological note:

Numbers too small for any meaningful statistical analysis

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**.

Commentary on Current Performance:

The arrest rate for PACE searches is statistically significantly lower than the MPS average for Asian people and those under 25 years. The arrest rate for those from a White or Black background is very similar (within 1% of each other). The satisfaction levels for people stopped from an Asian background are significantly lower than the overall levels. This view from the public has been broadly consistent for the past four quarters. Female arrest rates are statistically significantly higher than Male arrest rates and this gap appears to be widening.

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 surveys and engagement events. A report on the next steps was presented to the Diversity Executive Board in July.

Theme 1: Fair and responsive services

Lead: AC Ian McPherson

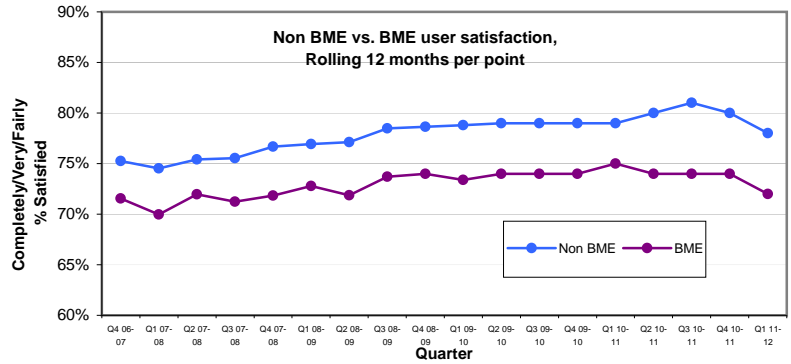
Aim

We will work to understand and tackle the causes of dissatisfaction

Current Performance

Key Performance Indicators	Latest data
% of Non BME victims satisfied with overall service provided by the police (APACS PI 1.2)	78.0% April - Jun11
% of BME victims satisfied with overall service provided by the police (APACS PI 1.2)	72.0% April - Jun11
Satisfaction gap between BME and Non BME victims	6.0%

Source: Quarterly MPS User Satisfaction Survey (USS)

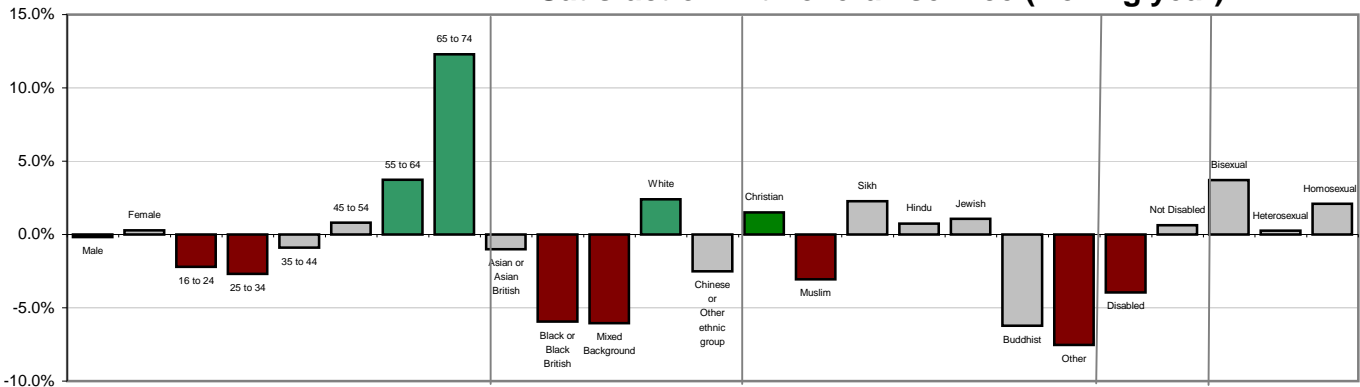


Disproportionality Analysis

Source: MPS User Satisfaction Survey July 10-June 11

Note: Borough results are presented in Appendix 1

Satisfaction with overall service (Rolling year)



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' are not shown in the graph.

Commentary on Current Performance:

- * The rolling victim satisfaction gap has closed slightly in the last two quarters to 6%. Satisfaction levels for both BME and non BME respondents appears to be on the decline over the last two quarters.
- * Groups statistically significantly lower than the MPS total are 16-34 year olds, respondents with a black or mixed ethnic background. The same was true for respondents who are Muslim or have no religion, and those with a disability. Additionally, respondents with a black or mixed ethnic origin show statistically significantly lower levels of confidence 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 five quarters.

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. An update on this work is due to be presented to the Diversity Executive Board in November 2011.

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	FY11 Q1	Previous Qtr
How good a job do you think the police in this area are doing?	66%	70%
How good a job do you think the police in London as a whole are doing?	64%	66%

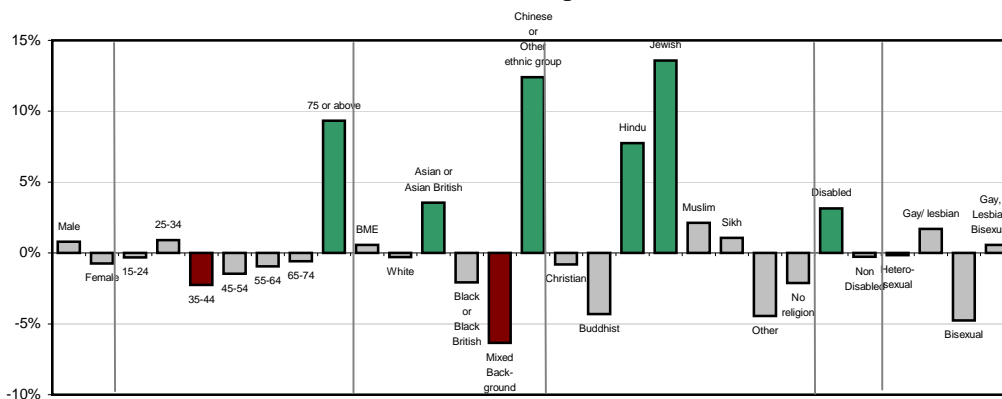
Disproportionality Analysis

Source: PAS July 2010 - June 2011

Note: Borough results are presented in Appendix 1

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

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**.

Commentary on Current Performance:

* Levels of confidence are lower among 35-44 year olds than other age groups. Those aged 75 and above have higher levels of confidence in the Police. Additionally Asian, Hindu, Jewish and disabled respondents also have higher levels of confidence in the Police.

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

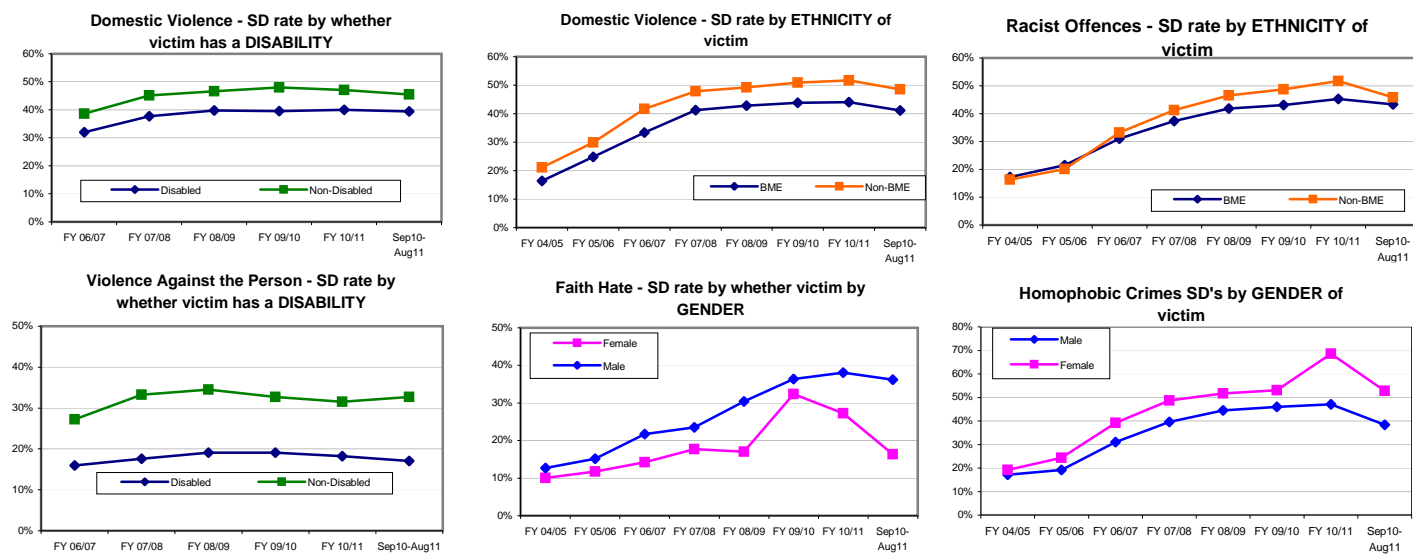
Aim

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

Current Performance

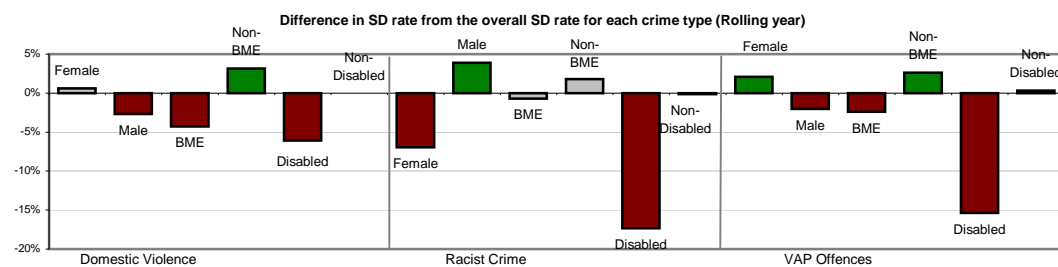
	Current rolling year		CRIMES	SD's
	Sep10-Aug11			
Domestic violence sanction detection rate	45.3%		47,471	21,525
Race Faith hate crime sanction detection rate	44.0%		7,721	3,399
Religious hate crime sanction detection rate	29.5%		542	160
Homophobic crime sanction detection rate	41.9%		1,170	490

Source: - PIB - Diversity MetStats



Disproportionality Analysis

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



Sep10-Aug11

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**.

Commentary on Current Performance:

- * For victims of DV and VAP offences, SD rates are statistically significantly lower for male, BME and disabled victims.
- * For Racist crimes, female and disabled victims have statistically significantly lower SD rates.

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

The CSU Team, Crime and Customer Strategy, together with the Diversity and Citizen Focus Directorate (DCFD) have recently completed a scrutiny of TP investigated sexual offences on behalf of the MPA Domestic and Sexual Violence Board looking into the disproportionality in outcomes where the victim is BME, under 16 or has a mental health issue or learning difficulty. The report has made several recommendations to address the issues identified and these recommendations are being progressed by the Crime and Customer Command.

The CSU team together with DCFD and the Muslim Safety Forum are nearing the completion of an extensive project examining the investigation of Islamophobic incidents and Muslim victims. The report is due to be launched in September/October 2011. The report will highlight gaps in service delivery and recommendations on how to address these shortcomings.

The learning from the above two reports will be shared across the MPS to address issues of disproportionality.

Theme 2: Community Engagement Lead: DAC TP

Aim

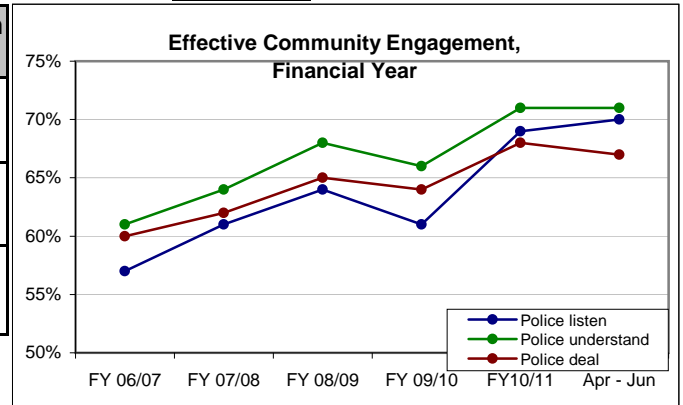
- * We will improve our relationship with all our communities, recognising that effective engagement is the most important driver of public confidence in the police
- * We will improve our understanding of the communities we serve, ensuring that our engagement meets the needs of all communities, including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

Current Performance

Performance measures	Apr to June 11	Change (from last qtr)
Percentage of people agreeing that police listen to local concerns	70%	↓ 3%
Percentage of people agreeing that police understand local concerns	71%	↓ 3%
Percentage of people agreeing that police deal with local concerns	67%	↓ 2%

Source: MPS Public Attitude Survey

Context

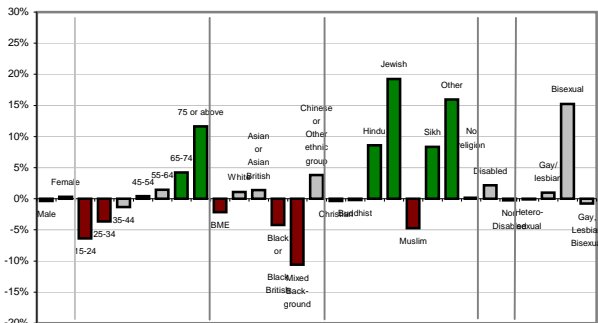


Disproportionality Analysis

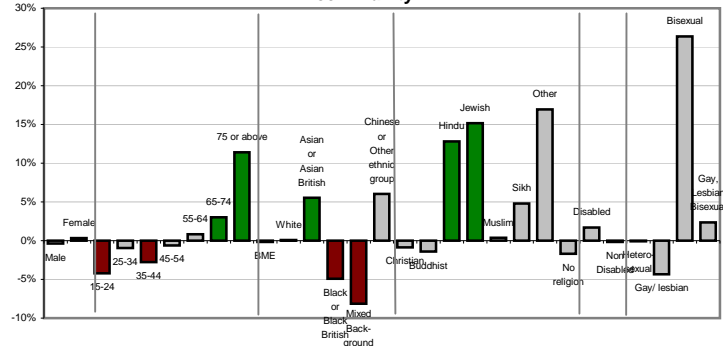
Source: MPS Public Attitude Survey July10 to June11

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**.

Commentary on Current Performance

- * The three critical measures of community engagement, the percentage of people agreeing that police listen, understand and deal with local concerns, all increased during FY 2010/11 compared to FY 2009/10.
- * Older respondents, i.e. those aged 65+ are significantly more likely to believe the police are listening to, understand and deal with their concerns. Respondents from a Black or mixed ethnic background and those aged 15-24 are significantly less likely to agree with these statements.

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 was presented to the Diversity Executive Board on 29 March 2011 and has been approved by the MPS Confidence and Satisfaction Board and the MPA.

Theme 3: Workforce and Culture, Recruitment and Voluntary Resignation

Lead: Alex Walsh

Aim

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

Current Performance

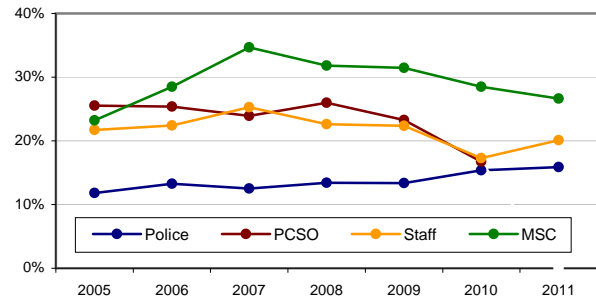
April 11 to end July 11

RECRUITMENT April 11 to end July 11	GENDER		ETHNICITY	
	Percentage	Higher/lower than % in workforce	Percentage	Higher/lower than % in workforce
Police Officers 25	24% Female	▬	8% BME	↓
Police Staff 80	46% Female	↓	24% BME	↑
PCSOs 0	No PCSOs have been recruited during 2011/12			
MSCs 646	32% Female	↑	26% BME	↓

VOLUNTARY WASTAGE April 11 to end July 11	GENDER		ETHNICITY	
	Percentage	Higher/lower than % in workforce	Percentage	Higher/lower than % in workforce
Police Officers 90	19% Female	↓	14% BME	↑
Police Staff 84	55% Female	↓	23% BME	▬
PCSOs 42	33% Female	↓	27% BME	↓
MSCs 292	31% Female	▬	31% BME	↑

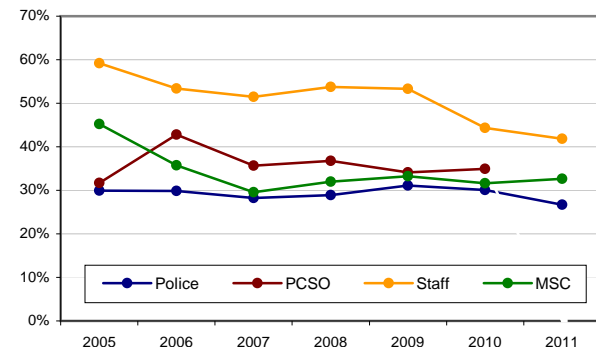
Source: Workforce Data Report

Workforce and Culture, BME Recruitment



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

Workforce and Culture, Female Recruitment



Commentary on Current Performance

Performance on the recruitment of the ethnicity of police officers is reported routinely to the Performance Board. Due to the current economic constraints, very little external recruitment is taking place. Absolute levels of resignation across all groups are very small, however the higher rate of BME Police Officers leaving the service will ultimately lead to lowering their representation in the MPS as a whole.

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.

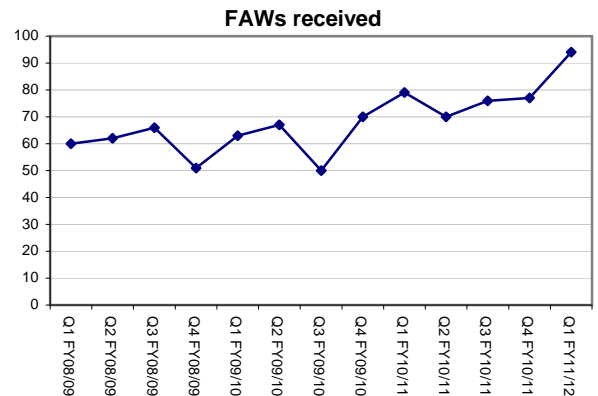
Current Performance

Fairness At Work (FAW) per 1000 employees

FY 2010/11	Police Officers	Police Staff	PCSO	April - August FY11/12	Police Officers	Police Staff	PCSO
	159	120	16		47	45	11
BME	8.2	13.6	9.0	BME	2.0	3.8	2.6
Non-BME	4.6	7.3	1.2	Non-BME	1.4	3.1	2.9
Ratio	1.76	1.86	7.42	Ratio	1.38	1.21	0.89
FY 2010/11	Police Officers	Police Staff	PCSO	April - August FY11/12	Police Officers	Police Staff	PCSO
	163	137	20		47	47	8
Male	4.8	10.2	4.3	Male	1.2	3.4	0.8
Female	6.1	9.8	4.4	Female	2.3	3.5	4.4
Ratio	1.27	0.97	1.02	Ratio	1.83	1.02	5.64

*Data excludes the unknowns/not stated.

Context



Source: HR FAW Unit

Disproportionality Analysis

April - August FY11/12

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	94	2.1% 2	2.1% 2	0.0% 0	9.6% 9	1.1% 1	0.0% 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

Of the FAW claims the most common reason given is related to disability issues and then issues of ethnicity and gender.

BME Police Officers are more likely to raise a FAW than non BME Police Officers and female PCSO's are five times more likely to raise a FAW than male PCSO's.

Female Police Officers were twice as likely to raise a FAW than male Police Officers.

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

There will be an ET / FAW presentation to the Diversity Board in September 2011.

Theme 3: Workforce and Culture, ETs 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

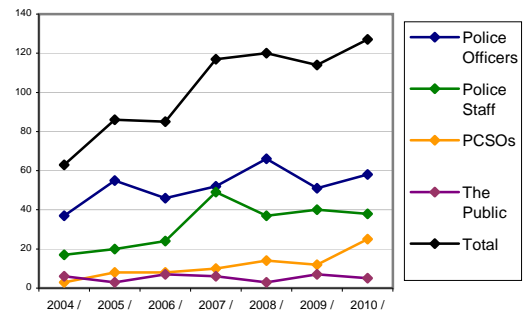
FY 2010/11	Police Officers	Police Staff	PCSO	FYTD 2011/12 Q1	Police Officers	Police Staff	PCSO
	57	34	25		19	8	3
BME	6.13	5.97	10.55	BME	2.29	1.26	0.00
Non-BME	1.26	1.27	3.35	Non-BME	0.42	0.38	1.10
Ratio	4.86	4.68	3.15	Ratio	5.50	3.33	
FY 2010/11	Police Officers	Police Staff	PCSO	FYTD 2011/12 Q1	Police Officers	Police Staff	PCSO
	58	38	25		19	8	3
Male	1.45	2.31	6.63	Male	0.45	0.17	0.39
Female	2.73	2.90	3.14	Female	1.06	0.89	1.48
Ratio	0.53	0.80	2.11	Ratio	0.43	0.19	

One person declined to say their ethnicity

The numbers were too small to be meaningful for PCSO's.

Context

Employment Tribunals 2004/05 - 2010/11



Source: HR ET Unit

Disproportionality Analysis

FYTD 2011/12 Q1

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
ET's New claims received	30	21%	18%	3%	45%	6%	6%
FYTD 2011/12 Q1		7	6	1	15	2	2

Notes:

There were 30 new employment tribunal claims received during the period April - June 2011. 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

A quarter of all new ETs cite either race or gender discrimination, 45% cite disability discrimination. This is also true for previous years.

Further work should be carried out to determine the nature of the race, gender 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. The proportion of BME police officers and staff who take out a FAW is greater than the proportion of BME police officers and staff who take out an ET.

Theme 3: Workforce and Culture, Staff Satisfaction

Lead: DAC Mark Simmons

Aim

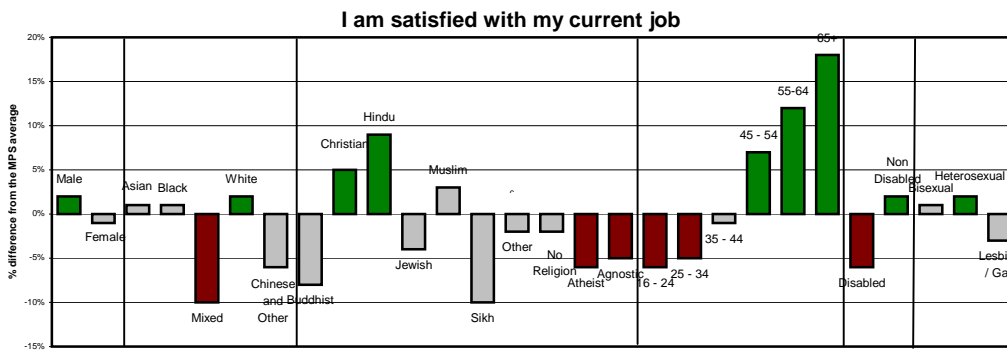
* We will do more to equip our staff so they have the confidence to deal with issues of diversity and equality, while acting professionally, treating people fairly and with respect.

Source: MPS
"Your views
count" staff
Survey

Indicator	Q3&4 FY 10/11 agreement rate	Q1&2 FY10/11 agreement rate	Public sector norm
I am satisfied with my current job	61%	61%	62%
I am treated with fairness and respect	61%	65%	64%
I make good use of my skills and abilities	74%	76%	54%
I am provided with good career opportunities	33%	37%	37%
I am clear for what the priorities are for my team	75%	76%	n/a
I am helping to make London the safest major city in the world	65%	67%	n/a

Disproportionality Analysis

Q3&4 2010/11



Satisfied with current job:

Male, White, Heterosexual and Christian and Hindu respondents and respondents aged 45+ are more likely to agree with this statement.

Disabled respondents, those of a mixed ethnic background, Atheists, Agnostics and those aged 16-34 are less likely to agree with this statement.

Source MPS "Your Views Count" Staff Survey

Commentary on Current Performance

Treated with fairness and respect: White, Christian, Non-disabled, Non-religious, Heterosexual respondents and respondents aged 16-24 or 55-64 are more likely to agree with this statement. Disabled and bisexual respondents are least likely to agree with this statement. The MPS level of agreement for Q3&4 FY 2010/11 has dropped by 3% compared to Q1&2 FY10/11.

Make good use of skills and abilities: Females, Black, Christian, Muslim, Non-Disabled and Heterosexual respondents those aged 18-24 or 45+ are more likely to agree with this statement. Disabled, 25-34, atheists and 'other religion' respondents are less likely to agree with this statement. The MPS level of agreement for Q3&4 FY 2010/11 has dropped by 3% compared to Q1&2 FY10/11.

Provided with good career opportunities: Black, Christian, Non-disabled and Heterosexual respondents and respondents aged 16-34 are more likely to agree with this statement. Disabled, Buddhist and Atheist respondents are less likely to agree with this statement. The MPS level of agreement for Q3&4 FY 2010/11 has dropped by 4% compared to Q1&2 FY10/11.

Clear on priorities for team: Female, White, Christian, Non-disabled and Heterosexual respondents and respondents aged 16-24 or 45-64 are more likely to agree with this statement. Disabled respondents are less likely to agree with this statement. The MPS level of agreement for Q3&4 FY 2010/11 has remained the same since Q1&2 FY10/11.

Helping make London safest major city: Male, Female *, Asian, Black, white, Christian, Hindu, Muslim, Sikh, Non-disabled and Heterosexual respondents and respondents aged 16-24 or 45-64 are more likely to agree with this statement. Atheist, Agnostic or respondents aged 25-34 are least likely to agree. The MPS level of agreement for Q3&4 FY 2010/11 has dropped by 2% compared to Q1&2 FY10/11.

* Both male and female respondents agreed with this statement more than the MPS average, because respondents preferring not to disclose their gender agreed the least.

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

June 10- May 11

Rolling year

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	170	5.24	79	2.44	20	0.62	61	1.88	10	0.31
BME	48	10.58	28	6.17	8	1.76	8	1.76	4	0.88
Ratio BME/White officers		2.02	0.00	2.53	0.00	2.86	0.00	0.94	0.00	2.86

Misconduct Hearings under Taylor

June 10- May 11

Rolling year

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	3	0.09	28	0.86	7	0.22	8	0.25
BME	0	0.00	9	1.98	0	0.00	4	0.88
Ratio BME/White officers		0.00	0.32	2.30	0.00	0.00	0.50	3.58

1 July 10 - 30 June 11

(Source - HR ES data - Rolling year)

Outcomes								
Police Staff Discipline (incl. PCSO)	Attendance		Gross Misconducts / convictions Boards		Misconducts		Total	
	No. Staff	per 1000 staff	No. Staff	per 1000 Staff	No. Staff	per 1000 Staff	No. Staff	per 1000 Staff
Ethnicity								
Non BME	23	0.55	86	2.04	41	0.97	150	3.56
BME	7	1.12	82	11.11	24	7.38	113	15.30
Ratio BME/White officers		2.06		5.44		7.59		4.30
PCSO Discipline	No. Staff	per 1000 staff	No. Staff	per 1000 Staff	No. Staff	per 1000 Staff	No. Staff	per 1000 Staff
Non BME	6	2.19	46	16.80	22	8.03	74	27.03
BME	2	1.74	46	40.03	14	12.18	62	53.96
Ratio BME/White officers		0.79		2.38		1.52		2.00

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.

Misconduct **Meetings** under Taylor show that BME Police Officers are over twice as likely to receive a first or final written warning than non BME Police Officers. The proportions 'given advice' are similar while BME Police Officers are over twice as likely to have their misconduct hearing conclude no action or not proven.

Misconduct **Hearings** under Taylor show that BME Police Officers are over twice as likely to be dismissed without notice.

Discipline figures for all Police Staff (including PCSO's) shows that the level of proceedings against BME staff is over four times that of non BME.

Theme 3: Workforce and Culture, Progression

Lead: Alex Walsh

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.

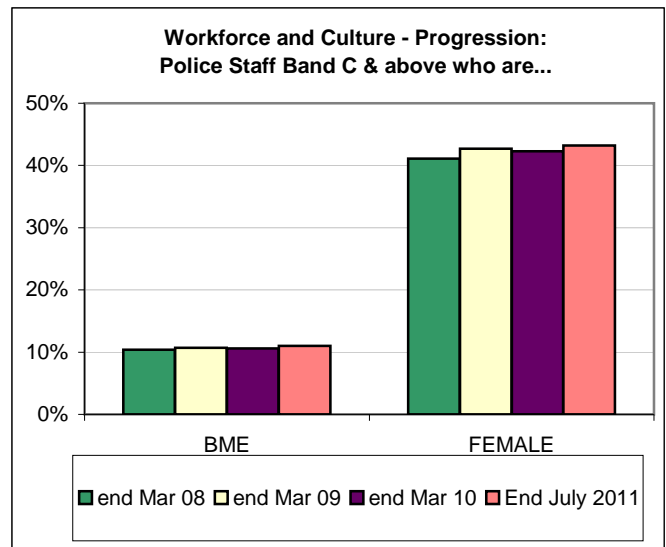
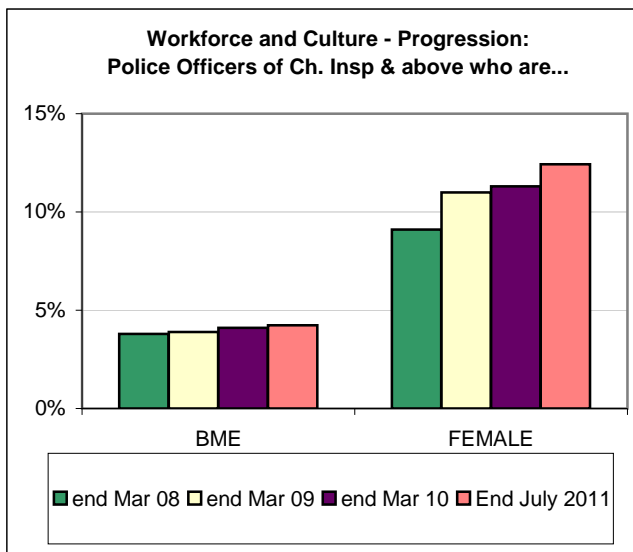
Current Ratio of MPS Staff

Police officers	PC - Insp	Ch.Insp & above	Total
BME	9.7%	4.2%	9.6%
Female	23.9%	12.4%	23.6%
Police staff	Band D & below	Band C & above	Total (incl. Industrial)
BME	25.3%	11.0%	23.1%
Female	59.5%	43.2%	57.0%

Source: HR Workforce Data Report

End July 2011

Context



Commentary on Current Performance

The progression of Police Officers to senior positions for both female and BME continues to slowly increase year on year.

The progression of BME Police staff to senior positions appears to have plateaued.

The progression of female Police staff in senior positions is constant.

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

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
North Area					
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%
North East Area					
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	4	0	0	14	78%
JC - Waltham Forest	8	1	7	2	50%
North West Area					
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%
South East Area					
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%
South West Area					
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%
Westminster					
CW - Westminster	7	1	5	5	56%

Commentary on Current Performance

B/OCUs are currently being advised on how to provide evidence for the Integration Phase of the project.

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

This is currently a priority for DCFD and resources have been allocated accordingly. Equality and Diversity Action Plans will be updated to reflect gaps identified through consultation with B/OCUs and Diversity Advisors.

Theme 4: Governance and Performance Management

Lead: Denise Milani

Business Groups	Satisfaction Level				OCU Score
	Not at all	Not very	Fairly	Very	
Territorial Policing					
MSC	0	2	6	4	83%
Royal Parks OCU	5	10	5	1	29%
Safer Transport	0	0	8	12	100%
CCC	0	0	8	6	100%
Central Operations					
CO1	0	0	6	10	100%
CO3	1	1	8	5	87%
CO5	2	2	4	11	79%
CO11	1	2	3	12	83%
CO12	0	8	6	3	53%
CO15	0	0	5	15	100%
CO16	1	4	5	8	72%
CO19	0	0	0	22	100%
CO20	0	0	3	18	100%
Specialist Operations					
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%
Specialist Crime Directorate					
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%
Human resources					
HR	0	0	3	5	100%
Deputy Commissioners Portfolio					
DPS	0	2	7	3	83%
Directorate of Public Affairs					
DPA	0	0	5	14	100%
Resources Directorate					
DoR	0	0	1	7	100%
Directorate of Information					
DoI	0	0	0	4	100%

Commentary on Current Performance

B/OCUs are currently being advised on how to provide evidence for the Integration Phase of the project. Progress made will be reported back to DEB in September.

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

This is currently a priority for DCFD and resources have been allocated accordingly. Equality and Diversity Action Plans will be updated to reflect gaps identified through consultation with B/OCUs and Diversity Advisors.

Appendix 1: Data Tables

Public Attitude Survey Data Table

(Source: SRAU, PAS and USS)

Confidence and Satisfaction: borough results

FY Q1 11/12

	Confidence of citizens: key factors						Satisfaction of service users: key factors				Rank of satisfaction within MSF (source: iQuanta Dec 09)
	'Partner' confidence	'Good job' confidence	Engage ment	Fair Treatment	Effective-ness	Perceptions of ASB	Overall Satisfaction	Police Actions	Follow-up	Treatment	
MPS AVERAGE	51%	67%					0%				
Barking & Dagenham	50%	68%	C	C	C	C	74%	D	D	D	11 out of 15
Barnet	30%	60%	D*	D	D*	D*	73%	D	F	C	15 out of 15
Bexley	49%	61%	C	C	C	C	74%	D	F	F	10 out of 15
Brent	44%	77%	D	C	F	C	76%	C	C	C	5 out of 15
Bromley	60%	73%	C	F	C	F	80%	D	D	D	8 out of 15
Camden	60%	66%	C	C	C	C	76%	D	C	C	5 out of 12
Croydon	44%	73%	D*	C	F	C	71%	D	D	F	14 out of 15
Ealing	43%	68%	C	C	F	C	75%	D	D	F	9 out of 15
Enfield	62%	76%	D*	D*	D*	C	75%	D	F	C	9 out of 15
Greenwich	33%	49%	D	D	C	C	71%	D	C	F	11 out of 15
Hackney	55%	65%	D	C	D*	C	71%	D	D	D	12 out of 15
Hammersmith & Fulham	73%	71%	C	C	C	C	77%	F	C	C	6 out of 15
Haringey	60%	64%	D*	C	C	C	75%	D	C	D	15 out of 15
Harrow	44%	80%	D	C	C	C	77%	F	F	D	8 out of 15
Havering	39%	60%	F	C	C	C	80%	D	C	F	12 out of 15
Hillingdon	42%	67%	C	C	F	C	79%	D	C	C	13 out of 15
Hounslow	63%	69%	F	F	C	C	74%	C	C	C	15 out of 15
Islington	61%	63%	D*	D*	F	C	77%	D	D	C	10 out of 15
Kensington & Chelsea	56%	68%	F	C	D*	C	79%	D	F	F	5 out of 15
Kingston upon Thames	66%	68%	D*	D*	D*	F	79%	C	C	C	6 out of 15
Lambeth	43%	57%	D*	F	D*	C	71%	D	D	D	8 out of 15
Lewisham	35%	49%	C	C	C	D	73%	D	D	C	11 out of 15
Merton	59%	78%	D*	D	D*	C	79%	F	C	D	9 out of 15
Newham	51%	57%	D	C	D	C	75%	C	C	C	15 out of 15
Redbridge	52%	70%	D*	F	D	F	75%	D	D	D	11 out of 15
Richmond upon Thames	59%	73%	C	C	C	C	80%	D	C	D	5 out of 15
Southwark	47%	54%	F	C	F	C	74%	D	D	C	13 out of 15
Sutton	60%	82%	C	C	D*	C	82%	C	C	D	3 out of 15
Tower Hamlets	60%	65%	F	C	C	C	73%	D	F	D	15 out of 15
Waltham Forest	57%	74%	D	F	C	D*	77%	D	F	C	9 out of 15
Wandsworth	61%	69%	C	C	C	C	75%	D	D	D	12 out of 15
Westminster	52%	60%	C	C	F	C	80%	F	C	F	1 out of 4

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 2010 Q2+3+4 and FY2011 Q1

Data extracted 11/07/2011

PACE Arrest Rates	Total	White	Black	Asian	Other	Female	Male	5-15	16-24	25-34	35-44	45+
Comparison with "Total"		0.1%	0.6%	-1.9%	1.6%	3.0%	-0.1%	-1.8%	-1.5%	2.2%	0.1%	2.8%
MPS Arrest Rate	8.3%	8.4%	8.9%	6.4%	9.9%	11.3%	8.2%	6.5%	6.8%	10.5%	8.4%	11.2%
Base sizes	486,491	221,029	164,770	80,612	20,080	24,855	466,764	55,477	276,603	97,806	59,266	23,796

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

ROLLING YEAR ARREST RATES (COMPARED TO MPS AVERAGE)	AGE 5-24				AGE 25+				ALL AGES			
	Arrest rates				Arrest rates				Arrest rates			
	White	Black	Asian	Other	White	Black	Asian	Other	White	Black	Asian	Other
BARKING AND DAGENHAM	7.9%	10.4%	3.9%	8.9%	9.9%	11.1%	10.4%	15.6%	8.5%	10.6%	5.6%	10.8%
BARNET	6.1%	7.1%	4.0%	4.4%	9.2%	10.9%	9.0%	13.7%	7.1%	8.0%	5.3%	7.4%
BEXLEY	6.5%	10.2%	6.8%	3.8%	13.3%	10.5%	12.9%	13.5%	8.0%	10.3%	9.0%	7.6%
BRENT	10.1%	10.6%	6.0%	10.5%	16.5%	17.0%	11.5%	19.5%	13.0%	12.3%	7.6%	13.2%
BROMLEY	6.6%	9.5%	6.3%	10.0%	11.5%	10.3%	10.9%	11.7%	7.8%	9.7%	8.0%	10.6%
CAMDEN	6.6%	6.6%	5.8%	9.1%	10.3%	12.6%	9.8%	12.0%	8.1%	8.2%	6.7%	10.0%
CROYDON	6.0%	7.0%	3.6%	7.0%	9.7%	8.6%	9.8%	14.1%	7.4%	7.4%	5.0%	8.9%
EALING	8.3%	7.4%	6.2%	8.5%	9.8%	10.3%	9.3%	12.0%	9.0%	8.2%	7.6%	9.5%
ENFIELD	5.6%	7.6%	5.9%	5.5%	10.1%	12.1%	10.4%	3.1%	7.0%	8.5%	7.3%	4.7%
GREENWICH	6.2%	5.2%	3.5%	5.0%	8.5%	9.4%	15.1%	8.9%	6.9%	5.8%	6.5%	5.9%
HACKNEY	7.8%	7.3%	6.4%	6.5%	11.8%	11.7%	11.2%	14.0%	9.5%	8.6%	7.9%	8.8%
HAMMERSMITH & FULHAM	5.6%	5.9%	5.4%	7.9%	9.8%	11.4%	7.9%	13.3%	7.4%	7.3%	5.9%	9.1%
HARINGEY	5.7%	8.5%	6.0%	4.7%	8.1%	9.6%	7.1%	8.6%	6.6%	8.8%	6.4%	6.2%
HARROW	6.5%	8.6%	4.5%	7.3%	8.8%	15.7%	7.4%	23.3%	7.3%	9.9%	5.2%	11.8%
HAVERING	7.8%	9.5%	10.1%	7.9%	15.6%	10.8%	8.0%	19.2%	9.6%	9.7%	9.3%	11.2%
HILLINGDON	5.6%	6.4%	5.1%	7.8%	11.2%	12.8%	7.8%	8.8%	7.1%	7.5%	6.0%	8.0%
HOUNSLOW	5.9%	5.9%	5.4%	4.6%	10.3%	9.4%	9.4%	11.1%	7.4%	6.7%	6.7%	6.4%
ISLINGTON	8.0%	9.3%	6.0%	9.3%	14.4%	18.3%	10.4%	17.4%	10.6%	11.8%	7.0%	12.1%
KENSINGTON AND CHELSEA	6.0%	5.7%	7.8%	5.2%	7.4%	10.0%	7.1%	9.5%	6.7%	7.2%	7.5%	6.8%
KINGSTON-UPON-THAMES	6.9%	8.1%	8.4%	9.3%	12.5%	7.6%	5.4%	13.3%	8.5%	8.0%	7.7%	10.3%
LAMBETH	8.3%	7.7%	7.4%	8.9%	8.8%	11.3%	9.3%	13.3%	8.6%	8.8%	8.1%	10.9%
LEWISHAM	6.4%	7.0%	4.4%	8.9%	8.1%	10.9%	9.7%	19.0%	7.0%	7.8%	5.5%	12.2%
MERTON	8.7%	9.2%	3.9%	10.0%	12.6%	10.2%	8.4%	9.9%	10.0%	9.4%	5.1%	10.0%
NEWHAM	6.6%	7.2%	4.1%	4.7%	10.0%	10.9%	8.2%	7.4%	8.1%	8.0%	5.0%	5.5%
REDBRIDGE	5.3%	7.1%	3.0%	5.8%	9.6%	11.1%	7.5%	8.3%	6.8%	8.2%	4.2%	6.5%
RICHMOND-UPON-THAMES	5.0%	8.2%	5.7%	8.1%	6.3%	9.1%	6.4%	4.2%	5.5%	8.5%	6.0%	6.8%
SOUTHWARK	5.9%	7.0%	3.9%	11.8%	9.6%	11.2%	13.5%	21.8%	7.6%	8.2%	6.6%	16.0%
SUTTON	6.1%	9.2%	6.6%	8.6%	11.9%	12.8%	15.2%	13.0%	7.5%	10.1%	9.3%	10.0%
TOWER HAMLETS	11.8%	10.9%	5.5%	12.3%	17.3%	15.3%	11.3%	20.3%	14.9%	12.6%	7.0%	16.4%
WALTHAM FOREST	7.0%	7.1%	4.3%	6.2%	11.9%	11.9%	8.2%	13.5%	9.1%	8.2%	5.3%	9.4%
WANDSWORTH	8.7%	7.9%	4.0%	8.3%	13.4%	14.3%	11.5%	18.4%	10.7%	9.3%	6.4%	11.5%
WESTMINSTER	7.9%	9.2%	6.9%	8.7%	9.5%	10.7%	9.6%	15.5%	8.8%	9.9%	7.8%	11.4%
AVERAGE MPS ARREST RATE	6.9%	7.8%	5.1%	7.9%	10.6%	11.9%	9.6%	14.0%	8.4%	8.9%	6.4%	9.9%

Royal Parks	3.3%	6.7%	5.7%	3.9%	3.4%	7.0%	10.3%	9.5%	3.3%	6.8%	7.0%	6.3%
SO18 - Aviation Security	8.0%	11.4%	6.5%	19.0%	7.9%	15.1%	9.8%	14.5%	7.9%	13.9%	8.7%	15.9%
TOCU - Transport OCU	8.0%	9.5%	9.6%	11.7%	8.5%	16.1%	15.1%	16.9%	8.3%	11.6%	11.5%	14.5%
TSG	7.3%	8.5%	5.8%	8.7%	9.3%	10.5%	8.4%	13.3%	8.1%	9.2%	6.5%	10.3%

- 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 above 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

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

FY11/12 Q1

At least fairly satisfied	Non-BME	BME	Satisfaction gap
Barking & Dagenham	78%	72%	6%
Barnet	77%	72%	5%
Bexley	80%	59%	21%
Brent	76%	78%	-3%
Bromley	80%	79%	1%
Camden	80%	66%	14%
Croydon	72%	67%	5%
Ealing	77%	73%	4%
Enfield	77%	73%	4%
Greenwich	74%	67%	7%
Hackney	71%	73%	-1%
Hammersmith & Fulham	79%	73%	6%
Haringey	79%	69%	11%
Harrow	79%	78%	1%
Havering	82%	73%	9%
Hillingdon	80%	76%	4%
Hounslow	76%	72%	4%
Islington	77%	75%	1%
Kensington & Chelsea	82%	74%	8%
Kingston-upon-Thames	83%	75%	8%
Lambeth	79%	67%	12%
Lewisham	76%	73%	3%
Merton	82%	77%	6%
Newham	77%	72%	4%
Redbridge	76%	77%	-1%
Richmond-upon-Thames	82%	73%	9%
Southwark	78%	66%	13%
Sutton	86%	71%	14%
Tower Hamlets	78%	68%	9%
Waltham Forest	77%	77%	0%
Wandsworth	76%	79%	-3%
City of Westminster	82%	77%	6%
MPS Average	78%	71%	7%

	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

Note: The exceptions in the table above 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 2011/12 Q1

(Source: Performance Information Bureau, DoI)

Borough data

DOMESTIC VIOLENCE SANCTION DETECTION RATE					
(based on the number of victims rather than the number of offences)					
Borough	Female	Male	BME	Non-BME	Total
Barking & Dagenham	50.8%	52.6%	45.5%	53.2%	51.1%
Barnet	55.8%	58.0%	50.5%	58.9%	56.2%
Bexley	44.1%	47.4%	26.0%	49.1%	44.8%
Brent	42.5%	37.3%	38.3%	47.1%	41.3%
Bromley	46.7%	35.2%	46.0%	43.8%	44.4%
Camden	45.8%	30.4%	38.6%	45.0%	43.0%
Croydon	50.9%	43.8%	45.0%	54.5%	49.7%
Ealing	45.8%	27.3%	35.8%	49.1%	42.0%
Enfield	47.7%	39.2%	38.0%	50.7%	46.3%
Greenwich	48.4%	47.0%	52.4%	46.4%	48.1%
Hackney	47.2%	35.6%	39.5%	50.2%	45.5%
Hammersmith & Fulham	43.2%	44.3%	39.1%	45.5%	43.5%
Haringey	48.0%	51.2%	47.2%	48.9%	48.4%
Harrow	48.1%	45.2%	44.4%	49.4%	47.5%
Havering	47.8%	48.4%	40.4%	49.3%	47.9%
Hillingdon	45.1%	45.8%	41.6%	46.9%	45.2%
Hounslow	44.9%	48.3%	37.2%	52.4%	45.7%
Islington	39.6%	28.3%	35.4%	39.2%	38.0%
Kensington & Chelsea	43.5%	60.0%	54.5%	40.9%	46.6%
Kingston upon Thames	52.2%	45.5%	33.3%	55.0%	51.3%
Lambeth	38.1%	43.1%	33.6%	44.1%	38.9%
Lewisham	43.2%	32.4%	38.3%	45.4%	41.6%
Merton	50.3%	60.0%	40.6%	57.4%	51.8%
Newham	42.6%	48.4%	37.7%	51.9%	43.5%
Redbridge	44.9%	41.5%	37.0%	53.1%	44.3%
Richmond upon Thames	52.3%	40.6%	45.7%	52.5%	50.0%
Southwark	36.9%	31.9%	34.1%	37.9%	35.8%
Sutton	54.8%	32.7%	32.6%	55.1%	50.2%
Tower Hamlets	48.4%	42.3%	49.2%	45.3%	47.4%
Waltham Forest	46.4%	47.0%	46.4%	47.9%	46.5%
Wandsworth	53.0%	63.6%	51.3%	57.6%	55.1%
Westminster	42.1%	44.0%	37.4%	46.9%	42.5%
Overall	46.0%	42.5%	40.6%	48.8%	45.4%
Total number of victims	9,932	2,212	4,848	7,170	12,144


 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 above 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

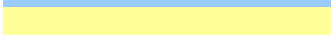
FY 2011/12 Q1

(Source: Performance Information Bureau, DoI)

Borough data

RACIST CRIME SANCTION DETECTION RATE					
(based on the number of victims rather than the number of offences)					
Borough	Female	Male	BME	Non-BME	Total
Barking & Dagenham	21.4%	29.5%	30.6%	11.1%	27.6%
Barnet	28.6%	52.3%	42.2%	50.0%	44.6%
Bexley	20.0%	26.3%	20.0%	33.3%	23.5%
Brent	22.2%	55.9%	42.6%	40.0%	43.2%
Bromley	8.0%	44.4%	26.2%	39.3%	31.4%
Camden	50.0%	52.5%	56.9%	35.0%	51.8%
Croyden	66.7%	62.5%	60.9%	80.0%	63.3%
Ealing	25.7%	42.2%	38.7%	27.3%	36.4%
Enfield	56.5%	55.6%	69.0%	38.1%	56.0%
Greenwich	31.3%	52.5%	43.2%	63.6%	46.4%
Hackney	38.5%	56.3%	41.7%	61.9%	48.3%
Hammersmith & Fulham	40.0%	50.0%	43.9%	45.0%	45.5%
Haringey	57.1%	40.0%	40.9%	50.0%	43.8%
Harrow	24.1%	25.0%	29.7%	15.8%	24.6%
Havering	26.7%	39.4%	33.3%	50.0%	35.4%
Hillingdon	33.3%	44.7%	32.8%	64.7%	39.5%
Hounslow	40.5%	35.7%	35.6%	42.1%	38.0%
Islington	31.8%	41.5%	36.0%	41.2%	37.6%
Kensington & Chelsea	46.7%	26.1%	33.3%	28.6%	34.2%
Kingston upon Thames	16.7%	60.0%	54.5%	20.0%	43.8%
Lambeth	47.2%	47.7%	50.9%	33.3%	47.5%
Lewisham	50.0%	64.3%	47.8%	85.7%	56.7%
Merton	36.4%	45.0%	39.1%	50.0%	41.9%
Newham	68.8%	74.1%	78.8%	50.0%	72.1%
Redbridge	13.3%	34.6%	24.2%	37.5%	26.8%
Richmond upon Thames	14.3%	42.9%	27.3%	33.3%	28.6%
Southwark	19.4%	41.8%	31.6%	40.0%	33.0%
Sutton	22.2%	45.5%	26.1%	75.0%	38.7%
Tower Hamlets	41.7%	39.7%	44.4%	30.8%	40.4%
Waltham Forest	21.1%	53.7%	42.9%	46.2%	45.2%
Wandsworth	70.8%	54.5%	57.1%	71.4%	61.4%
Westminster	31.0%	50.0%	51.9%	28.9%	46.3%
Overall	34.8%	46.4%	41.8%	41.9%	42.1%
Total number of victims	719	1249	1429	508	1968

 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 above 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 July 2011

Target	Total FTE			BME			FEMALE		
	Police	P.Staff	PCSO	Police	P.Staff	PCSO	Police	P.Staff	PCSO
BS - Kensington & Chelsea	547.6	93.8	150.6	13.0%	35.2%	39.5%	24.3%	58.4%	31.5%
CW - Westminster	1519.2	277.1	297.8	12.5%	30.1%	37.5%	22.0%	50.6%	30.4%
EK - Camden	798.4	144.3	118.3	14.2%	29.8%	38.0%	25.5%	64.4%	35.0%
FH - Hammersmith & Fulham	555.2	75.2	92.0	12.2%	29.3%	45.7%	24.0%	68.1%	26.1%
GD- Hackney	734.3	115.0	101.4	11.8%	33.7%	49.9%	24.9%	65.2%	31.5%
HT - Tower Hamlets	758.0	121.8	114.9	14.0%	27.6%	50.7%	26.4%	55.7%	41.5%
JC - Waltham Forest	537.7	103.3	104.4	12.6%	21.0%	39.7%	30.3%	69.0%	30.1%
JI - Redbridge	464.6	70.3	104.8	16.3%	19.1%	30.5%	25.1%	64.4%	32.3%
KD - Havering	380.7	53.3	108.7	5.8%	3.8%	15.0%	28.8%	81.2%	45.7%
KF - Newham	780.3	117.3	125.8	13.1%	31.4%	29.4%	20.6%	65.7%	30.2%
KG - Barking & Dagenham	432.9	75.8	90.9	8.3%	16.5%	20.9%	29.5%	74.4%	31.8%
LX - Lambeth	973.1	161.7	141.8	11.2%	36.5%	28.7%	27.9%	66.2%	32.1%
MD - Southwark	890.6	144.5	124.8	9.9%	37.5%	29.9%	26.0%	60.3%	29.1%
NI - Islington	689.0	45.6	101.6	13.1%	30.7%	43.9%	28.4%	65.2%	29.1%
PL - Lewisham	632.4	110.3	109.4	9.3%	26.0%	36.5%	31.1%	71.4%	38.8%
PY - Bromley	505.8	75.2	154.2	7.0%	5.9%	12.0%	28.9%	68.1%	33.8%
QA - Harrow	368.9	67.7	99.6	17.9%	26.7%	27.1%	24.5%	61.9%	33.0%
QK - Brent	670.7	105.6	105.9	12.0%	53.7%	43.9%	26.0%	57.1%	31.3%
RG - Greenwich	633.5	73.4	106.6	7.4%	10.5%	18.6%	28.0%	70.0%	40.9%
RY - Bexley	397.1	84.3	105.2	6.8%	7.8%	12.4%	29.3%	78.0%	45.3%
SX - Barnet	570.1	89.8	143.3	15.0%	26.8%	27.7%	27.0%	62.2%	33.7%
TW - Richmond upon Thames	305.9	55.1	88.5	5.2%	0.0%	15.8%	20.6%	66.0%	32.2%
TX - Hounslow	500.1	71.6	93.5	9.3%	28.3%	28.1%	27.3%	66.5%	32.7%
VK - Kingston upon Thames	309.1	48.5	72.5	6.8%	9.4%	18.5%	25.7%	64.2%	44.8%
VW - Merton	381.1	44.6	85.0	8.9%	13.6%	12.9%	27.0%	76.1%	36.5%
WW - Wandsworth	591.4	77.6	116.5	12.6%	25.5%	27.5%	27.9%	70.4%	28.0%
XB - Ealing	706.7	110.9	136.7	15.3%	51.8%	29.3%	29.8%	67.5%	37.8%
XH - Hillingdon	525.4	58.6	101.2	13.2%	22.8%	24.7%	29.8%	78.9%	38.7%
YE - Enfield	564.9	79.2	149.3	11.7%	18.7%	21.4%	31.0%	80.2%	35.3%
YR - Haringey	689.0	95.7	93.2	14.6%	29.4%	42.7%	31.6%	77.0%	44.7%
ZD - Croydon	715.8	127.6	143.2	8.3%	14.9%	11.2%	27.6%	68.1%	44.8%
ZT - Sutton	341.0	67.7	74.7	7.0%	5.9%	8.0%	31.4%	61.0%	47.1%
Borough Total	15,928	2,503	3,058	11.5%	26.3%	29.2%	26.9%	65.6%	35.0%

- 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 above 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)

(Staff levels below 100 not statistically tested)

Table BME-Female - Non Borough Commands

End July 2011

Target	Total FTE			BME			FEMALE		
	Police	P.Staff	PCSO	Police	P.Staff	PCSO	Police	P.Staff	PCSO
TP Non Boroughs	1199.3	2125.9	84.8	6.8%	25.9%	39.6%	17.7%	61.2%	23.2%
CO5/19 - Firearms Command Unit	600.1	87.17		3.0%	14.8%		6.4%	29.2%	
CO11 - Public Order / Op Support	666.3	131.9		2.4%	4.1%		22.9%	54.7%	
CO15 - Traffic	653.9	85.4		2.6%	12.1%		9.9%	52.0%	
CO16 - Traffic Criminal Justice	5.0	465.1		20.0%	6.0%		20.0%	73.8%	
CO20 - Territorial Support Group	749.0	29.9		6.7%	15.4%		11.7%	73.2%	
Central Operations (01/03/12/14)	56.8	89.7		5.3%	26.7%		22.5%	58.0%	
Specialist Operations	3542.7	1166.1	41.8	8.2%	21.2%	40.7%	9.7%	43.8%	30.6%
SCD1 - Homicide / Serious Crime	763.0	314.7		6.0%	11.5%		25.2%	78.7%	
SCD2 - Sapphire Command	496.4	42.1		9.6%	25.4%		55.5%	83.4%	
SCD4 - Dir Forensic Services	2.0	1065.8		0.0%	13.2%		50.0%	50.2%	
SCD5 - Child Abuse Investigation	455.2	199.1		7.4%	24.7%		51.7%	77.0%	
SCD6 - Economic/Specialist Crime	334.0	109.3		5.4%	19.9%		19.2%	58.8%	
SCD7 - Serious+Organised Crime	429.0	105.0		4.7%	14.8%		14.0%	70.5%	
SCD8 - Trident/Trafalgar	342.2	97.4		10.2%	20.5%		15.0%	70.2%	
SCD9 - Human Exploitation	144.3	22.7		8.3%	26.5%		25.2%	47.1%	
SCD10 - Covert Policing	287.3	29.3		6.3%	20.5%		18.5%	72.7%	
SCD11 - Dedicated Surveillance	309.5	42.9		5.2%	32.6%		16.9%	51.0%	
SCD20 - Crime Academy	70.4	72.5		4.3%	3.5%		34.6%	18.2%	
SCD25 - Met Intelligence Bureau	226.8	219.0		4.4%	24.9%		21.1%	51.1%	
SCD26 - Op Information Services	9.1	346.6		0.0%	34.1%		24.9%	51.5%	
SCD3/12/14/15/27/30	69.4	136.8		1.4%	12.3%		25.6%	56.2%	
Human Resources	401.2	1821.4	4.0	4.2%	32.2%	75.0%	24.9%	57.3%	25.0%
Deputy Commissioner's Portfolio	352.1	383.0		6.2%	25.2%		30.8%	65.4%	
Dol	38.8	849.4		0.0%	19.7%		7.7%	32.0%	
Resources	0.0	616.8			19.0%		0.0%	42.0%	

- 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 above 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

FAW Data Tables

(Source: HR FAW Unit)

Breakdown of FAWs by Business Group

April to August FY11/12

FAW Claims by Business Group

Business Group	CO	DCP	DoI	DoR	HR	SCD	SO	TP	Total
April to August	4	0	2	1	10	7	4	66	94
Workforce End July 2011	13,727	735	888	618	2,223	6,742	4,709	29,725	49,260
FAWs per 1000 workforce	1.10	0.00	2.25	1.62	4.50	1.04	0.85	2.22	1.91

FAWs Claims by Ethnicity and Gender

April to August FY11/12	Police Officers		Police Staff		FY 2010/11	Police Officers		Police Staff	
	46		45			163		136	
BME	6	13.0%	11	24.4%	BME	25	15.3%	43	31.6%
Non-BME	40	87.0%	32	71.1%	Non-BME	134	82.2%	77	56.6%
Not stated	0	0.0%	2	4.4%	Not stated	4	2.5%	16	11.8%
April to August FY11/12	Police Officers		Police Staff		FY 2010/11	Police Officers		Police Staff	
	47		45				163		136
Male	30	63.8%	19	42.2%	Male	117	71.8%	60	44.1%
Female	17	36.2%	26	57.8%	Female	46	28.2%	76	55.9%

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	38%	10%	24%	4%	25%	105
FY 2009/10	36%	12%	13%	8%	33%	120
FY 2010/11	54%	13%	13%	5%	15%	104

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

ET Claims by Business Group April to June FY 2011/12

	CO	DCP	DoI	DoR	HR	SCD	SO	TP	Total
ETs received	0	0	0	0	2	3	4	21	30
Workforce End July	13,727	735	888	618	2,223	4,709	29,725	29,725	49,260
ETs per 1000 workforce	0.00	0.00	0.00	0.00	0.90	0.45	0.85	0.71	0.51

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

April to June FY 2011/12

Total Number of Employment Tribunal Claims: 30

	<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>		
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
White	8 26.7%	4 13.3%	1 3.3%	3 10.0%	1 3.3%	2 6.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	10 33.3%	9 30.0%	19 63.3%
Black	1 3.3%	4 13.3%	0 0.0%	1 3.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 3.3%	5 16.7%	6 20.0%
Asian	2 36.7%	0 26.7%	0 3.3%	2 23.3%	0 3.3%	0 6.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 43.3%	2 56.7%	4
	19 63.33%		8 26.67%		3 10.00%		0 0.00%		0 0.00%				30

Percentages represent the percentage for the reporting period.