



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	14 January 2013
Date Issued	15 January 2012

ACHIEVING EQUALITY, IMPROVING CONFIDENCE

MPS DIVERSITY AND EQUALITY STRATEGY 2009-2013

MPS Diversity Executive Board

30th January 2012

Performance Measures for the
MPS Diversity and Equality Strategy

Diversity and Citizen Focus Directorate
Deputy Commissioner's Portfolio



METROPOLITAN
POLICE



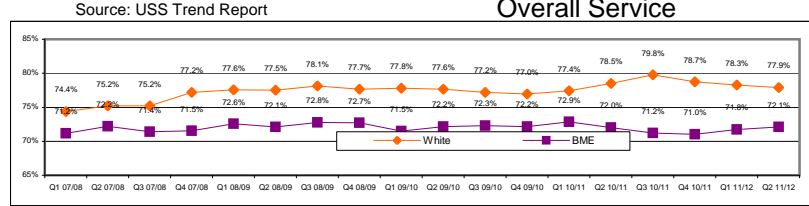
Working together for a safer London

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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:
15-Jan-12	14-Jan-13	1.0
Approved by: Denise Milani, Director DCFD		
Authors:	Clive Robinson, Higher Analyst Craig Strong, Higher Analyst Venita Gayle, 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. 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**.
- 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

Fair and Responsive Service		Action
Satisfaction Gap	<p>White vs. BME Satisfaction Gap: At the end of FY 2011/12 Q2 the Rolling 12 month gap that has remained at 5.8%.</p>  <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="border: 1px solid black; padding: 5px; width: 40%;"> <p>White victims satisfied with the overall service - 77.9%</p> </div> <div style="border: 1px solid black; padding: 5px; width: 40%;"> <p>BME victims satisfied with the overall service - 72.1%</p> </div> </div>	<p>TP Action plan outlines activity to overcome differentials in satisfaction</p> <p>Update on TP led action plan to be presented to January DEB</p> <p>A victim care card, together with a briefing / training pack is being developed to improve the quality of initial investigation and ensure consistent service across London</p>
	<p>Boroughs with the worst BME to White gap: Bexley 14.3%</p> <div style="text-align: center; margin: 10px 0;">  </div> <p>Boroughs with the best BME to White gap: Brent 4.1% Hackney 3.2% Waltham Forest 2.0% Wandsworth 2.1%</p>	
	<p>Other protected characteristics: Low levels of satisfaction for the overall service provided by the Police in the 2nd qtr FY2011/12 were found in victims between 25 and 34, Black or Mixed ethnicity and Disabled respondents.</p>	
		
Fair Treatment	<p>Confidence: For the second quarter in a row, the overall rating of people believing the Police treat them fairly or with respect has reduced by 2.0%. Respondents aged 25-34 and those from a black ethnic background are less likely to feel the police will treat people with respect.</p>	<p>Monitor the impact of changes arising from TP Development Programme</p> <p>DCFD to continue support of good practice initiatives at borough level and share solutions</p>
	<p>All Drivers of Fair Treatment have fallen since the last quarter i.e. police treat people fairly, with respect and are helpful and approachable.</p> <p>Borough Variations on Fair treatment: The following boroughs perform worse than the MPS average against the key questions of fair treatment: Barking and Dagenham, Barnet, Enfield, Greenwich, Hackney, Haringey, Hillingdon, Islington, Waltham Forest and Wandsworth.</p>	
Sanction Detection	<p>Sanction Detections: Over the longer term there are differences in the hate crime sanction detection (SD) rates for certain victim groups, lower SD rates are found in the following groups: Domestic Violence for Male, BME and Disabled victims, VAP offences for Male, BME and Disabled victims, Faith Race Hate offences for Female and Disabled victims. Homophobic offences for male victims.</p>	<p>The Met has established a small group including members of the DIAG to review EHRC recommendations. This includes disability related hate crime</p>
	<p>SD rates for Disability Hate and Faith Hate Crime are significantly lower than all other types of Hate Crime.</p>	
	<p>Borough Variations Domestic Violence SD's: Boroughs identified as having lower SD rates for racist crimes were Barking and Dagenham, Kingston upon Thames, Redbridge and Richmond upon Thames.</p> <p>Borough Variations Racist Violence SD's: Boroughs identified as having lower SD rates for racist crimes were Brent, Lambeth and Southwark.</p>	

Key areas where performance improvement is required (continued)

Fair and Responsive Service Continued...		Actions
Stop and Search	<p>Police do a good job: The perception that Police in London are doing a good job has dropped 5.0% since last quarter yet the attitude towards Police in the Local Area has not changed and remains at 66.0%</p> <p>People Stopped: There has been a decrease in respondents stating they were given an explanation of the procedure or that they were given a reason why they were arrested following being searched or that they were treated with respect. This decline has continued into FY 2011/12.</p> <p>Protected characteristics: The arrest rate for people stopped from an Asian background was lower compared to other ethnicities. The arrest rate for women is higher than that for men and conversely lower for younger people aged under 25.</p> <p>Borough Variations: Overall, Brent had highest arrest rates than any other BOCU.</p>	<p>NPIA will be evaluating the results of 'Next Steps' in Lewisham and producing a report in early 2012</p> <p>The Commissioner announced a number of changes to make Stop and Search more effective. This includes a revisited set of performance indicators, aimed at increasing positive outcomes, reducing S60 authorisation and increasing the level of public satisfaction.</p> <p>A further update on the next steps pilot is due to be presented to the Board in Spring 2012.</p>
Community Engagement		
Stop and Search	<p>Police Listen, Understand, and Deal with local concerns: The latest figures suggest an overall decrease in confidence in these three measures of community engagement.</p> <p>Borough Variations: The following boroughs perform worse than the MPS average against the key community engagement indicator of 'community engagement': Barking and Dagenham, Enfield, Greenwich, Hackney, Haringey, Hounslow, Islington, Newham, Southwark, Tower Hamlets and Wandsworth.</p>	<p>DCFD continue to work with the strategic review of Op Kirkin to influence future engagement operations.</p> <p>Work is ongoing to review the Community Engagement commitment.</p>
Workforce & Culture		
ESPS	<p>Recruitment shows that there is a reduction in the proportion of Female Officers. The number of FAW/ET's have continued to increase during FY 2011/12 compared to the previous year. Levels of disproportionality in FAW's initiated by BME officers continue to be high. Both Male and Female Police Officers have initiated more FAW's this year compared to last year. For FAW's and ET's, claims are most likely to relate to Disability. 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. The current number of ET's is more than double what it was during FY 2004/05. The trend looks set to continue.</p> <p>Results from the 'Your View Count' survey have consistently shown lower levels of satisfaction amongst disabled employees.</p>	<p>As a result of the issues identified from the analysis of FAW & ETs, People Services and DCFD have agreed a joint approach to produce a regular analytical product investigating the FAW/ET process. Through carrying out a joint-in-depth analysis this product will report on the issues raised and the learning identified from the FAW & ET process.</p> <p>The survey process is changing and is due to be implemented in February 2012.</p>
Performance & Governance		
ESPS	<p>DCFAs, supported by the Delivery Teams have met with most Boroughs and OCUs to explore the revised standards, advise on evidence gathering; recognise and enhance work already being carried out and help develop the link between the ESPS standards and an increase in public confidence and satisfaction.</p>	<p>The deadline for Integration evidence to be returned is February 2012.</p>

Theme 1: Fair and responsive services

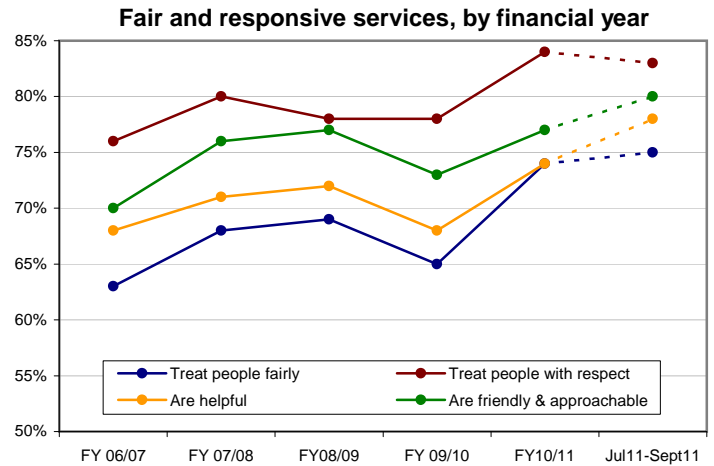
Lead: AC Simon Byrne

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.

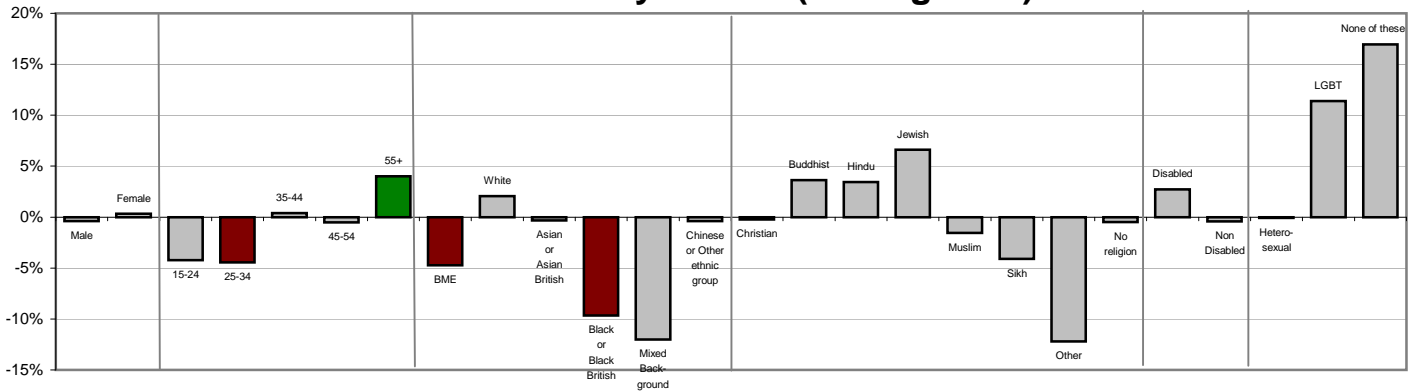
Current Performance (Source: PAS)

Performance Measures	Latest Quarter Jul11-Sept11	Change (from last qtr)	
Percentage believing that the police treat people fairly	75.0%	-2.0%	↓
Percentage believing that the police treat people with respect	83.0%	-2.0%	↓
Percentage believing that the police are helpful	78.0%	-1.0%	↓
Percentage believing that the police are friendly and approachable	80.0%	-4.0%	↓



Disproportionality Analysis PAS Oct 2010 to Sept 2011

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



Commentary on Current Performance:

- * Since the last Qtr respondents feel less confident that police will treat them fairly, with respect, are friendly and approachable.
- * Both those who are 25-34 years old and from a Black or BME background have significantly less confidence that the police would treat them with respect. 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

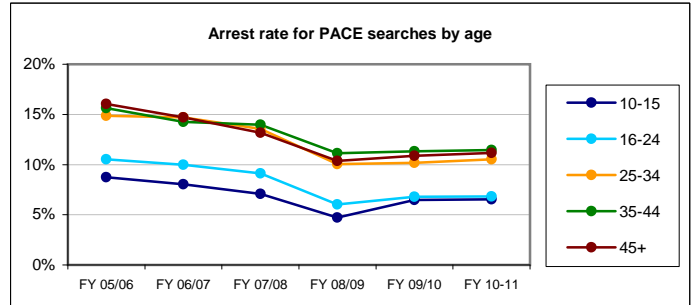
Lead: AC Simon Byrne

Aim

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

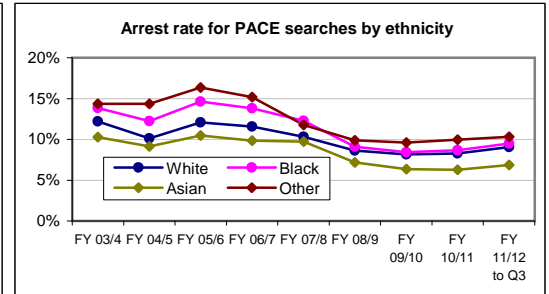
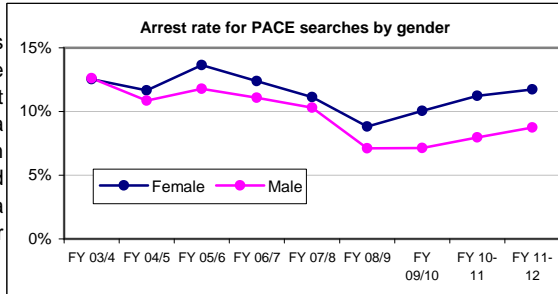
Current Performance Source: MPS Stops Database & MPS Public Attitude Survey

Performance Measures	Proportion of PAS respondents	Current FY Q2 11/12
Percentage of those searched / arrested given reasons	Those searched / arrested sample size: 55	74.0%
Percentage of those searched / arrested given an explanation of the procedure		68.0%
Percentage of those searched / arrested treated with respect		59.0%



Rolling year to end Dec 2011, data as on 15th Jan 2012

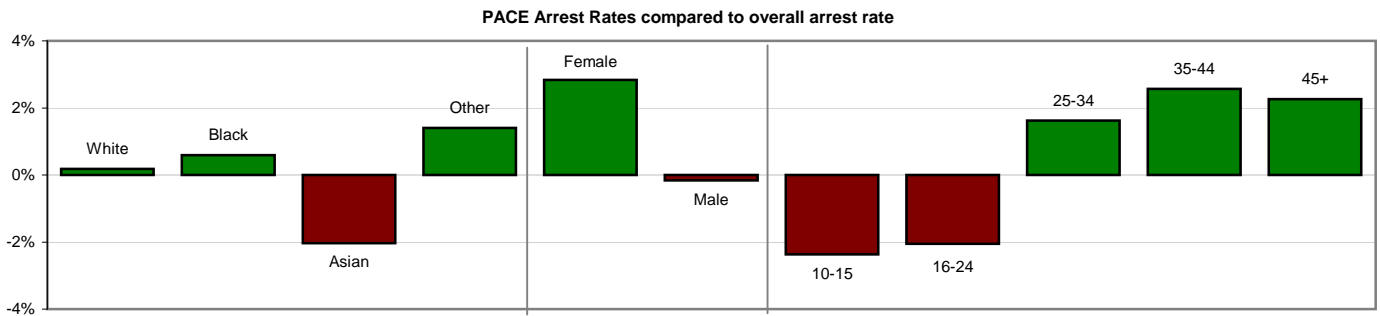
The data for the following graphs was supplied by PIB from the Stops database. They show that although arrest rates took a downward trend in FY08/09, from FY09/10 they have raised slightly. Females have a statistically significant higher arrest rate than males.



Disproportionality Analysis

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

FY 11/12 to Q3



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 (currently only 0.4% difference). Female arrest rates are statistically significantly higher than Male arrest rates.

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

The Commissioner announced a number of changes to make Stop and Search more effective. This includes a revisited set of performance indicators, aimed at increasing positive outcomes, reducing S60 authorisation and increasing the level of public satisfaction. A further update on the next steps pilot is due to be presented to the Board in Spring 2012.

Theme 1: Fair and responsive services

Lead: AC Simon Byrne

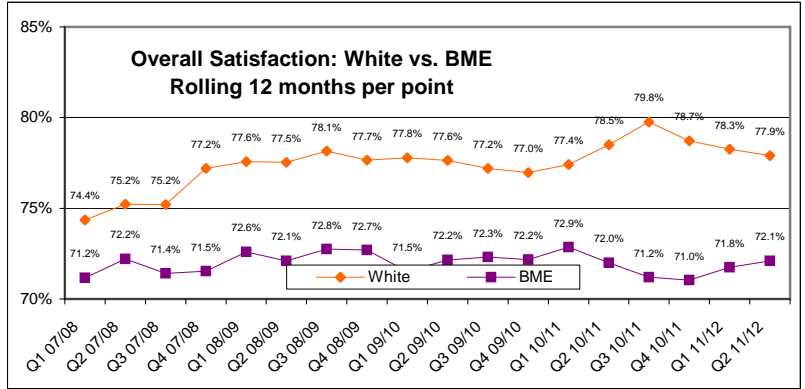
Aim

We will work to understand and tackle the causes of dissatisfaction.

Current Performance

Source: Quarterly MPS User Satisfaction Survey (USS)

Key Performance Indicators	Latest data
% of White victims satisfied with overall service provided by the police (APACS PI 1.2)	77.9% Jul - Sept11
% of BME victims satisfied with overall service provided by the police (APACS PI 1.2)	72.1% Jul - Sept11
Satisfaction gap between BME and White victims	5.8%



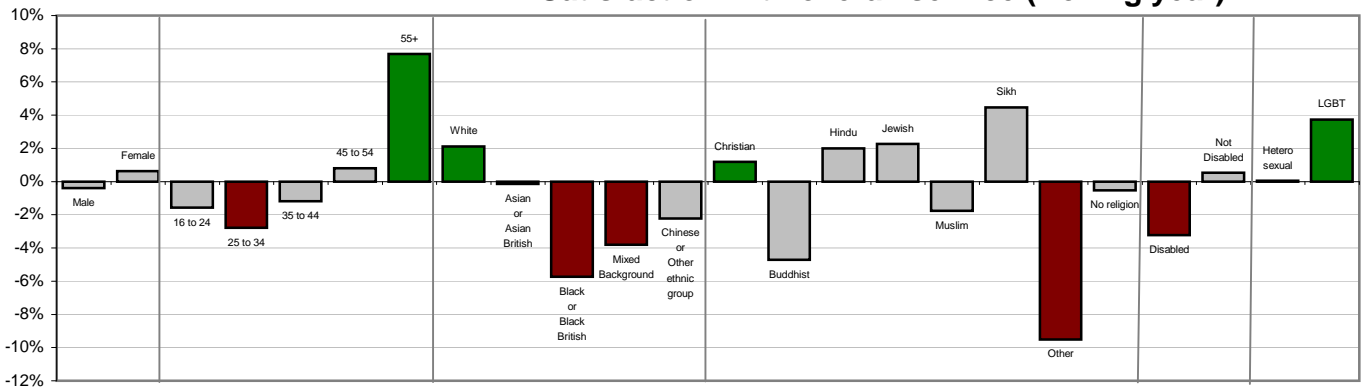
Taking the whole experience into account, are you satisfied, dissatisfied or neither with the service provided by the police in this case? →

Disproportionality Analysis

Source: MPS User Satisfaction Survey Oct 10-Sept 11

Note: Borough results are presented in Appendix 1

Satisfaction with overall service (Rolling year)



Commentary on Current Performance:

- * The rolling victim satisfaction gap widened in 2010/11 and is now closing, currently 5.8%. Satisfaction levels for BME respondents appear to be relatively steady over the past four years while satisfaction of White respondents has shown a slow rise except for the current year.
- * Groups statistically significantly lower than the MPS total are 25-34 year olds, those respondents with a black or mixed ethnic background those that described their religious beliefs as other and those with a disability.

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

The MPS is developing its approach to Total Victim Care. This is being overtaken by the MPS Confidence and Satisfaction Board. The MPS is rolling out Victim Care cards, the new Quality Call Back process, improved victim letters and greater use of e-mail/sms to update victims.

Theme 1: Fair and responsive services

Lead: AC Simon Byrne

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)

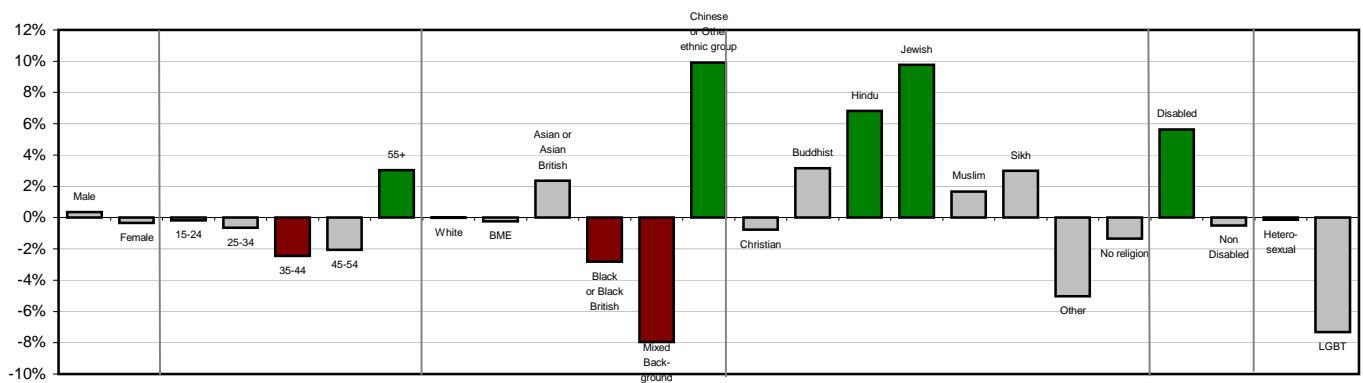
Performance Measures	FY11 Q2	Previous Qtr
How good a job do you think the police in this area are doing?	66.0%	66.0%
How good a job do you think the police in London as a whole are doing?	59.5%	64.0%

Disproportionality Analysis

Source: PAS Oct 2010 - Sept 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? (Excellent and Good)



Commentary on Current Performance:

Respondents' overall perceptions that Police in London are doing a good job has seen a 4.5% reduction since last quarter. However, when asked about 'Local Policing' respondents have more positive views and have remained steady at 66.0% agreeing that police are doing a good job.

Levels of confidence are significantly lower among 35-44 year olds than other age and respondents from the Black and Mixed background groups. Those aged 55 and above have higher levels of confidence in the Police. Additionally Chinese or Other Ethnicity, 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 Simon Byrne

Aim

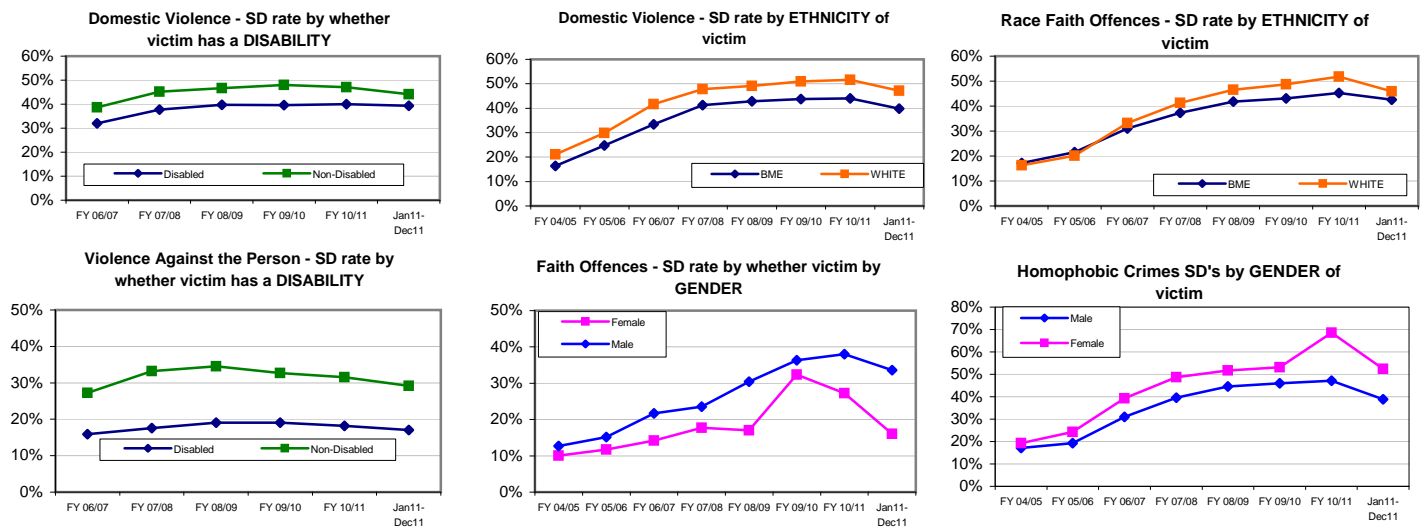
We will improve feelings of safety within London's varied and overlapping communities and their confidence in the police.

Current Performance

Current rolling year

	Jan11-Dec11	CRIMES	SD's
Domestic Violence SD rate	44.1%	46,660	20,563
Racist & Religious Hate Crime SD rate	43.7%	7,789	3,404
Faith Hate Crime SD rate	27.3%	532	145
Homophobic Crime SD rate	41.9%	1,195	501
Disability Hate Crime SD rate	22.7%	132	30

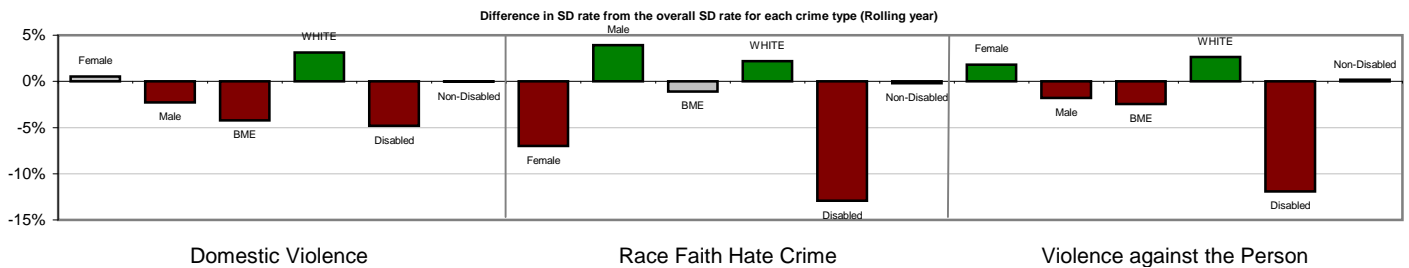
Source: - PIB - Diversity MetStats



Disproportionality Analysis

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

Jan11-Dec11



Commentary on Current Performance:

- * SD Rates for Disability Hate Crime and Faith Hate Crime are significantly lower than SD rates for other Hate Crimes. (Table)
- * The gap in SD rates between Male and Female victims of Faith Hate crimes appears to be widening. (Graph)
- * For victims of DV and VAP offences, SD rates are statistically significantly lower for Male, BME and Disabled victims. (Bar chart)
- * For Race Faith crimes, Female and Disabled victims have statistically significantly lower SD rates. (Bar chart)

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. * **Note:** - Currently the SD rates are not counted to the new PIB rules (clear up date) and this is likely to make SD rates lower than they actually are. Action is in place to change counting SD's as per PIB standards in the future.

Theme 2: Community Engagement

Lead: A/Commander Carl Bussey

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.

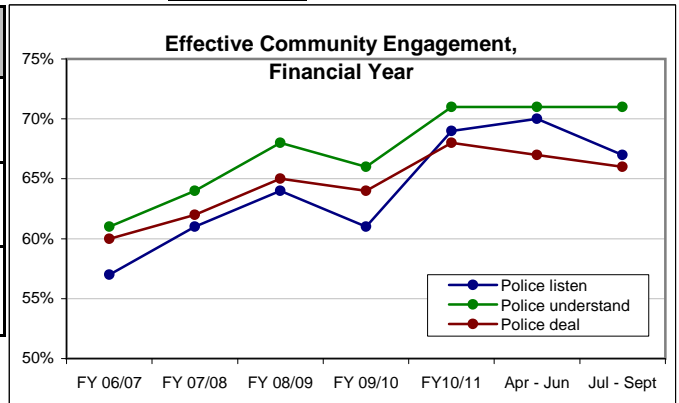
We will improve our understanding of the communities we serve, ensuring that our engagement meets the needs of all communities, including those from seldom heard groups.

Current Performance

Performance measures	Jul to Sept 11	Change (from last qtr)
Percentage of people agreeing that police listen to local concerns	67.0%	↓ 3.0%
Percentage of people agreeing that police understand local concerns	71.0%	▬ 0.0%
Percentage of people agreeing that police deal with local concerns	66.0%	↓ 1.0%

Source: MPS Public Attitude Survey

Context

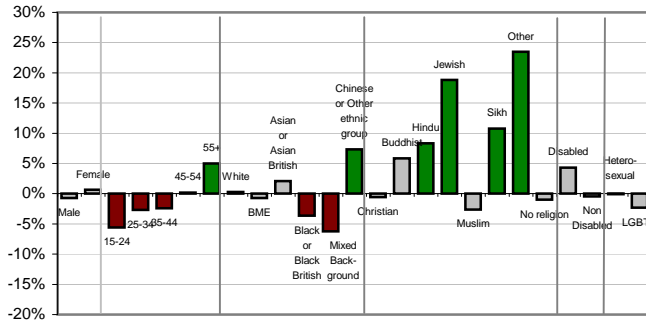


Disproportionality Analysis

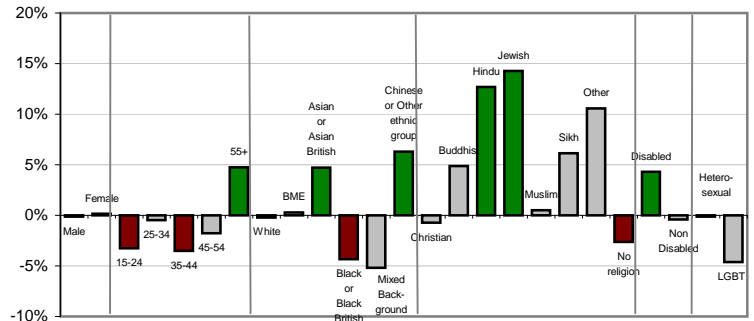
Source: MPS Public Attitude Survey Oct10 to Sept11

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



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, but are now decreasing.

* Older respondents, i.e. those aged 55+, Chinese or other ethnicity, Hindu and Jewish respondents are significantly more likely to believe the police are listening to, understand and deal with their concerns.

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

Strategic review of Operation Kirkin is expected to make some recommendations to improve the effectiveness of MPS Community Engagement mechanisms.

Work is ongoing by TP to revisit the Community Engagement commitment.

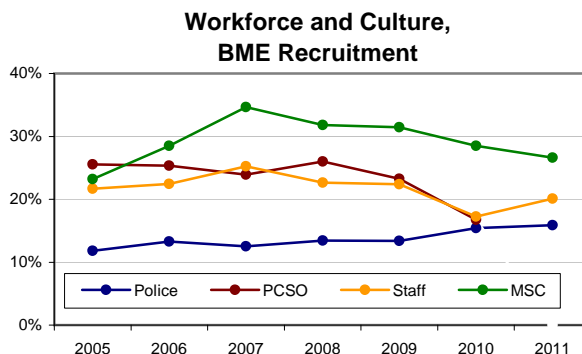
Theme 3: Workforce and Culture, Recruitment and Voluntary Resignation

Lead: Alex Walsh

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

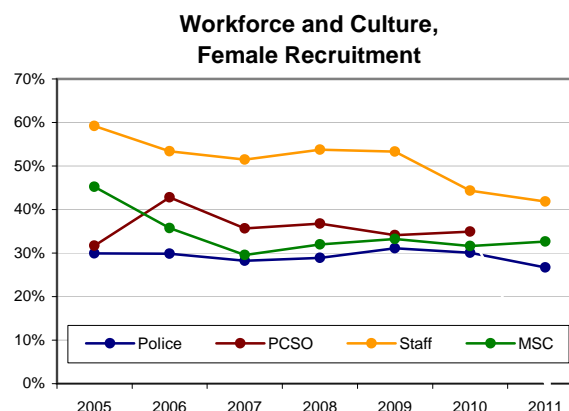
Current Performance April 11 to end December 11

RECRUITMENT	GENDER		ETHNICITY	
	Percentage recruitment	Higher/lower than workforce %	Percentage recruitment	Higher/lower than workforce %
April 11 to end December 11				
Police Officers 336	23.5% Female	23.9%	11.3% BME	9.7%
Police Staff 301	52.5% Female	56.9%	16.6% BME	23.0%
PCSOs 0	No PCSOs have been recruited during 2011/12			
MSCs 1,477	32.6% Female	31%	25.4% BME	28.4%



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

VOLUNTARY RESIGNATIONS	GENDER		ETHNICITY	
	Percentage resignations	Higher/lower than workforce %	Percentage resignations	Higher/lower than workforce %
April 11 to end December 11				
Police Officers 144	20.6% Female	23.9%	13.5% BME	9.7%
Police Staff 155	51.8% Female	56.9%	21.8% BME	23.0%
PCSOs 80	41.5% Female	34.3%	25.3% BME	29.7%
MSCs 464	30.8% Female	31.4%	32.8% BME	28.4%



Source: Workforce Data Report

Commentary on Current Performance

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.

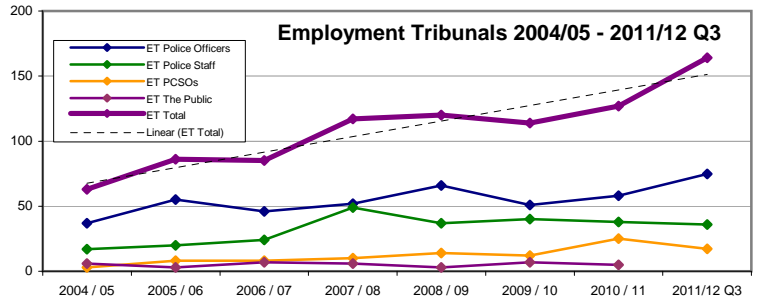
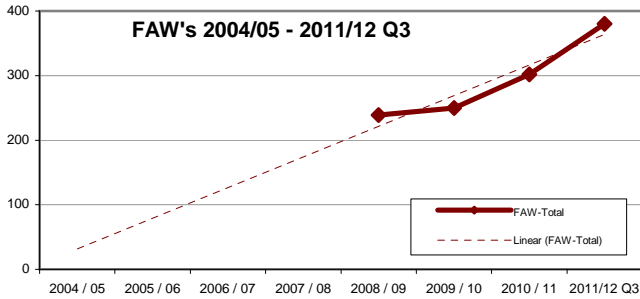
What are we doing / What else do we need to do to improve performance?

The Commissioner's Policy Forum discussed the consultation paper on the recruitment process for Police Constables. It supported the full implementation of the three strand recruitment model including a graduate route. An implementation plan is currently being developed along with an EIA.

Theme 3: Workforce and Culture, FAW's and ET's 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.



*Data excludes the unknowns/not stated.

Source: HR FAW Unit

Fairness At Work (FAW) per 1000 employees

FY 2010/11	Police Officers	Police Staff	PCSO	April-Dec FY11/12	Police Officers	Police Staff	PCSO
	152	115	15		160	102	13
BME	7.6	13.1	9.8	BME	6.9	7.9	3.6
WHITE	4.5	7.4	1.5	WHITE	4.9	7.7	3.4
Ratio	1.7	1.8	6.5	Ratio	1.4	1.0	1.0
FY 2010/11	Police Officers	Police Staff	PCSO	April-Dec FY11/12	Police Officers	Police Staff	PCSO
	156	130	18		161	108	14
Male	4.8	9.8	4.4	Male	4.6	7.4	2.4
Female	5.6	9.8	5.4	Female	6.9	8.8	6.2
Ratio	1.2	1.0	1.2	Ratio	1.5	1.2	2.6

Ethnicity ratio is BME/Non BME, gender ratio is Female/Male.

ET's per 1000 employees

FY 2010/11	Police Officers	Police Staff	PCSO	April-Dec FY11/12	Police Officers	Police Staff	PCSO
	57	34	25		56	27	13
BME	6.2	6.6	12.4	BME	5.3	3.9	5.3
WHITE	1.3	1.4	4.1	WHITE	1.4	1.5	2.6
Ratio	4.7	4.8	3.0	Ratio	3.7	2.7	2.0
FY 2010/11	Police Officers	Police Staff	PCSO	April-Dec FY11/12	Police Officers	Police Staff	PCSO
	58	38	25		56	29	13
Male	1.5	2.5	8.0	Male	1.7	1.2	2.8
Female	2.8	3.2	3.9	Female	2.0	2.9	4.6
Ratio	1.8	1.3	0.5	Ratio	1.2	2.4	1.6

Disproportionality Analysis

April-Dec FY11/12

Discrimination	Number of claims	Gender	Ethnicity	Age	Disability	Sexual orientation	Faith / belief
FAW's New claims received	285	1%	2%	0%	6%	1%	0%
		3	7	0	16	2	0

April-Dec FY11/12

Discrimination	Number of claims	Gender	Ethnicity	Age	Disability	Sexual orientation	Faith / belief	Gender reassignment	Marriage /civil partnership	Pregnancy /maternity
ET's New claims received	123	23%	20%	14%	29%	3%	8%	0%	0%	3%
		28	24	17	36	4	10	0	0	4

Notes:-

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.
ALL ratio's are based upon current strengths.

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 more likely to raise a FAW than male PCSO's. Generally, there is an upward trend in FAW's from both Police Officers and PCSO's.

Of all new ETs, between 20% and 25% cite either race or gender discrimination, 29% 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.

There is an upward trend in the number of ET's.

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

As a result of the issues identified from the analysis of FAW & ETs, People Services and DCFD have agreed a joint approach to produce a regular analytical product investigating the FAW/ET process. Through carrying out a joint- in-depth analysis this product will report on the issues raised and the learning identified from the FAW & ET process.

Theme 3: Workforce and Culture, Staff Satisfaction

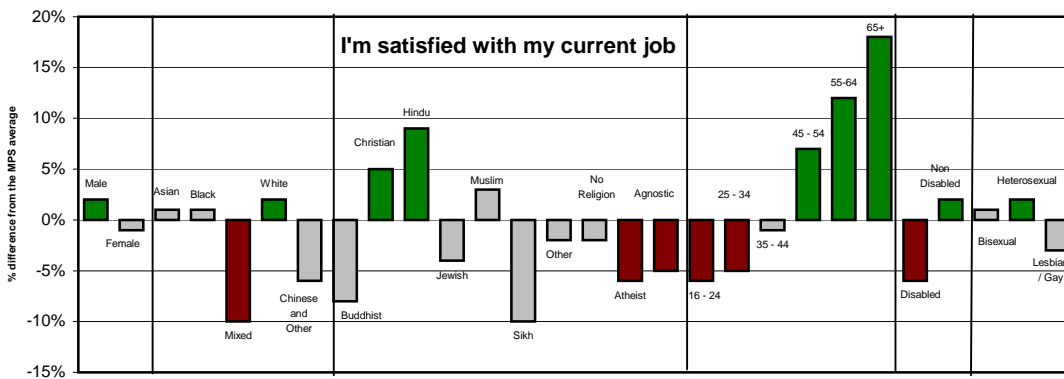
Lead: DAC Mark Simmons

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.

	Indicator	Q3&4 FY 10/11 agreement rate	Q1&2 FY10/11 agreement rate	Public sector norm
Source: MPS "Your views count" staff Survey	I am satisfied with my current job	61.0%	61.0%	62.0%
	I am treated with fairness and respect	61.0%	65.0%	64.0%
	I make good use of my skills and abilities	74.0%	76.0%	54.0%
	I am provided with good career opportunities	33.0%	37.0%	37.0%
	I am clear for what the priorities are for my team	75.0%	76.0%	n/a
	I am helping to make London the safest major city in the world	65.0%	67.0%	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

Note: - The survey process is changing and is due to be implemented in February 2012.

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**

Dec 10- Nov 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
WHITE	176	5.49	82	2.56	18	0.56	63	1.97	13	0.41
BME	48	10.55	26	5.71	8	1.76	8	1.76	6	1.32
Ratio BME/White officers		1.92		2.23		3.13		0.89		3.25

Misconduct Hearings under Taylor

Dec 10- Nov 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
WHITE	45	1.40	29	0.87	5	0.16	8	0.25
BME	15	3.30	13	2.86	0	0.00	2	0.44
Ratio BME/White officers		1.55		3.28		0.00		1.76

Current performance - Police Staff inc PCSO'S Discipline

Dec 10 - Nov 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
WHITE	16	1.25	34	2.65	21	1.64	71	5.53
BME	5	1.20	28	6.71	11	2.64	44	10.55
Ratio BME/White officers		0.96		2.53		1.61		1.91
PCSO Discipline	No. Staff	per 1000 staff	No. Staff	per 1000 Staff	No. Staff	per 1000 Staff	No. Staff	per 1000 Staff
WHITE	3	1.13	33	12.40	24	9.02	60	22.55
BME	3	2.66	32	28.41	15	13.32	50	44.39
Ratio BME/White officers		2.36		2.29		1.48		1.97

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 three times as likely to have their misconduct hearing conclude no action or not proven.

Misconduct **Hearings** (Taylor) show that BME Police Officers are over three times as likely to be dismissed without notice.

Discipline figures for all Police Staff (including PCSO's) shows that the level of Gross Misconducts / convictions Boards against BME staff is over twice 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.

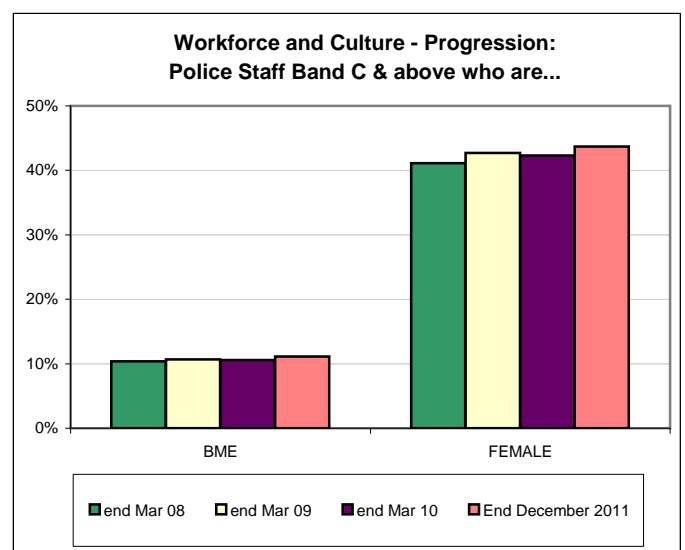
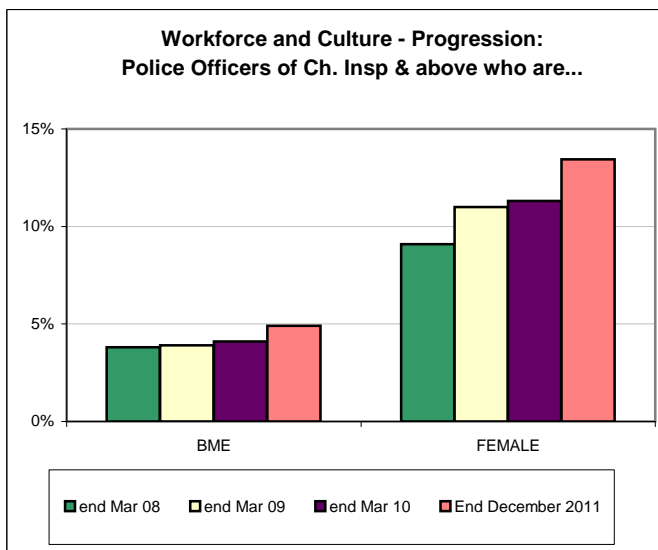
Current Ratio of MPS Staff

Police officers	PC - Insp	Ch.Insp & above	Total
BME	9.8%	4.9%	9.4%
Female	24.1%	13.4%	23.2%
Police staff	Band D & below	Band C & above	Total (incl. Industrial)
BME	25.2%	11.1%	22.8%
Female	59.3%	43.7%	57.4%

Source: HR Workforce Data Report

End December 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 appears to be slowly increasing.

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).

Business Group	Baseline	Integration Progress	Integration Phase Comments
MSC - Special Constabulary			No progress made.
Royal Parks OCU			No progress made.
Safer Transport (TOCU)			Awaits QA. EDAP needs developing.
TP Crime Directorate	Restructured		Awaits QA. EDAP needs developing.
CCC			Awaiting return.
CO1 - Central Ops HQ			Awaits QA. EDAP needs developing.
CO3 - Emergency Preparedness			Awaiting return.
CO5 - Firearms Command Unit			Awaits QA. EDAP needs developing.
CO11 - Public Order			Awaits QA. EDAP needs developing.
CO12			Awaiting return.
CO15			Awaits QA. EDAP needs developing.
CO16			Awaits QA. EDAP needs developing.
CO19 - Force Firearms Unit			Awaits QA. EDAP needs developing.
CO20 - Territorial Support Group			Awaits QA. EDAP needs developing.
SOHQ			Awaits QA. Good practice and EDAP areas identified.
SO1			Awaiting return.
SO6			Awaiting return.
SO14			Awaiting return.
SO15			Awaits QA. Good practice and EDAP areas identified.
SO17			Awaits QA. Good practice and EDAP areas identified.
SO18			Awaiting return.
SO20			Awaiting return.
SO23			Awaiting return.
SCD1 - Homicide and Serious Crime			Awaiting return.
SCD2 - Sapphire Command			Awaiting return.
SCD3 - Partnership and Prevention			Awaiting return.
SCD4 - Forensic Services			Awaiting return.
SCD5 - Child Abuse Investigation			Awaiting return.
SCD6 - Economic and Serious Crime			Awaiting return.
SCD7 - Serious & Organised Crime			Awaiting return.
SCD8 - Trident			Awaits QA. EDAP areas identified.
SCD9 - Human Exploitation			Awaiting return.
SCD10 - Covert Policing			Awaiting return.
SCD11 - Surveillance			Awaiting return.
SCD15 - Performance Improvement			Awaits QA. Joined to SCD12.
SCD20 - Crime Academy			Awaiting return.
SCD25 - Met Intelligence Bureau			Awaits QA. Good practice and EDAP areas identified.
SCD27 - Intelligence Standards Unit			Awaiting return.
HR			Awaiting return.
DPS			Awaiting return.
DPA			Awaits QA. EDAP needs developing.
DoR			Awaits QA. EDAP needs developing.
Dol			Awaits QA. (Only 1 indicator relevant).

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 but to drive change and improvement. To provide oversight of the implementation of the Equality Standard for the Police Service (ESPS).

Borough	Baseline	Integration Progress To Date	Comments on Progress
Barking & Dagenham			Awaits QA. Good practice and EDAP areas identified.
Barnet			Awaits QA. Good practice and EDAP areas identified.
Bexley			Awaiting return.
Brent			Awaits QA. Good practice and EDAP areas identified.
Bromley			Awaiting return.
Camden			Awaits QA. Good practice and EDAP areas identified.
Croydon			Awaits QA. Good practice and EDAP areas identified.
Ealing			Awaits QA. Good practice and EDAP areas identified.
Enfield			Awaits QA. Good practice and EDAP areas identified.
Greenwich			Awaiting return.
Hackney			Further information required.
Hammersmith & Fulham			Further information required.
Haringey			Awaits QA. EDAP being developed.
Harrow			Awaits QA. Good practice and EDAP areas identified.
Havering			Awaiting return.
Hillingdon			Further information required.
Hounslow			Awaits QA. Good practice and EDAP areas identified.
Islington			New SPOC had to be identified.
Kensington & Chelsea			Further information required.
Kingston Upon Thames			Awaits QA. Good practice and EDAP areas identified.
Lambeth			Awaits QA. Good practice and EDAP areas identified.
Lewisham			Awaiting return.
Merton			Awaits QA. Good practice and EDAP areas identified.
Newham			Awaiting return.
Redbridge			Awaits QA. Good practice and EDAP areas identified.
Richmond Upon Thames			Awaits QA. Good practice and EDAP areas identified.
Southwark			Awaiting return.
Sutton			Awaits QA. Good practice and EDAP areas identified.
Tower Hamlets			Awaiting return.
Waltham Forest			Awaiting return.
Wandsworth			Awaits QA. Good practice and EDAP areas identified.
Westminster			Waiting for meeting with SPOC.

QA - Quality Assurance, EDAP - Equality and Diversity Action Plan

Commentary on Current Performance

DCFAs, supported by the Delivery Teams have met with Boroughs and OCU's to explore the revised standards, advise on evidence gathering, recognise and enhance work already being carried out and help develop the link between the ESPS standards and an increase in public confidence and satisfaction.

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

Quality assurance will take place between January and March 2012. Good practice and areas for improvement will be shared and a final assessment provided for DEB in May (as no meeting is scheduled for April).

Appendix 1: Data Tables

Theme 1 - Fair and Responsive Services

Public Attitude Survey Data Table (Source: SRAU, PAS and USS) Confidence and Satisfaction:

FY Q2 11/12	Confidence of citizens: key factors					Satisfaction of service users: key factors				
	'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)
MPS AVERAGE	66.0%					75.0%				
Barking & Dagenham	61.0%	👎	👍	👎	👎	71.5%	👎	👎	👎	12 out of 15
Barnet	60.0%	👍	👎	👍	👍	72.0%	👎	👎	👎	15 out of 15
Bexley	65.0%	👍	👎	👍	👍	75.0%	👍	👍	👍	13 out of 15
Brent	71.0%	👎	👍	👎	👎	76.1%	👎	👎	👎	6 out of 15
Bromley	73.0%	👍	👍	👍	👍	78.1%	👎	👎	👎	9 out of 15
Camden	67.0%	👍	👍	👎	👍	75.8%	👎	👎	👍	8 out of 12
Croydon	66.0%	👍	👍	👎	👍	72.9%	👎	👎	👍	14 out of 15
Ealing	69.0%	👎	👍	👎	👍	73.4%	👎	👎	👎	8 out of 15
Enfield	74.0%	👎	👍	👍	👍	73.0%	👎	👎	👎	10 out of 15
Greenwich	58.0%	👎	👎	👍	👍	70.2%	👎	👎	👎	14 out of 15
Hackney	66.0%	👎	👍	👎	👍	67.8%	👎	👎	👎	15 out of 15
Hammersmith & Fulham	74.0%	👍	👍	👍	👍	75.7%	👍	👍	👎	6 out of 15
Haringey	61.0%	👎	👎	👎	👍	73.9%	👎	👍	👎	7 out of 15
Harrow	78.0%	👎	👍	👎	👍	77.6%	👎	👎	👍	8 out of 15
Havering	59.0%	👍	👍	👍	👍	77.4%	👎	👎	👎	12 out of 15
Hillingdon	68.0%	👎	👎	👎	👍	77.9%	👎	👍	👍	14 out of 15
Hounslow	67.0%	👎	👍	👎	👍	75.0%	👎	👍	👎	15 out of 15
Islington	66.0%	👎	👎	👎	👍	77.3%	👎	👍	👍	9 out of 15
Kensington & Chelsea	70.0%	👎	👍	👎	👍	79.0%	👎	👎	👎	5 out of 15
Kingston upon Thames	69.0%	👍	👍	👍	👍	79.5%	👍	👎	👍	8 out of 15
Lambeth	61.0%	👍	👍	👎	👍	72.4%	👎	👍	👍	12 out of 15
Lewisham	50.0%	👎	👎	👍	👍	71.8%	👎	👎	👎	12 out of 15
Merton	76.0%	👎	👎	👍	👎	79.6%	👎	👎	👎	9 out of 15
Newham	56.0%	👎	👎	👎	👎	75.3%	👎	👎	👍	13 out of 15
Redbridge	68.0%	👎	👎	👍	👍	73.0%	👎	👎	👎	13 out of 15
Richmond upon Thames	74.0%	👍	👍	👍	👍	79.7%	👎	👎	👎	5 out of 15
Southwark	55.0%	👎	👎	👎	👍	72.8%	👎	👍	👎	13 out of 15
Sutton	78.0%	👎	👍	👎	👍	82.6%	👎	👍	👍	6 out of 15
Tower Hamlets	64.0%	👎	👎	👍	👎	72.3%	👎	👎	👎	12 out of 15
Waltham Forest	67.0%	👎	👎	👍	👎	74.8%	👎	👎	👎	7 out of 15
Wandsworth	65.0%	👎	👎	👎	👍	73.7%	👎	👎	👎	11 out of 15
Westminster	67.0%	👎	👍	👍	👍	77.3%	👎	👎	👎	1 out of 4

How to interpret the table			
	👍	Score has improved from the previous quarter	'envelopes' highlights a downward trend for two quarters
	👎	No change from previous quarter	
	👎	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 Q4 and FY2011 Q1,2+3

Data extracted 12/01/2012

PACE Arrest Rates	Total	White	Black	Asian	Other	Female	Male	10-15	16-24	25-34	35-44	45+
Comparison with "Total"		0.1%	0.7%	-2.0%	1.4%	2.8%	-0.1%	-2.1%	-1.7%	1.9%	-0.1%	2.6%
MPS Arrest Rate	8.6%	8.7%	9.3%	6.6%	10.0%	11.4%	8.4%	6.5%	6.8%	10.5%	8.4%	11.2%
Base sizes	457,656	210,197	151,063	76,415	19,981	23,760	438,324	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 10-24				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	6.6%	9.4%	3.8%	7.0%	7.8%	8.9%	11.8%	5.1%	7.0%	9.3%	5.9%	6.5%
BARNET	6.3%	7.9%	4.8%	4.7%	9.0%	10.7%	12.2%	14.6%	7.2%	8.5%	6.6%	8.0%
BEXLEY	6.4%	11.5%	8.1%	3.4%	12.7%	10.6%	9.7%	16.4%	7.7%	11.3%	8.6%	8.7%
BRENT	11.4%	11.4%	6.8%	12.8%	17.5%	17.6%	13.6%	19.9%	14.1%	13.1%	8.8%	15.0%
BROMLEY	5.9%	9.2%	6.2%	6.7%	10.9%	11.0%	8.7%	7.0%	7.1%	9.7%	7.2%	6.8%
CAMDEN	6.6%	6.6%	5.0%	7.3%	10.0%	13.0%	9.8%	8.9%	8.0%	8.2%	5.9%	7.8%
CROYDON	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
EALING	6.4%	7.7%	4.5%	10.4%	10.3%	10.2%	6.1%	10.1%	8.0%	8.3%	4.9%	10.3%
ENFIELD	8.0%	7.3%	5.7%	7.6%	10.8%	9.8%	8.3%	12.4%	9.4%	8.1%	6.9%	9.1%
GREENWICH	5.4%	8.1%	7.0%	6.0%	10.1%	12.0%	9.9%	8.3%	7.0%	8.9%	7.8%	6.9%
HACKNEY	6.1%	5.5%	3.1%	5.0%	9.5%	11.1%	14.0%	10.5%	7.1%	6.3%	6.3%	6.5%
HAMMERSMITH & FULHAM	7.5%	7.6%	6.2%	8.1%	13.4%	10.6%	12.3%	15.3%	10.3%	8.5%	8.1%	10.4%
HARINGEY	6.1%	6.4%	5.3%	8.0%	9.6%	11.5%	12.0%	11.2%	7.8%	7.8%	7.0%	8.9%
HARROW	6.7%	8.9%	6.4%	4.3%	11.3%	11.1%	12.4%	9.5%	8.5%	9.3%	8.3%	6.1%
HAVERING	6.4%	8.4%	5.3%	8.7%	10.1%	12.5%	11.0%	15.9%	7.6%	9.2%	6.6%	10.6%
HILLINGDON	8.7%	10.1%	9.2%	10.0%	15.3%	8.5%	4.7%	12.9%	10.3%	9.7%	7.9%	11.0%
HOUNSLOW	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ISLINGTON	5.7%	6.7%	5.5%	7.6%	11.4%	12.9%	8.5%	7.4%	7.3%	7.8%	6.5%	7.5%
KENSINGTON AND CHELSEA	6.0%	6.4%	6.0%	5.2%	10.6%	11.8%	8.9%	10.5%	7.7%	7.6%	6.9%	6.5%
KINGSTON-UPON-THAMES	8.0%	10.4%	6.2%	11.6%	14.7%	18.9%	13.1%	15.3%	10.5%	12.7%	7.9%	13.0%
LAMBETH	5.9%	5.8%	6.4%	5.9%	7.9%	10.2%	7.6%	9.5%	6.9%	7.3%	6.8%	7.2%
LEWISHAM	8.3%	11.2%	8.1%	7.6%	15.5%	13.0%	8.4%	15.3%	10.4%	11.5%	8.2%	9.6%
MERTON	9.3%	8.8%	8.4%	10.7%	11.0%	12.1%	9.9%	11.3%	10.3%	9.8%	8.9%	11.0%
NEWHAM	6.1%	7.4%	3.7%	7.2%	10.3%	13.2%	9.2%	18.4%	7.7%	8.7%	4.6%	10.7%
REDBRIDGE	8.4%	8.7%	3.8%	6.4%	12.6%	10.1%	7.5%	14.1%	9.8%	8.9%	4.7%	8.8%
RICHMOND-UPON-THAMES	7.2%	7.2%	4.2%	6.5%	10.1%	12.3%	8.4%	11.3%	8.5%	8.3%	5.1%	7.9%
SOUTHWARK	6.1%	7.3%	3.6%	6.7%	10.2%	9.7%	7.7%	9.9%	7.6%	7.9%	4.7%	7.7%
SUTTON	6.0%	8.7%	6.6%	9.8%	5.9%	7.5%	6.9%	7.1%	6.0%	8.3%	6.7%	8.8%
TOWER HAMLETS	6.4%	7.3%	4.2%	13.1%	10.5%	12.5%	13.5%	18.7%	8.3%	8.8%	7.3%	15.5%
WALTHAM FOREST	6.6%	10.6%	8.1%	11.1%	12.5%	14.8%	13.9%	19.1%	8.2%	11.7%	10.0%	13.5%
WANDSWORTH	11.3%	9.2%	5.3%	12.3%	14.9%	14.0%	9.3%	16.4%	13.4%	11.1%	6.3%	14.4%
WESTMINSTER	6.6%	7.4%	4.6%	5.4%	12.1%	13.4%	8.8%	9.1%	8.9%	8.9%	5.8%	6.9%
AVERAGE MPS ARREST RATE	9.0%	8.0%	5.9%	8.4%	12.9%	13.2%	10.2%	21.5%	10.5%	9.2%	7.2%	12.5%

Royal Parks	3.3%	8.2%	3.3%	1.9%	3.9%	3.7%	10.8%	7.2%	3.6%	6.5%	5.5%	4.4%
SO18 - Aviation Security	7.6%	7.8%	10.4%	22.0%	7.9%	16.2%	14.2%	20.0%	7.8%	13.5%	12.8%	20.6%
TOCU - Transport OCU	7.9%	9.2%	9.9%	11.0%	8.6%	15.1%	16.3%	16.2%	8.3%	11.1%	12.1%	13.7%
TSG	7.2%	8.7%	6.1%	8.3%	9.8%	10.7%	8.8%	12.8%	8.3%	9.4%	6.8%	9.9%

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	Rolling year	FY11/12 Q1+2	
At least fairly satisfied	WHITE	BME	Satisfaction gap
Barking & Dagenham	75.4%	70.5%	4.9%
Barnet	76.0%	70.7%	5.3%
Bexley	79.2%	64.9%	14.3%
Brent	73.7%	77.8%	-4.1%
Bromley	80.8%	74.6%	6.2%
Camden	79.2%	66.5%	12.7%
Croydon	72.8%	71.7%	1.1%
Ealing	74.7%	73.9%	0.8%
Enfield	74.3%	72.7%	1.6%
Greenwich	74.1%	66.1%	8.0%
Hackney	68.1%	71.2%	-3.2%
Hammersmith & Fulham	78.2%	76.1%	2.1%
Haringey	77.6%	69.8%	7.8%
Harrow	81.4%	76.3%	5.1%
Havering	79.6%	71.1%	8.4%
Hillingdon	79.3%	76.2%	3.1%
Hounslow	76.3%	75.3%	1.0%
Islington	78.5%	75.8%	2.7%
Kensington & Chelsea	83.3%	71.3%	11.9%
Kingston-upon-Thames	83.5%	73.8%	9.7%
Lambeth	79.0%	69.3%	9.7%
Lewisham	74.2%	71.2%	3.0%
Merton	81.5%	77.6%	3.9%
Newham	79.6%	72.8%	6.8%
Redbridge	75.0%	74.0%	1.0%
Richmond-upon-Thames	80.5%	77.2%	3.3%
Southwark	78.5%	67.0%	11.4%
Sutton	84.6%	75.5%	9.1%
Tower Hamlets	76.5%	68.9%	7.6%
Waltham Forest	74.5%	76.5%	-2.0%
Wandsworth	75.8%	77.9%	-2.1%
Westminster	80.7%	76.4%	4.3%
MPS Average	78.0%	71.2%	6.8%

*

	strong exception at 95% level (BME higher than MPS average)
	moderate exception at 80% level (BME higher than MPS average)
	moderate exception at 80% level (BME lower than MPS average)
	strong exception at 95% level (BME 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 Apr-Dec 2011

(Source: Performance Information Bureau, DoI)

FY to date

Borough data

DOMESTIC VIOLENCE SANCTION DETECTION RATE					
(based on the number of victims rather than the number of offences)					
Borough	Female	Male	BME	WHITE	Total
Barking & Dagenham	48.0%	41.1%	43.3%	48.6%	46.9%
Barnet	49.9%	50.3%	43.5%	53.3%	50.0%
Bexley	48.6%	45.0%	36.3%	50.8%	47.9%
Brent	37.7%	34.5%	36.1%	39.0%	37.0%
Bromley	45.2%	41.0%	46.8%	43.7%	44.4%
Camden	43.8%	36.9%	41.9%	43.1%	42.4%
Croydon	44.8%	45.4%	40.4%	49.1%	44.9%
Ealing	42.5%	35.0%	38.6%	43.7%	41.0%
Enfield	41.7%	36.2%	37.7%	42.5%	40.8%
Greenwich	47.1%	49.2%	41.5%	49.4%	47.4%
Hackney	45.5%	44.8%	41.2%	49.2%	45.4%
Hammersmith & Fulham	43.0%	37.9%	37.2%	44.5%	42.0%
Haringey	38.8%	41.3%	34.6%	42.8%	39.2%
Harrow	47.8%	43.4%	42.8%	50.4%	46.9%
Havering	47.3%	44.9%	39.9%	48.3%	46.8%
Hillingdon	44.5%	42.6%	41.1%	46.0%	44.1%
Hounslow	43.2%	41.5%	38.0%	46.3%	42.8%
Islington	43.7%	40.7%	39.9%	45.1%	43.2%
Kensington & Chelsea	48.8%	42.7%	49.2%	46.4%	47.5%
Kingston upon Thames	44.6%	39.3%	34.4%	46.2%	43.6%
Lambeth	35.5%	33.1%	32.1%	38.1%	35.1%
Lewisham	41.6%	31.8%	37.1%	43.0%	40.1%
Merton	43.8%	43.5%	36.8%	47.8%	43.8%
Newham	40.7%	38.1%	37.2%	44.4%	40.3%
Redbridge	41.4%	35.9%	34.7%	47.7%	40.4%
Richmond upon Thames	55.8%	50.6%	51.3%	56.1%	54.8%
Southwark	33.9%	35.4%	30.6%	37.8%	34.2%
Sutton	47.4%	39.5%	41.6%	47.0%	45.8%
Tower Hamlets	43.6%	37.6%	41.8%	43.7%	42.5%
Waltham Forest	41.2%	37.9%	36.4%	45.2%	40.7%
Wandsworth	50.7%	55.9%	46.0%	55.8%	51.6%
Westminster	47.0%	48.4%	45.1%	48.8%	47.3%
Overall	43.5%	40.6%	38.7%	46.1%	42.9%
Total number of victims	28,781	6,573	14,182	20,827	35,354

	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 Apr-Dec 2011

(Source: Performance Information Bureau, DoI)

FY to date

Borough data

RACE AND RELIGIOUS CRIME SANCTION DETECTION RATE					
(based on the number of victims rather than the number of offences)					
Borough	Female	Male	BME	WHITE	Total
Barking & Dagenham	26.7%	28.9%	28.4%	26.9%	28.2%
Barnet	28.6%	50.9%	48.1%	36.7%	43.5%
Bexley	34.2%	34.8%	32.8%	39.1%	34.5%
Brent	29.4%	45.1%	36.8%	43.1%	39.0%
Bromley	27.7%	44.2%	26.9%	54.2%	38.0%
Camden	34.5%	45.1%	44.2%	36.0%	41.3%
Croyden	40.0%	51.9%	52.1%	35.3%	47.0%
Ealing	37.9%	46.5%	42.8%	44.6%	43.2%
Enfield	51.4%	66.1%	67.2%	46.9%	60.4%
Greenwich	42.0%	52.4%	44.1%	63.0%	48.7%
Hackney	47.0%	54.0%	48.9%	54.9%	51.2%
Hammersmith & Fulham	26.0%	45.0%	36.3%	37.2%	37.0%
Haringey	42.4%	45.1%	42.9%	43.2%	44.4%
Harrow	36.1%	38.8%	33.3%	41.7%	37.5%
Havering	39.1%	51.0%	47.1%	47.7%	47.3%
Hillingdon	33.3%	45.2%	33.8%	64.0%	40.2%
Hounslow	30.9%	41.9%	37.6%	35.6%	37.3%
Islington	37.1%	47.7%	42.4%	47.3%	43.7%
Kensington & Chelsea	54.2%	52.8%	43.6%	71.4%	53.3%
Kingston upon Thames	33.3%	30.6%	36.1%	20.0%	31.4%
Lambeth	43.0%	44.5%	42.5%	44.0%	44.0%
Lewisham	35.1%	50.0%	39.4%	50.0%	42.8%
Merton	35.4%	42.2%	30.9%	61.3%	39.3%
Newham	43.2%	63.4%	58.9%	51.7%	57.7%
Redbridge	25.5%	30.3%	25.7%	37.5%	28.6%
Richmond upon Thames	19.2%	39.5%	38.6%	15.0%	31.3%
Southwark	22.9%	47.3%	39.6%	31.3%	38.0%
Sutton	25.9%	41.0%	32.9%	52.2%	37.1%
Tower Hamlets	42.3%	46.3%	49.7%	32.9%	44.9%
Waltham Forest	30.9%	48.5%	42.7%	43.6%	42.4%
Wandsworth	62.2%	55.7%	50.5%	75.7%	57.7%
Westminster	33.6%	42.9%	43.6%	32.5%	40.6%
Overall	35.5%	46.1%	41.1%	44.4%	42.2%
Total number of victims	2,182	3,833	4,304	1,606	6,015

	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 December 2011

	Total FTE			BME			FEMALE		
	Police	P.Staff	PCSO	Police	P.Staff	PCSO	Police	P.Staff	PCSO
Barking & Dagenham	430.5	81.6	89.9	8.6%	17.8%	21.1%	30.8%	66.4%	32.2%
Barnet	552.1	84.0	145.2	15.1%	28.6%	28.2%	27.5%	62.2%	33.2%
Bexley	377.0	81.3	102.3	6.3%	8.0%	11.7%	28.9%	76.0%	45.7%
Brent	665.5	100.8	102.1	12.1%	54.5%	43.7%	25.7%	56.0%	30.7%
Bromley	486.6	76.2	147.2	7.3%	5.8%	9.9%	29.0%	67.5%	32.7%
Camden	782.6	134.3	119.3	14.5%	30.5%	38.5%	25.0%	65.4%	33.0%
Croydon	681.9	120.2	134.0	8.3%	15.8%	10.5%	27.7%	68.2%	44.0%
Ealing	706.6	102.4	128.8	15.1%	50.7%	28.7%	30.0%	67.1%	37.1%
Enfield	562.0	71.0	142.6	12.5%	18.5%	21.8%	31.4%	82.2%	36.2%
Greenwich	621.7	79.2	98.7	7.5%	12.2%	19.0%	29.0%	72.2%	39.2%
Hackney	733.4	113.0	94.3	12.5%	33.4%	48.9%	25.2%	65.5%	30.1%
Hammersmith & Fulham	588.4	68.4	90.9	12.7%	30.7%	45.1%	24.2%	70.8%	27.4%
Haringey	686.7	88.0	88.5	15.1%	26.9%	42.9%	32.7%	80.7%	46.7%
Harrow	363.0	56.1	96.6	17.9%	25.0%	27.9%	25.5%	64.3%	33.0%
Havering	374.3	39.5	103.9	5.6%	5.1%	14.8%	29.2%	79.7%	46.9%
Hillingdon	518.0	52.2	98.2	14.2%	27.5%	24.4%	28.4%	81.7%	40.9%
Hounslow	499.4	70.9	86.4	8.8%	31.3%	28.8%	27.7%	66.1%	33.0%
Islington	672.0	44.1	96.6	13.2%	33.9%	43.1%	28.7%	59.5%	29.6%
Kensington & Chelsea	541.5	88.7	142.7	13.4%	33.8%	39.5%	23.4%	59.4%	31.4%
Kingston upon Thames	295.4	45.2	69.5	7.4%	10.1%	19.3%	27.0%	66.0%	45.3%
Lambeth	921.4	161.7	129.7	11.5%	34.5%	27.8%	28.9%	62.9%	31.9%
Lewisham	628.6	104.7	105.4	9.4%	27.4%	34.1%	30.9%	68.9%	39.3%
Merton	366.2	41.5	80.0	9.0%	15.2%	15.0%	28.4%	75.9%	38.8%
Newham	775.9	106.8	108.6	12.7%	30.8%	28.5%	21.5%	64.8%	29.4%
Redbridge	470.8	64.3	103.8	16.3%	20.9%	29.9%	24.8%	64.2%	32.6%
Richmond upon Thames	297.0	52.5	86.1	5.7%	0.0%	15.1%	22.2%	64.3%	30.3%
Southwark	852.7	145.9	114.8	9.8%	38.0%	31.6%	26.5%	59.0%	31.7%
Sutton	335.6	65.3	71.8	6.5%	6.1%	7.0%	32.1%	61.2%	47.7%
Tower Hamlets	744.3	112.8	99.2	14.1%	25.4%	50.6%	26.3%	55.7%	42.3%
Waltham Forest	546.1	101.4	98.4	13.7%	22.4%	40.1%	29.3%	67.5%	31.9%
Wandsworth	600.1	76.2	101.7	12.9%	24.2%	28.9%	28.8%	72.4%	26.2%
Westminster	1453.8	265.0	239.0	12.4%	31.5%	39.5%	22.3%	48.8%	30.3%
Borough Total	14,598	2,129	2,791	11.7%	26.7%	29.0%	27.2%	65.0%	35.2%

	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 December 2011

Target	Total FTE			BME			FEMALE		
	Police	P.Staff	PCSO	Police	P.Staff	PCSO	Police	P.Staff	PCSO
TP Non Boroughs	1281.1	2065.4	227.6	6.8%	26.0%	38.2%	17.5%	61.6%	20.5%
CO5/19 - Firearms Command Unit	598.1	89.99		3.2%	15.4%		6.5%	29.7%	
CO11 - Public Order / Op Support	660.6	127.4		2.3%	5.1%		24.7%	54.3%	
CO15 - Traffic	661.9	83.3		2.9%	11.4%		9.8%	52.0%	
CO16 - Traffic Criminal Justice	4.0	454.6		25.0%	6.6%		25.0%	74.8%	
CO20 - Territorial Support Group	768.8	30.4		6.8%	15.1%		11.1%	70.4%	
Central Operations (01/03/12/14)	56.8	91.0		13.8%	37.5%		49.5%	84.4%	
Specialist Operations	3567.5	1175.6	39.1	8.3%	21.8%	43.5%	10.3%	44.0%	30.9%
SCD1 - Homicide / Serious Crime	707.7	309.3		6.5%	11.9%		26.8%	77.9%	
SCD2 - Sapphire Command	487.1	42.2		10.0%	25.6%		55.2%	85.8%	
SCD4 - Dir Forensic Services	1.0	1149.7		0.0%	12.9%		100.0%	51.5%	
SCD5 - Child Abuse Investigation	466.7	198.0		7.6%	24.7%		51.4%	77.1%	
SCD6 - Economic/Specialist Crime	347.3	109.3		6.3%	19.0%		20.0%	57.0%	
SCD7 - Serious+Organised Crime	418.2	99.5		5.0%	15.6%		13.9%	69.9%	
SCD8 - Trident/Trafalgar	334.1	95.0		10.5%	20.0%		15.3%	70.5%	
SCD9 - Human Exploitation	135.9	20.0		5.6%	30.0%		25.7%	50.0%	
SCD10 - Covert Policing	288.1	28.9		5.9%	20.7%		19.9%	72.4%	
SCD11 - Dedicated Surveillance	308.4	53.9		5.5%	27.8%		17.3%	49.9%	
SCD20 - Crime Academy	65.3	73.5		4.6%	3.5%		38.8%	17.9%	
SCD25 - Met Intelligence Bureau	222.1	204.1		5.0%	26.2%		21.2%	52.5%	
SCD26 - Op Information Services	9.1	326.1		0.0%	32.8%		24.9%	50.3%	
SCD3/12/14/15/27/30	58.4	110.2		1.7%	16.2%		33.9%	58.3%	
Human Resources	17.5	895.9	4.0	0.0%	37.5%	75.0%	8.3%	45.5%	25.0%
Deputy Commissioner's Portfolio	357.3	376.2		6.7%	24.7%		31.8%	66.6%	
Dol	31.0	697.1		0.0%	20.6%		6.5%	30.9%	
Resources		565.9			18.7%			40.9%	

	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.