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Summary	Analysis into the protected characteristics and the MPS workforce
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The Metropolitan Police Service Duty in Employment Report

April 2010 – March 2011



Protective Marking	Not protectively marked
Suitable for Publication	Yes
Title and Version	Metropolitan Police Service Duty in Employment Report 2010-11, Version 2.1
Purpose	To provide an overview of diversity within the Metropolitan Police Service
Relevant to	The Metropolitan Police Service and the wider community
Summary	Analysis into the protected characteristics and the MPS workforce
Creating OCU	HR Business Services
Date Created	May 2011



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Section A: Introduction

A.1: Overview

The Metropolitan Police Service (MPS) has a specific duty to publicise annual monitoring data. This report will present data from the 2010-11 financial year.

This report will monitor the performance of the MPS against the protected characteristics where data is available (please see the *Limitations* section below for further information on unavailability of data). Where possible, the MPS population will be benchmarked against the economically active population (EAP) of London, to ascertain whether the organisation is representative of the community it serves, and to identify if the trends experienced by the MPS are particular to the organisation or are more widely-held issues.

A.2: Methodology

The data utilised in this report has been gathered from various MPS databases. Population where possible is presented in terms of actual staff headcount rather than FTE. This is so that an accurate picture of who is employed by the MPS can emerge; the section on part-time working will examine whether some groups are more likely to work part-time than others.

This report will present ethnic background data utilising the 16+1 Ethnic Classification System where possible. Where the methods of data capture cannot break the ethnicity section down to individual ethnic backgrounds, ethnicity (BME, non-BME, ethnicity unknown) will be used.

Where changes in trend have occurred from the previous financial year, this will be commented on.

A.3: Limitations

One key limitation of this report is that all diversity data is provided voluntarily by employees and captured on the MPS' computerised HR database, MetHR. This report will present information for each of the protected characteristics wherever available. Employees are not required to provide information relating to gender reassignment, marriage and civil partnership, disability, faith and religious belief, sexual orientation, and marital status. This means that while every attempt has been made to capture diversity data across all protected characteristics, data is not available for all protected characteristics in every section of the report. Also, Section B.1 outlines those who were on maternity leave on 31 March 2011. The MPS is unable to obtain information relating to specific aspects of employment for all those who were on maternity leave during this period or resumed from maternity leave during this period.

During 2010-11, the processes for gathering information on training course applications was centralised, and data is not currently available. This report will be republished with this data as soon as it becomes available.

A.4: Report Background and Introduction

The MPS is required to make the following data available:

- The numbers of staff in post
- Applicants for employment, training and promotion
- Staff who receive training, benefit or suffer detriment from Performance Assessment Procedures, are involved in grievances, are subject to disciplinary procedures or cease employment.

This report will aim to provide information on the issues above – with particular emphasis on race, gender and disability where the data is available. The information in this report relates to the period 1st April 2010 – 31st March 2011.

A.5: MPS development activity

As the Policing London Business Plan 2011-14 states, the MPS is delivering a number of initiatives to ensure that it is “match fit”¹. Initiatives to support and develop MPS employees in 2010-11 included:

- BME promotion study group networks – the MPS Promoting Difference team has ensured that a study group has been in place for every police promotion process since 2009
- The Positive Action Leadership Programme – 97% of those who attended in 2010 stated that they have used the skills they gained on the Programme in the workplace
- Springboard and Encompass – these schemes are aimed at encouraging personal development in female employees
- Neuro-Linguistic Programming courses – aimed at police leaders seeking promotion, these are focused preparatory courses aimed at overcoming the identified common barriers to promotion
- The setting up of a mentoring scheme in partnership with the Gay Police Association
- Providing development workshops for Chairpersons and Executive members of the Staff Support Associations

A.6: The MPS Diversity and Equality Strategy and Equalities Scheme

The Workforce and Culture strand is one of four key areas of work encapsulated within the MPS Equality & Diversity Strategy 2011-13. Although HR Directorate has lead responsibility for the co-ordination and implementation of this work, the Workforce and Culture Action Plan is a corporate plan, and all MPS Business Groups have a responsibility to contribute to work in support of the strand objectives and improve performance. Progress is overseen by the Diversity Executive Board. Key actions within the plan include:

- Delivery of recommendations arising from the MPA Race and Faith Inquiry

¹ Page 25, Policing London Business Plan, 2011-14:

http://www.met.police.uk/foi/pdfs/priorities_and_how_we_are_doing/corporate/policing_london_business_plan_2011-14.pdf, accessed 31 May 2011.

- Deliver learning and development programmes that increase knowledge and equip our staff to value and respect difference and achieve cultural change
- Recruit a workforce that reflects the diversity of London, building on the progress already made
- Support staff, in particular those from under-represented groups, to realise their potential, enabling the MPS to make best use of the skills and talents of its diverse workforce
- Improve the progression of staff from under-represented groups, with a particular emphasis on specialist roles
- Improve the confidence of all staff in our discipline and Fairness at Work processes so they are seen to be proportionate and fair
- Utilise the staff survey to understand and address any disproportionality in levels of satisfaction between groups
- Ensure that staff at all levels of the MPS understand their responsibilities in relation to Equality Act 2010
- Support the implementation of the People and Culture elements of the Equality Standard for Policing
- Ensure Equality Impact Assessments are undertaken for every organisational change programme and that effective steps are taken to address any identified adverse impact.

The MPS Equalities Scheme was created through effective partnership and dialogue with Londoners and our colleagues, and sets the standard for how people can expect to be treated in and by the MPS, as we seek to put London's diverse citizens at the heart of everything we do. More information on the Equalities Scheme is available via the following hyperlink:

http://www.met.police.uk/dcf/equality_stm.htm

Section B: Analysis

B.1: MPS population data²

This section will present data as at 31st March 2011, the end of the 2010-11 financial year. Full data regarding workforce ranks and grades is to be found in Appendix tables C.1.1 – C.1.5.

As at 31st March 2011, there were 51,646 staff employed by the Metropolitan Police Service. This number comprised:

- 32,798 police officers
- 14,632 members of police staff
- 4,022 PCSOs
- 194 traffic wardens

In addition to this, the workforce included 4,946 Special Constables. 569 of these (11.50%) were also MPS police staff employees. The Special Constable population experienced growth of 58.27% since 31st March 2010.

These figures relate to headcount rather than Full Time Equivalent (FTE) data; for this reason, the data may differ slightly to that published elsewhere by the MPS, such as Workforce Data Reports and reports for the MPS Diversity Executive Board. These figures also exclude staff on career breaks. For career break information, please see section B.4.

The table below shows those staff within each role type who were in a civil relationship or married as at 31 March 2011. These figures include police officers and police staff seconded to the organisation.

Role type	Civil Partnership/Married
Police officers	14,924
Police staff	6,873
PCSOs	976
Traffic wardens	119
MSC	417

Table 1: Marital status

On 31 March 2011, 589 employees were on maternity leave. These staff members were to be found in the following role types:

Role type	Maternity leave
Police officers	259
Police staff	275
PCSOs	55
Traffic wardens	0

Table 2: Maternity leave

The police officer, police staff and PCSO role types all experienced between 3.21% and 3.85% of their female population on career breaks at this time.

² This data was provided by the Workforce Planning team, and pertains to the workforce as at 31/03/2011.

The information held on the confidential screen of MetHR is completed on a voluntary basis, and is therefore incomplete. Of those who have completed this field, 15 police officers, police staff, PCSOs, traffic wardens and MSC stated that they were intersex, transgender or transsexual, with a further 176 staff stating that they preferred not to say.

B.1.1: MPS population data and gender

Female staff accounted for the following proportions of the population:

Role type	% female	% change from 31 March 2010
Police officers	24.37%	0.39%
Police staff	58.62%	-0.58%
PCSOs	35.50%	0.49%
Traffic wardens	54.12%	-5.81%
MSC	30.81%	1.11%

Table 3: Female representation

The proportion of police officers, PCSOs and MSC who were female increased during the 2010-11 financial year. Police staff and traffic wardens experienced a decrease in the proportion of females within their number. However, both these role types experience higher percentages of females within their respective workforces than are found in the London working population as a whole³. Furthermore, the traffic warden population is a small one (on 31 March 2011, this group comprised only 194 individuals) and is a declining pool which will have reduced to zero by the end of 2011 due to the MPS' new service delivery model.

In total, 34.69% of all the MPS' workforce (including MSC) were female. To provide context through comparison with another large public sector organisation, in 2009-10 the female representation within the National Offender Management Service stood at 36%, so the proportions are broadly similar⁴. The proportion of female police officers and police staff (including MSC) across England and Wales who were female as at 31 March 2010 (the most recent period for which data is available) was 39.37%, slightly higher than the MPS average⁵.

B.1.2: MPS population data and ethnic background

Table 4 shows the proportion of BME staff in each role type for the last three financial years.

The police officer role type has seen steady increases in the proportion of its population who are BME in the last three years, as has the traffic warden role type. Other role types have fluctuated or decreased slightly. Please note that, particularly where the police officer role type is concerned, many joiners previously

³ As stated in the Labour Force Survey, the proportion of the London working age population who were female was 30.63%. Data accessed on 31 May 2011 via <https://www.nomisweb.co.uk/articles/588.aspx>

⁴ Page 5, *HM Prison Service Annual Staff Diversity Review* (published March 2011)

⁵ Pages 13-23, Home Office Statistical Bulletin 14/10; <http://www.homeoffice.gov.uk/publications/science-research-statistics/research-statistics/police-research/hosb1410/hosb1410?view=Binary>

served as MSC or PCSOs within the organisation. This will affect the population breakdowns for these role types.

Role type	31 March 2009	31 March 2010	31 March 2011
Police officers	8.75%	9.30%	9.48%
Police staff	23.19%	25.85%	22.89%
PCSOs	30.13%	29.18%	29.76%
Traffic wardens	19.45%	21.35%	24.23%
MSC	32.56%	31.14%	28.97%

Table 4: BME representation over time

For full breakdowns by ethnic background, please see Appendix table C.1.1.

Employment rates in London vary considerably by ethnic background, from 46% for working-age Bangladeshis to 75% for White British. So while a 2008 report identified that London's working age population was 64% White, 12% Asian, 11% Black, 2% Mixed and 11% Other groups, this does not mean that these percentages are an accurate representation of those in work. However, the working age population of London is the MPS' potential recruitment pool, and so comparison with the working-age population is relevant. As was the case in previous years, the role types which most closely match London's working-age population were the MSC and PCSO role types.

MPS performance compares favourably with another large public sector organisation, HM Prison Service, in terms of BME staff⁶. At the end of 2009-10 (the most recently-published data available), BME representation within the National Offender Management Service was 6.5%. As was the case in the previous financial year, while it must be remembered that the HM Prison Service is a national organisation whereas the MPS recruits predominantly from the area surrounding London, representation for all five role types exceeds the performance seen within a large comparator organisation.

B.1.3: MPS population data and disability

This data is provided voluntarily by members of staff. As at 31st March 2011, 12,974 MPS staff⁷ had provided this information, 22.93% of all staff. This represents an 8.64% increase compared with the position at 31 March 2010. Approximately 1 in 4 staff members provided this information, so while it is a useful guide to the likely disability profile of the MPS, it is not necessarily indicative of the MPS population as a whole.

In total, 606 staff stated that they had a disability, 4.67% of all those who provided this information. 12,185 stated that they did not have a disability (93.92% of the respondents) and 183 respondents stated that they preferred not to say (1.41% of the respondents). To once again compare the MPS with HM Prison Service, in 2008-9, 3% of HM Prison Service employees declared themselves as disabled⁸.

⁶ Page 4, *HM Prison Service Annual Staff Diversity Review* (published March 2011)

⁷ This includes police officers, police staff, traffic wardens, MSCs and PCSOs.

⁸ Page 6, *HM Prison Service Annual Staff Diversity Review* (published March 2011)

As was the case in previous financial years, response rates varied by role type, but once again an increase in the number of people who have provided this information was noted:

Date	Number of respondents
31 March 2009	6,629
31 March 2010	9,918
31 March 2011	12,974

Table 5: Disability

The response rates varied between the role types:

- 16.21% of police officers provided this information
- 13.70% of police staff provided this information
- 44.48% of PCSOs provided this information
- 2.58% of traffic wardens provided this information
- 78.04% of MSC staff provided this information.

10.53% of all police staff respondents described themselves as disabled. This was the highest percentage seen for any role type.

B.1.4: MPS population data and age

Table 6 shows the percentage of staff from each role type who were in each age bracket on 31st March 2011.

The age profile varies for each role type:

- The police officer role type sees high numbers of staff in the 30-39 and 40-49 years age groups.
- The police staff role type sees high numbers concentrated in the 30-39, 40-49, and 50-59 years age groups. This group, together with traffic wardens, experiences the highest proportions of its number in the 60+ years category.
- Nearly half of all PCSOs are to be found in the 20-29 years age category. This is due to this role type being a relatively new one for the MPS.
- Three-quarters of the MPS' traffic wardens were found in the 40-49 or 50-59 years bands. This is affected by the fact that no recruitment has taken place for this role type since the 2005-6 financial year.
- More than half of all the MPS' MSC are found in the 20-29 years age band.

Age group	Police officers	Police staff	PCSOs	Traffic wardens	MSC
Under 20	0.00%	0.12%	0.05%	0.00%	7.22%
20-29	16.82%	14.00%	46.17%	2.06%	53.32%
30-39	36.75%	24.92%	22.23%	15.46%	23.07%
40-49	36.43%	31.88%	19.62%	41.24%	12.19%
50-59	9.79%	22.85%	10.34%	34.02%	3.82%
60+	0.22%	6.23%	1.59%	7.22%	0.38%

Table 6: Age profile

B.1.5: MPS population data and sexual orientation

This data is entered voluntarily by members of staff via a MetHR self-service screen. As at 31st March 2011, 12,956 staff had provided this information; this represents 22.89% of the population. The proportion of staff who have provided this information on MetHR has nearly doubled since March 2009. Overall, the information provided within this field was as follows:

- 225 respondents stated that they were bisexual – 1.74% of all respondents
- 762 respondents said they were gay or lesbian – 5.88% of all respondents
- 11,228 respondents gave their sexual orientation as heterosexual – this equates to 86.60% of all respondents
- 751 respondents stated that they preferred not to state their sexual orientation – this group accounts for 5.79% of all respondents.

Response rates varied by role type.

B.1.6: MPS population data and faith

This data is entered voluntarily by members of staff onto a confidential screen within MetHR. This data is therefore not captured for those who have not provided this information – as at 31 March 2011, 12,647 MPS staff⁹ had entered either their religious belief or the fact that they would prefer not to provide this information. This equates to 22.35% of MPS staff.

The religious beliefs of MPS staff (where known) were as follows:

Religion, faith or belief	Staff	% of respondents
Buddhist	86	0.68%
Christian	5,696	45.04%
Hindu	312	2.47%
Jewish	146	1.15%
Muslim	795	6.29%
None	4,175	33.01%
Other	511	4.04%
Prefer Not To Say	679	5.37%
Sikh	247	1.95%

Table 7: Religion, faith and belief

- The most frequently-cited response was Christian, at 45.04%. None, Muslim and Prefer Not To Say also saw responses higher than 5%.
- The following beliefs saw increases in comparison with March 2010: None, Muslim, Prefer Not To Say, Other, Hindu, Sikh, Jewish, Buddhist. The only belief which saw a decrease in responses was Christian. These increases and decreases could be linked to an increase in the percentage in MPS staff providing this information (up to 22.35% from 19.16% in March 2010) as well as recruitment and attrition trends.

⁹ This includes police officers, police staff, traffic wardens, MSCs and PCSOs.

B.2: Recruitment

Please note that, due to the length of recruitment processes, the joiners shown in this section are not necessarily drawn from the 2010-11 applicant pool.

A Focus on London labour market presentation undertaken by the GLA identified that the following factors influenced a Londoner's pay and probability of employment¹⁰:

- Education
- Age
- Gender
- Family type
- Disability
- Ethnicity
- Place of birth.

The research identified that the factor which influenced pay and probability of employment the most was educational attainment.

Limited recruitment took place in the 2010-11 financial year. The significant reduction in budgets coupled with the objective of maintaining operational resilience meant that staffing requirements were adapted to meet the changing environmental conditions. Key developments during the year included the push for Special Constables (MSC) to support local regular officers, police staff Star Chamber to ensure that external recruitment has been undertaken as a very last resort to fill essential posts, and the development of a new recruitment and training framework for regular police officers. The police staff and MSC role types saw the highest numbers of applicants and joiners:

Role type	Applications	Joiners
Police officers	125	193
Police officers – transfers and rejoiners	49	6
Police staff	3,473	480
PCSOs	1	3
Traffic wardens	0	0
MSC	11,966	2,399

Table 8: Applicants and joiners

No PCSO recruitment processes were run in 2010-11. The 1 PCSO application pertains to an existing PCSO who applied for, and was successful in, a police officer recruitment process. However, the applicant changed their mind and so reverted to being a PCSO.

¹⁰ Focus on London Labour Market: Beyond Headlines, accessed 31 May 2011: <http://data.london.gov.uk/datastore/applications/focus-london-labour-market>

B.2.1: Recruitment and gender

Table 9 shows the number and proportion of applicants for all role types who were female.

Role type	Female Applications	Female % of applications
Police officers	33	26.40%
Police officers – transfers and rejoiners	11	22.45%
Police staff	1,276	37.03%
PCSOs	0	0.00%
Traffic wardens	0	-
MSC	3,892	32.53%

Table 9: Female applicants

The transfer and rejoiner and PCSO percentages in the above table were calculated based on small applicant numbers. Of the role types which saw 100 or more applicants during this period (police officers, police staff and MSC), two of them (police officers and MSC) saw a higher percentage of females applying than were present in the MPS population for those role types.

As mentioned above, those who joined in 2010-11 did not necessarily apply in that financial year. Table 10 shows those who joined the organisation in 2010-11.

Role type	Female Joiners	Female % of Joiners
Police officers	193	30.05%
Police officers – transfers and rejoiners	6	0.00%
Police staff	480	42.50%
PCSOs	3	33.33%
Traffic wardens	0	-
MSC	2,399	32.63%

Table 10: Female joiners

Once again, three role types are well-represented (police officers, police staff and MSC). These role types all saw 30.05% or more of joiners being female. It is unsurprising that the police staff role type saw a higher percentage of female joiners than the other role types, as the police staff role type has historically attracted higher levels of female employees than other role types (in 2010/11 58.62% of police staff employed by the organisation were female).

B.2.2: Recruitment and ethnic background

Data pertaining to each ethnic background is available in Appendix tables C.2.1 and C.2.2.

Where known, the number and percentage of applications from BME applicants was as follows:

Role type	BME Applications	BME % of applicants
Police officers	12	9.60%
Police officers – transfers and rejoiners	5	10.20%
Police staff	1,158	33.34%
PCSOs	0	0.00%
Traffic wardens	0	-
MSC	4,489	37.51%

Table 11: BME applicants

The percentage of applicants to become police officers who were BME was similar to the percentage of the 2010-11 police officer population who were BME (9.48%). The percentage of applicants for the police staff and MSC role types who were BME was slightly higher than that seen in the MPS population as a whole in 2010-11 (22.89% for police staff, and 28.97% for MSC).

Table 12 shows BME joiners in 2010-11.

Role type	BME Joiners	BME % of Joiners
Police officers	44	22.80%
Police officers – transfers and rejoiners	0	0.00%
Police staff	94	19.58%
PCSOs	0	0.00%
Traffic wardens	0	-
MSC	639	26.64%

Table 12: BME joiners

Once again, the percentages generated for transfers and rejoiners, PCSOs and traffic wardens were based on low numbers.

22.80% of all police officer joiners were BME, significantly higher than seen in the MPS police officer population as a whole (as at 31 March 2011, 9.48% of all police officers were BME). The percentage of joiners who were BME in the police staff and MSC role types was similar to that seen in the population as a whole (on 31 March 2011, 22.89% of police staff were BME, and 28.97% of MSC were BME).

The following steps are in place to attract applications from a diverse population:

1. Close management scrutiny of recruitment processes and availability of BME recruits through COMSTAT (Computer Statistics programme).
2. Development and implementation of an HR community engagement programme, including support interventions to increase application yields. In 2010-11 the community engagement activity was focused upon key London communities, including Bangladeshi, Pakistani, Turkish and Somali communities, as well as the Black community in London. The activity was collaborative in nature, involving the Black Police Association, colleges and community groups, as well as MPS partners. The programme has resulted in an understanding of the differing needs of the local communities, which has helped shape advice, guidance and support. This approach has helped facilitate and sustain high levels of interest from these communities in MPS career opportunities.

B.2.3: Recruitment and age

The table below shows the age profile of all applicants to join the MPS in 2010-11.

Age group	Police officers	Transfers/ Rejoiners	Police staff	PCSOs	Traffic wardens	MSC
Under 20	0.00%	0.00%	2.45%	0.00%	-	19.49%
20-29	36.80%	8.16%	50.33%	100%	-	58.92%
30-39	40.00%	48.98%	21.25%	0.00%	-	15.33%
40-49	19.20%	36.73%	16.44%	0.00%	-	5.16%
50-59	4.00%	6.12%	8.84%	0.00%	-	1.08%
60+	0.00%	0.00%	0.60%	0.00%	-	0.02%
Not known	0.00%	0.00%	0.09%	0.00%	-	0.01%

Table 13: Age profile of applicants

The age profiles of those applying for each role type were slightly different. The majority of applicants to become a police officer or a member of police staff were aged 20-39. The majority of transfer and rejoiner applicants were aged 30-49, and the majority of MSC applicants were aged 20-29. The 100% PCSO percentage in the 20-29 age category represented only one applicant.

Table 14 shows the age profile of all MPS joiners in 2010-11.

Age group	Police officers	Transfers/ Rejoiners	Police staff	PCSOs	Traffic wardens	MSC
Under 20	0.00%	0.00%	1.88%	0.00%	-	13.59%
20-29	69.43%	16.67%	36.04%	0.00%	-	59.82%
30-39	23.83%	16.67%	17.50%	100.00%	-	18.34%
40-49	6.22%	16.67%	19.58%	0.00%	-	7.04%
50-59	0.52%	50.00%	24.38%	0.00%	-	1.21%
60+	0.00%	0.00%	0.63%	0.00%	-	0.00%

Table 14: Age profile of joiners

The transfer and rejoiner and PCSO percentages were calculated based on low numbers due to limited recruitment processes occurring for these role types in 2010-11. For the police officer, police staff and MSC role types, the 20-29 years age category was by far the largest. While the MSC and police officer role types exhibited a similar pattern, the trend for police staff was more distinct. While there was a (smaller) peak at 20-29 years, the 30-39, 40-49 and 50-59 years categories also saw high levels of joiners.

B.2.4: Recruitment, disability, sexual orientation and faith

These factors are not currently captured on all MPS application forms, so it is not possible at this stage to analyse these strands in terms of recruitment success rates. Since data relating to these factors is entered voluntarily by members of staff onto a confidential screen within MetHR, this data is not captured for those who have not provided this information. Small proportions of the population have provided this information, and so joiner information broken down by disability, sexual orientation and faith is not possible due to identifiability issues

B.3: Promotions¹¹

The data below pertains to police officer ranks only, as there are no centralised police staff, or traffic warden promotion processes. The PCSO role type does not have a promotion process. There were three promotion and lateral progression processes in 2010-11:

- Constable to Sergeant, April 2010
- Superintendent to Chief Superintendent, October 2010
- Constable to Detective Constable, September 2010.

B.3.1: Promotions and gender

The proportion of applicants who are female for each process will depend upon the proportion of female officers at each rank. Full information showing the numbers of applications and those successful is presented in Appendix table C.3.1. A summary of success rates for each process is shown below.

Process	Female success rate	Male success rate	Not known/ Prefer not to say
Constable to Sergeant, April 2010	32.43%	31.24%	50.00%*
Superintendent to Chief Superintendent, October 2010	66.67%*	37.25%	N/A
Constable to Detective Constable, September 2010	91.26%	87.86%	85.71%*

* Starred rates denote those which were generated based on a pool of less than 50 applicants
Table 15: Promotions and gender

Overall, for two of the three processes, the success rates for female and male applicants were similar, with the female success rates being slightly higher. For the Superintendent to Chief Superintendent process, the female success rate was significantly higher. However, this was generated by small numbers (see Appendix for full details).

B.3.2: Promotions and ethnic background

This data is captured by the reporting unit utilising the “Non-BME” (White-British, White-Irish, White-Other backgrounds) and the “BME” (all other ethnic backgrounds) definitions. There is also a third grouping, of those whose ethnic background is unknown, and also those who categorised themselves as being “Any Other Group not Specified” on the Equal Opportunities Monitoring Form (and who were invited to define their own category if they wished).

For those processes in which there were at least 50 BME and non-BME applicants, non-BME applicants saw a slightly higher success rate than BME applicants. The 0.00% success rate generated in the Superintendent to Chief Superintendent process was generated from only 3 applicants.

¹¹ Data gathered from the Promotion and Selection Processes Statistical Data document prepared by the Progression and Selection Team, accessed 31/05/2011

Process	BME success rate	Non-BME success rate	Not known/ Other success rate
Constable to Sergeant, April 2010	25.84%	31.83%	42.86%*
Superintendent to Chief Superintendent, October 2010	0.00%*	37.74%	100%*
Constable to Detective Constable, September 2010	85.05%	90.09%	86.96%*

* Starred rates denote those which were generated based on a pool of less than 50 applicants
Table 16: Promotions and ethnic background

When the success rates for the three processes are combined, BME applicants experienced a slightly higher success rate. The BME success rate was 57.86%, the non-BME rate was 55.18%, and the not known/Other rate was 62.30%.

B.3.3: Promotions and disability

Process	Non-disabled success rate	Disabled success rate	Not stated/ Prefer not to say success rate
Constable to Sergeant, April 2010	31.47%	33.33%*	36.67%*
Superintendent to Chief Superintendent, October 2010	38.46%	50.00%*	66.67%*
Constable to Detective Constable, September 2010	89.05%	92.86%*	93.33%*

* Starred rates denote those which were generated based on a pool of less than 50 applicants
Table 17: Promotions and disability

Many of the rates presented in the table above were generated based on low numbers of applicants. The disabled success rate was in all cases higher than that of non-disabled applicants, with the success rate of those whose disability status was unknown being even higher.

The overall success rates across all promotion and progression processes were as follows:

- No disability: 55.71%
- Disabled: 56.76%
- Not stated/prefer not to say: 56.25%

B.3.4: Promotions and age, sexual orientation and faith

Since data relating to these factors is entered voluntarily by members of staff onto a confidential screen within MetHR, this data is not captured for those who have not provided this information. Small proportions of the population have provided this information, and so promotion information broken down by disability, sexual orientation and faith is not possible due to identifiability issues.

B.4: Career breaks¹²

As at 31/03/2011 there were 551 MPS employees on career breaks. This is a 8.62% decrease in comparison with the previous year. This number comprised:

- 248 police officers (0.75% of the police officer population)
- 251 police staff (1.69% of the police staff population)
- 51 PCSOs (1.25% of the PCSO population)
- 1 traffic warden (0.51% of the traffic warden population).

The PCSO role type was the only role type to experience an increase in the percentage of its population on a career break compared to the previous financial year.

Data is not available for faith, sexual orientation and disability. Since data relating to these factors is entered voluntarily by members of staff onto a confidential screen within MetHR, this data is not captured for those who have not provided this information. Small proportions of the population have provided this information, and so career break information broken down by disability, sexual orientation and faith is not possible due to identifiability issues.

B.4.1: Career breaks and gender

Across all role types, male employees were less likely to take career breaks than their female colleagues:

- 0.49% of all male police officers were on career breaks on 31st March 2011, but 1.56% of female police officers were on career breaks at that time.
- 0.56% of the male police staff population were on career breaks on 31st March 2011. 2.47% of the female police staff population were on career break at that point.
- Male PCSOs on career breaks accounted for 0.99% of the male PCSO population on 31 March 2011; female PCSOs on career breaks accounted for a significantly higher proportion of the population at this time, at 1.72%.
- As was the case the previous year, only one traffic warden was on a career break as at 31 March 2011. This traffic warden was female.

Once again, the group most likely to take career breaks, by some margin, was the female police staff group. Female PCSOs, police officers and traffic wardens were also considerably more likely to take a career break.

B.4.2: Career breaks and age

Table 18 shows the proportion of staff in each role type from each age group taking a career break.

The police officer age group most likely to be on a career break was the 30-39 age group, with officers in the subsequent age groups progressively less likely to be on a career break. This was also the case for police staff. The PCSO trend was different, with PCSOs, with age not being a significant factor in the likelihood of

¹² This data was provided by the Workforce Planning team, and pertains to the workforce as at 31/03/2011.

being on career break. The lack of strong trend could be caused by the small numbers of PCSOs on career breaks at this time (51).

Age group	Police officers	Police staff	PCSOs	Traffic wardens
Under 20	0.00%	0.00%	0.00%	0.00%
20-29	0.40%	1.49%	1.28%	0.00%
30-39	1.08%	3.29%	1.11%	0.00%
40-49	0.73%	1.60%	1.38%	1.23%
50-59	0.19%	0.59%	1.19%	0.00%
60+	0.00%	0.00%	1.54%	0.00%

Table 18: Career breaks and age

B.4.3: Career breaks and ethnic background

The below table displays the percentage of BME and non-BME staff, where ethnicity is known, who were on a career break on 31 March 2011. A table showing staff from each ethnic background within each role type who were on career breaks on 31st March 2011 can be found in the Appendix (Table C.4.1).

Ethnicity	Police officers	Police staff	PCSOs	Traffic wardens
BME	1.05%	2.02%	1.89%	0.00%
Non-BME	0.72%	1.60%	1.00%	0.69%

Table 19: BME and non-BME staff on career breaks

BME employees, with the exception of the traffic warden role type, are more likely to be on a career break than non-BME employees. This is likely to be linked to the age profiles of BME and non-BME staff – as identified in the previous sections, the age and gender of the staff member affects the likelihood of their being on a career break.

B.5: Part-time working¹³

In this context, working part-time refers solely to working less than full-time contracted weekly hours. Other flexible working options offered by the MPS include working compressed hours and annualised hours.

3,637 staff were working part-time on 31st March 2011. This equates to 7.04% of the population, and represents a 0.89% increase in comparison with the previous year. This varies by role type:

- 4.13% of all police officers worked part-time
- 14.02% of all police staff worked part-time
- 4.92% of all PCSOs worked part-time
- 18.04% of traffic wardens worked part-time.

Data is not available for faith, sexual orientation and disability. Since data relating to these factors is entered voluntarily by members of staff onto a confidential screen within MetHR, this data is not captured for those who have not provided this information. Small proportions of the population have provided this information, and so part-time working information broken down by disability, sexual orientation and faith is not possible due to identifiability issues

B.5.1: Part-time working and gender

Female employees were considerably more likely to work part-time than males. As at 31st March 2011:

- 0.51% of male police officers worked part-time, and 15.35% of female officers working in the MPS worked part-time
- 3.47% of male police staff worked part-time, compared to 21.46% of female police staff
- 1.58% of male PCSOs worked part-time, compared to 10.99% of female PCSOs
- 5.62% of male traffic wardens worked part-time, compared to 28.57% of female traffic wardens.

The group least likely to work part-time is the male police officer group. The group most likely to work part-time is the female traffic warden group. This was also the case in March 2010, March 2009 and March 2008.

B.5.2: Part-time working and ethnic background

Table 20 shows the percentage of BME and non-BME staff who worked part-time, as well as those whose ethnic background was not known. For information pertaining to all ethnic backgrounds, please see Appendix C.5.1.

Non-BME employees were more likely to work part-time than their BME counterparts – this is likely to be influenced by the age and gender profile of those working part-time. The large difference between the percentage of BME and non-BME traffic wardens working part-time is due to the small numbers involved.

¹³ This data was provided by the Workforce Planning team, and pertains to the workforce as at 31/03/2011.

Ethnicity	Police officers	Police staff	PCSOs	Traffic wardens
BME	2.22%	12.30%	4.43%	8.51%
Non-BME	4.32%	14.94%	5.12%	21.68%
Not known	5.81%	7.82%	5.77%	0.00%

Table 20: BME and non-BME staff who work part-time

B.5.3: Part-time working and age

Ethnicity	Police officers	Police staff	PCSOs	Traffic wardens
Under 20	0.00%	0.00%	0.00%	0.00%
20-29	1.72%	6.88%	2.96%	0.00%
30-39	5.71%	17.27%	7.05%	16.67%
40-49	4.38%	16.92%	6.34%	25.00%
50-59	1.43%	10.20%	5.29%	9.09%
60+	1.41%	16.45%	12.50%	28.57%

Table 21: Age and part-time working

The table above shows the proportion of each age group who worked part-time. Police officers, police staff and PCSOs saw a peak in the 30-39 age group, with police staff and PCSOs also experiencing a peak in the 60+ age group. The 30-39 age group was also the age group which saw the highest proportion of staff on career breaks for the majority of role types. This is likely to be linked to carer responsibilities.

B.6: Performance Development Reviews (PDRs)

The data contained within this section pertains to the PDRs referring to the 2009-10 financial year, as these were the PDRs which were closed in the 2010-11 financial year. The below analysis pertains to completed PDRs within this financial year, and does not include those for whom a PDR was not necessary (for example, those on their probationary period, who fill in a different form).

Box marking 1 denotes outstanding performance, and box 5 denotes that improvement is needed.

Role type	Box marking 1	Box marking 2	Box marking 3	Box marking 4	Box marking 5
Police officers	4.77%	55.15%	39.59%	0.47%	0.03%
Police staff	3.23%	42.04%	53.60%	1.06%	0.07%
PCSOs	1.92%	34.17%	61.64%	2.02%	0.25%
Traffic wardens	0.65%	30.32%	69.03%	0.00%	0.00%

Table 22: PDR box markings and role type

As was the case in the previous financial year, while box markings 2 and 3 were the box markings most frequently used, the results varied by role type. Police officers were most likely to receive a box marking of 1 or 2, whereas PCSOs and traffic wardens and police staff were most likely to receive a box marking of 3. Box markings of 4 or 5 were less frequently noted.

B.6.1: Performance Development Reviews and gender

Gender	Box marking 1	Box marking 2	Box marking 3	Box marking 4	Box marking 5
Female police officers	3.75%	52.97%	42.71%	0.51%	0.07%
Male police officers	5.05%	55.76%	38.71%	0.46%	0.02%
Female police staff	3.29%	42.19%	53.52%	0.93%	0.07%
Male police staff	3.14%	41.82%	53.72%	1.25%	0.08%
Female PCSOs	1.77%	39.10%	57.49%	1.50%	0.14%
Male PCSOs	2.00%	31.38%	63.99%	2.31%	0.31%
Female traffic wardens	0.00%	35.37%	64.63%	0.00%	0.00%
Male traffic wardens	1.37%	24.66%	73.97%	0.00%	0.00%

Table 23: PDR box markings and gender

The box markings are very similar for male and female employees within the police officer and police staff role types, with female police officers being slightly more likely to receive a box marking of 3 than male police officers, but the reverse being true for police staff. Female PCSOs were more likely to receive a box marking of 2 than their male counterparts, who were more likely to receive a box marking of 3. This was also the case for traffic wardens.

B.6.2: Performance Development Reviews and ethnic background

For the purposes of the below commentary, those whose ethnic background is unknown are not included – full information can be seen in appendix tables C.6.1-C.6.4, including data pertaining to each ethnic background.

Ethnicity	Box marking 1	Box marking 2	Box marking 3	Box marking 4	Box marking 5
BME police officers	2.32%	45.65%	50.89%	1.07%	0.06%
Non-BME police officers	5.00%	56.03%	38.53%	0.41%	0.03%
BME police staff	1.42%	31.80%	64.88%	1.70%	0.19%
Non-BME police staff	3.79%	45.59%	49.69%	0.90%	0.03%
BME PCSOs	1.26%	26.33%	69.47%	2.38%	0.56%
Non-BME PCSOs	2.32%	38.78%	56.97%	1.86%	0.08%
BME traffic wardens	0.00%	13.16%	86.84%	0.00%	0.00%
Non-BME traffic wardens	0.88%	37.17%	61.95%	0.00%	0.00%

Table 24: PDR box markings and ethnicity

Non-BME staff across all role types were more likely to achieve a box marking of 1 or 2. BME staff were also more likely to achieve a box marking of 4 or 5 although for all role types this accounted for a small proportion of the population. This is similar to the 2009-10 financial year.

B.6.3: Performance Development Reviews and age

Table 25 shows the box marking received by age group and role type.

A very small percentage of the police officer population in each age group received a box marking of 4 or 5. Police officers aged 40 and over were most likely to receive a box marking of 1. The group most likely to receive a box marking of 3 were the group aged 20-29.

More than half of the police staff in each age group received a box marking of 3. Those in the older age groups were slightly more likely to receive a box marking of 4 or 5 – but this accounts for less than 2% of each age group.

The PCSO role type saw higher levels of staff receiving a box marking of 3 than that seen by police officers or police staff. The percentage of PCSOs in each age group who received a box marking of 1 or two varied, with no strong trends being seen. The 60+ age group saw a lower percentage of box marking 2s than other age groups (although this age group comprised only 47 individuals).

The traffic warden percentages in table 25 were generated based on only 155 individuals. The majority of traffic wardens in all age groups received a box marking of 3.

Age group	Box marking 1	Box marking 2	Box marking 3	Box marking 4	Box marking 5
Police officers under 20	N/A	N/A	N/A	N/A	N/A
Police officers aged 20-29	1.70%	46.08%	51.78%	0.37%	0.05%
Police officers aged 30-39	3.03%	52.99%	43.48%	0.49%	0.01%
Police officers aged 40-49	6.66%	59.02%	33.83%	0.47%	0.02%
Police officers aged 50-59	6.07%	55.66%	37.67%	0.51%	0.09%
Police officers aged 60+	6.56%	49.18%	44.26%	0.00%	0.00%
Police staff under 20	N/A	N/A	N/A	N/A	N/A
Police staff aged 20-29	2.58%	37.64%	59.09%	0.70%	0.00%
Police staff aged 30-39	3.48%	43.10%	52.54%	0.80%	0.08%
Police staff aged 40-49	3.66%	44.15%	51.07%	1.05%	0.06%
Police staff aged 50-59	2.78%	41.00%	54.72%	1.41%	0.09%
Police staff aged 60+	2.68%	37.85%	57.89%	1.42%	0.16%
PCSOs under 20	N/A	N/A	N/A	N/A	N/A
PCSOs aged 20-29	2.03%	33.54%	62.56%	1.87%	0.00%
PCSOs aged 30-39	1.36%	36.38%	60.12%	2.14%	0.00%
PCSOs aged 40-49	2.41%	32.59%	61.48%	2.78%	0.74%
PCSOs aged 50-59	1.38%	36.68%	60.55%	1.04%	0.35%
PCSOs aged 60+	4.26%	21.28%	74.47%	0.00%	0.00%
Traffic wardens under 20	N/A	N/A	N/A	N/A	N/A
Traffic wardens aged 20-29	0.00%	0.00%	100.00%	0.00%	0.00%
Traffic wardens aged 30-39	0.00%	31.82%	68.18%	0.00%	0.00%
Traffic wardens aged 40-49	1.64%	32.79%	65.57%	0.00%	0.00%
Traffic wardens aged 50-59	0.00%	27.27%	72.73%	0.00%	0.00%
Traffic wardens aged 60+	0.00%	33.33%	66.67%	0.00%	0.00%

Table 25: PDR box markings and age group

B.6.4: Performance Development Reviews and disability, sexual orientation and faith

Data is not currently available for Performance Development Reviews and disability, sexual orientation and faith.

B.7: The Fairness at Work process¹⁴

144 cases were considered to be suitable to be dealt with under the Fairness at Work process in 2010-11, a decrease of 1 from the previous year. The Fairness at Work procedure is open to all MPS employees.

Of the 144 cases which proceeded to Fairness at Work:

- 80 were initiated by police officers, an increase of 14 from the previous financial year. This represents 1 case for every 410 officers
- 51 were initiated by police staff, a decrease of 23 from the previous year. This represents 1 case per 287 staff members
- 8 were initiated by PCSOs, an increase of 5 cases from the 2009-10 financial year. This represents 1 case for every 503 PCSOs
- 4 were initiated by traffic wardens. This represents 1 case for every 49 traffic wardens. None were initiated by traffic wardens in the previous financial year
- 1 was initiated by a MSC.

5 of the 144 Fairness at Work cases were initiated due to causes related to disability. 1 was initiated due to an allegation of racial discrimination. The primary causes of other Fairness at Work cases were unrelated to protected characteristics, such as “Actions/behaviours from first line managers” and “Selection procedures”.

B.7.1: Fairness at Work and Gender

41 cases were submitted by females, and 103 were submitted by males. 28.47% of cases were initiated by females – this is in keeping with overall population trends, as 34.69% of all MPS police officers, police staff, traffic wardens, MSC and PCSOs were female.

B.7.2: Fairness at Work and Ethnic Background

The below table is a summary, featuring amalgamated ethnic backgrounds. For a full breakdown of Fairness at Work cases initiated by ethnic background, please see Appendix table C.7.1.

Ethnicity	Police officers	Police staff	PCSOs	Traffic wardens	MSC
BME	20	19	7	1	0
Non-BME	57	32	1	3	1
Not known	3	0	0	0	0

Table 26: Fairness at Work cases and ethnicity

¹⁴ Data provided by the Police Staff Discipline Team in May 2011, and pertains to all FAW cases initiated in the 2010-11 financial year with the outcomes A, B, C, E or blank:

A: Originator agrees with findings and is satisfied

B: Originator does not agree with findings and does not wish to appeal

C: Originator does not agree with findings and wishes to appeal

E: Originator withdrew from process

Blank: Those cases which do not have a classification are ongoing, and have been included.

BME employees were slightly more likely to initiate Fairness at Work procedures across the role types. The small overall number of cases and factors such as multiple cases being initiated by individuals impacts on the significance that can be read into trends.

B.7.3: Fairness at Work and Disability

5 of the 144 Fairness at Work cases listed the cause of the case as being due to disability. This is a reduction from the previous financial year when 10 cases were noted).

B.7.4: Fairness at Work and Age

No Fairness at Work cases were initiated due to a cause connected with age. The age groups which saw the most cases initiated were the 30-39, 40-49 and 50-59 age groups. This reflects the age profile of the MPS. Of these age groups, the 40-49 age group saw the most cases.

B.7.5: Fairness at Work and Sexual Orientation

No cases listed the primary cause for initiating the procedure as sexual orientation.

B.7.6: Fairness at Work and Faith

No Fairness at Work cases were initiated due to faith.

B.8: Discipline¹⁵

The table below shows police officer discipline cases in 2010-11.

Category	Police officers
Informal Discipline	21
Management Action	1,193
Pre-Taylor Misconduct Hearings	15
Taylor Meetings	187
Taylor Hearings	49
Taylor Special Cases	1

Table 27: Police officer discipline cases

The new Taylor procedures were introduced on 1st December 2008. However, since there is often some time between when a case is recorded and when it is finalised, cases occurred in 2010-11 under the old procedures (such as the Pre-Taylor Misconduct Hearings shown in the table above). The information presented in this section does not include locally-resolved informal discipline issues.

There were 1,466 officers subject to discipline matters (both public complaints and conduct matters) in 2010-11. This equates to 1 case per 22 officers.

There were 267 police staff members involved in discipline cases in the 2010-11 financial year, a decrease of 17 from the previous financial year. This figure includes 136 police staff, 121 PCSOs and 10 traffic wardens.

Although police staff discipline is a devolved process the Practice Support Team (PST), part of the Deputy Commissioner's portfolio, does provide expert advice on disciplinary matters. All disciplinary cases that are proceeding to gross misconduct are verified by the PST. This ensures that there is a consistent corporate approach taken to the management and application of the police staff disciplinary policy.

B.8.1: Discipline and gender

242 female officers were subject to informal discipline, management action, misconduct hearings or meetings and hearings in 2010-11, 1 discipline case for every 33 female police officers. 1,224 male officers were subject to informal discipline, management action, misconduct hearings or meetings and hearings, 1 incidence per 20 officers. Therefore, male police officers were therefore more likely to be subject to these proceedings than female officers.

68 police staff discipline cases related to females (1 case for every 126 female members of staff). 68 cases related to male police staff (1 case for every 89 members of staff). 23 of the cases relating to PCSOs related to female PCSOs (1 case per 62 female members of staff) and 98 related to male PCSOs (1 case per 26 male PCSOs). 8 cases related to female traffic wardens (1 case for every 13 female traffic wardens) and 2 related to male traffic wardens (1 case for every 45 male traffic wardens). So, with the exception of the small traffic warden population,

¹⁵ Data provided by the DPS Performance Analysis Unit and the Police Staff Discipline Team in May 2011.

female employees were less likely to be subject to discipline cases than their male colleagues.

B.8.2: Discipline and ethnic background

The table below shows the number of BME and Non-BME staff per discipline case.

Role type	BME	Non-BME
Police officers per discipline case	15	24
Police staff per discipline case	63	142
PCSOs per discipline case	23	41
Traffic wardens per discipline case	12	24

Table 28: Discipline cases and ethnicity

Cases where the ethnic background of the individual involved in the discipline case is not known have been excluded from the above table.

B.8.3: Discipline and age

The age profiles of those involved in discipline cases vary. For police officers, the younger the officer, the more likely they are to be involved in a discipline case. This was also the case for police staff and PCSOs. Traffic wardens, however, exhibit a different trend, with those aged 40-49 being most likely to be involved in a discipline case. This can be attributed to the fact that there has been no recruitment of traffic wardens in the last 6 years. The age profile of traffic wardens is older than that of other police staff.

For more information on age and discipline, please see appendix table C.8.1.

B.8.4: Discipline and disability, sexual orientation and faith

There is no data currently available on discipline and disability, sexual orientation and faith. Since data relating to these factors is entered voluntarily by members of staff onto a confidential screen within MetHR, this data is not captured for those who have not provided this information. Small proportions of the population have provided this information, and so discipline information broken down by disability, sexual orientation and faith is not possible due to identifiability issues.

B.9: Employment Tribunals (ETs)¹⁶

122 new Employment Tribunal claims were initiated by members of the MPS workforce during the financial year 2010-11:

- 58 were lodged by police officers
- 38 were lodged by police staff
- 25 were lodged by PCSOs
- 1 was lodged by a traffic warden.

A further 5 claims were lodged by members of the public. The below analysis pertains to those Employment Tribunal claims initiated by current or former police officers, police staff, PCSOs and traffic wardens. The figures include multiple claims (counted separately) from the same claimant.

B.9.1: Employment Tribunals and gender

71 Employment Tribunal claims were lodged by male members of the workforce in 2010-11, and 51 were lodged by female members of the workforce. Female members of the workforce are slightly more likely to lodge an Employment Tribunal claim.

B.9.2: Employment Tribunals and ethnic background

Of the Employment Tribunal claims lodged by members of the MPS workforce:

- 64 involved non-BME claimants (38 police officers, 14 police staff, 11 PCSOs, 1 traffic warden)
- 53 involved BME claimants (19 police officers, 20 police staff, 14 PCSOs)
- 1 involved a police officer whose ethnic background is not known, and 4 involved police staff whose ethnic background is not known.

BME members of the workforce across the role types were more likely to be involved in an Employment Tribunal than non-BME members of the workforce.

B.9.3: Employment Tribunals and disability, sexual orientation and faith

The HR-ES Employment Tribunal Unit is unable to provide data pertaining to the disability, faith/belief or sexual orientation of Claimants, as this information cannot be obtained from MetHR due to the confidential nature of the Self Service facility. Furthermore, it is noted that very small proportions of the population have provided this information on MetHR.

The table below shows the number of new Employment Tribunal claims that were lodged under each stated category. For example, a claim alleging race and sex discrimination is counted in both the 'race discrimination' and 'sex discrimination' categories. As there is an increasing trend for claims to cover more than one jurisdiction, adding the subtotals shown will exceed the total number of claims received during the 2010-11 financial year.

¹⁶ Data provided by the HR Employment Tribunal Unit in May 2011

Claim	Total
Age Discrimination	6
Disability Discrimination	41
Pregnancy/Maternity Discrimination	3
Race Discrimination	43
Religion/ Belief Discrimination	10
Sex Discrimination	29
Sexual Orientation Discrimination	5
Unfair Dismissal	27
Constructive Dismissal	13
Employment Rights Act	11
Flexible Working Regulations	3
Part Time Working Regulations	1
Public Interest Disclosure Act	3
Working Time Regulations	4
Other	9

Table 29: Employment Tribunal claims

B.10: Attrition¹⁷

3,002 police officers, police staff, traffic wardens and PCSOs left the MPS in 2010-11. In addition to this, 596 MSC officers left the organisation.

Of the 1,375 police officer leavers, 25 retired and joined the 30+ scheme, remaining with the MPS. 925 (67.27%) left the MPS due to either ordinary or medical retirement.

1,020 police staff left the MPS in 2010-11, 304 of whom left due to ordinary, early or medical retirement.

There were 535 PCSO leavers in 2010-11. 271 joined the organisation as police officers, so were not lost to the MPS, while 9 retired.

72 traffic wardens left the organisation in 2010-11, 6 of whom retired.

Of the 596 MSC who ceased to volunteer as MSC, 10 joined the MPS as police officers in 2010-11.

The MPS ran an early departure scheme in November 2010 which was open to the following roles:

- Traffic wardens
- Those in the redeployment pool
- Catering staff
- Training staff
- Station Reception Officers (SROs)

All staff within the affected pools were eligible to apply for early departure - this numbered 1,326 staff in total. All those who volunteered for the scheme were successful. 406 staff left the organisation through this phase of the early departure scheme. This figure comprised 48 SROs, 61 Traffic Wardens, 33 Training staff, 183 Catering staff, and 81 staff in the redeployment pool. Further phases of the early departure scheme are planned for 2011-12.

B.10.1: Attrition and gender

The table below shows the gender of the MPS' 2010-11 leavers.

Gender	Police officers	Police staff	PCSOs	Traffic wardens	MSC
Female	15.42%	60.98%	31.59%	76.39%	33.39%
Male	84.58%	39.02%	68.41%	23.61%	66.61%

Table 30: Gender of leavers

212 of the 1,375 police officer leavers were female. 102 female officers retired, comprising 48.11% of all leavers, whereas 823 male police officers retired, 70.77% of all male leavers. The higher proportion of male officer leavers leaving due to

¹⁷ Data provided by the HR Recruitment Team in May 2011.

retirement was due to the different length of service profiles for male and female police officers.

The proportion of female police staff leaving the organisation is in keeping with their proportion of the population as a whole – female staff accounted for 58.62% of the overall police staff population, and 60.98% of police staff leavers. This was also the case for PCSO leavers, where 31.59% of all leavers were female, in a population where 35.50% of all PCSOs were female. A higher percentage of female traffic wardens left than was seen in the population as a whole (76.39% of leavers were female; female traffic wardens accounted for 54.12% of the population). This discrepancy is caused by the small numbers involved (72 traffic wardens left the organisation in 2010-11). Once again, the proportion of MSC who left was in keeping with the population as a whole (33.39% of leavers were female, and 30.81% of the overall MSC population were female).

B.10.2: Attrition and ethnic background

Ethnicity	Police officers	Police staff	PCSOs	Traffic wardens	MSC
BME	5.45%	28.24%	21.87%	13.89%	30.03%
Non-BME	94.47%	65.10%	77.57%	86.11%	65.77%
Not known	0.07%	6.67%	0.56%	0.00%	4.19%

Table 31: Ethnicity of leavers

BME officers accounted for 9.48% of the police officer population, but only 5.45% of leavers were BME. This was due to the high proportion of officers leaving the MPS who retired – 69.09% of all officers resigned, either through ordinary retirement, retirement in order to join the 30+ scheme, or medical retirement.

BME police staff accounted for 28.24% of all police staff leaving the organisation in 2010-11. 22.89% of police staff were BME at the end of the financial year, so BME police staff were slightly more likely to leave the organisation than non-BME police staff. Reasons for leaving are strongly affected by the service profiles of the staff involved - non-BME staff were significantly more likely to retire (36.60%, compared to 19.79% of BME leavers); this is due to the length of service profiles for BME and non-BME staff being very different. This percentage could also be artificially high or low due to the high level of leavers whose ethnic background was unknown (6.67%).

21.87% of all PCSO leavers were BME. Given that 29.76% of all PCSOs were BME, BME PCSOs were less likely to resign their PCSO position than non-BME PCSOs.

A higher percentage of BME traffic wardens left the MPS than was seen in the population as a whole (13.89% of leavers were BME, and at the end of the year 24.23% of traffic wardens were BME).

30.03% of MSC leavers were BME. This is similar to the BME proportion of the MSC population as a whole, 28.97%.

Leaver information for each ethnic background is presented in Appendix table C.9.1.

To place the above information into context, the attrition rates within HM Prison Service have consistently been higher for BME staff than for non-BME staff since 2002-3, although the gap has closed in recent years¹⁸.

B.10.3: Attrition and age

Table 32 shows the percentage of leavers of each role type who were within each age group.

Age group	Police officers	Police staff	PCSOs	Traffic wardens	MSC
Under 20	0.00%	0.00%	0.00%	0.00%	1.85%
20-29	5.45%	12.45%	59.63%	0.00%	49.66%
30-39	10.98%	13.92%	25.23%	6.94%	29.03%
40-49	30.04%	22.84%	9.35%	55.56%	14.60%
50-59	50.76%	21.86%	4.49%	16.67%	3.52%
60+	2.76%	28.92%	1.31%	20.83%	1.34%

Table 32: Age profile of leavers

The trend is similar for police officers, police staff and traffic wardens, with higher percentages of leavers being drawn from the 40-49, 50-59 and 60+ age categories. The peak age group differs for each role type, with the traffic warden peak being lower, in the 40-49 age group, followed by the police officer peak in the 50-59 age category, and the police staff peak in the 60+ age category (although this role type saw a more even spread across the 40-49, 50-59 and 60+ age groups than was seen for other role types).

A very different pattern was noted for PCSOs and MSC. Both of these groups experienced a clear peak in the 20-29 years category; the PCSO peak is closely linked to nearly half of these leavers rejoining the MPS as police officers. These role types saw much lower retirement numbers than were seen for other role types.

B.10.4: Attrition and disability, sexual orientation and faith

There is no data currently available on attrition and disability, sexual orientation and faith. Since data relating to these factors is entered voluntarily by members of staff onto a confidential screen within MetHR, this data is not captured for those who have not provided this information. Small proportions of the population have provided this information, and so attrition information broken down by disability, sexual orientation and faith is not possible due to identifiability issues.

¹⁸ Page 45, *HM Prison Service Annual Staff Diversity Review* (published March 2011)

Section C: Appendix

C.1: Population Data

C.1.1: Population Data by protected characteristic

Category		Police officers	Police staff	PCSOs	Traffic wardens	MSC
Age	Under 20	0	17	2	0	357
	20-29	5,517	2,048	1,857	4	2,637
	30-39	12,052	3,647	894	30	1,141
	40-49	11,948	4,664	789	80	603
	50-59	3,210	3,344	416	66	189
	60+	71	912	64	14	19
Gender	Male	24,804	6,054	2,594	89	3,422
	Female	7,994	8,578	1,428	105	1,524
Ethnic background	Any other Asian background	206	254	60	3	102
	Any other black background	308	564	128	6	117
	Any other group not specified	394	301	157	4	170
	Bangladeshi	107	98	104	4	89
	Black - African	198	526	172	9	116
	Black - Caribbean	355	534	129	12	81
	Chinese	94	60	15	1	50
	Indian	566	613	158	1	346
	Mixed - Any other mixed background	224	90	56	2	72
	Mixed - White and Asian	203	58	40	0	69
	Mixed - White and Black African	47	17	15	1	13
	Mixed - White and Black Caribbean	156	73	49	2	43
	Not stated	86	652	52	4	144
	Pakistani	250	161	114	2	165
	White-British	28,458	10,071	2,520	131	2,916
White-Irish	492	208	54	9	85	
White-Other	654	352	199	3	368	
Disability	Disability	254	211	54	0	87
	No disability	4,966	1,743	1,718	5	3,753
	Prefer not to say	96	50	17	0	20
	Unknown	27,482	12,628	2,233	189	1,086
Faith/ Religion/ Belief	Buddhist	41	12	14	0	19
	Christian	3,245	12	838	5	1,596
	Hindu	69	74	19	0	150
	Jewish	53	32	10	0	51
	Muslim	189	103	117	2	384
	None	1,737	538	603	1	1,296
	Other	232	80	77	0	122
	Prefer not to say	353	115	76	0	135
	Sikh	82	40	32	0	93
	Unknown	26,797	13,626	2,236	186	1,100
Sexual Orientation	Bisexual	84	14	41	0	86
	Gay/Lesbian	369	122	83	0	188
	Heterosexual	4,645	1,736	1,500	3	3,344
	Prefer not to say	368	112	78	1	192
	Unknown	27,332	12,648	2,320	190	1,136

Sexual orientation, faith and disability data in the above table is dependent on the accuracy of self-declared information captured on MetHR.

C.1.2: Population data and band: Police officers¹⁹

Category		Constable	Sergeant	Inspector	Chief Inspector	Superintendent	Chief Superintendent and above	Police officer total
Age	Under 20	0	0	0	0	0	0	0
	20-29	5,448	67	2	0	0	0	5,517
	30-39	10,232	1,625	155	34	4	2	12,052
	40-49	7,276	3,129	1,021	307	144	71	11,948
	50-59	1,809	820	354	125	56	46	3,210
	60+	54	13	1	1	2	0	71
Gender	Male	18,038	4,771	1,302	407	183	103	24,804
	Female	6,781	883	231	60	23	16	7,994
Ethnic background	Any other Asian background	167	27	3	6	1	2	206
	Any other black background	268	29	9	2	0	0	308
	Any other group not specified	340	41	10	2	1	0	394
	Bangladeshi	103	4	0	0	0	0	107
	Black - African	175	20	1	1	1	0	198
	Black - Caribbean	293	53	6	1	2	0	355
	Chinese	89	4	1	0	0	0	94
	Indian	496	48	15	6	0	1	566
	Mixed - Any other mixed background	197	21	5	1	0	0	224
	Mixed - White and Asian	182	11	8	0	2	0	203
	Mixed - White and Black African	44	3	0	0	0	0	47
	Mixed - White and Black Caribbean	143	10	2	0	1	0	156
	Not stated	72	8	2	2	0	2	86
	Pakistani	222	19	6	3	0	0	250
White-British	21,102	5,188	1,429	430	195	114	28,458	
White-Irish	386	81	15	7	3	0	492	
White-Other	540	87	21	6	0	0	654	

¹⁹ Please note that, since all PCSOs are the same band (Band E), there is not a population data and band table for this role type.

C.1.3: Population data and band: Police staff

Category		Other	Band G	Band F	Band E	Band D	Band C	Band B	Band A and above	Police staff total
Age	Under 20	0	3	6	8	0	0	0	0	17
	20-29	39	16	116	1,295	492	70	19	1	2,048
	30-39	31	39	153	1,811	1,104	319	146	44	3,647
	40-49	65	84	394	2,097	1,154	476	277	117	4,664
	50-59	122	117	421	1,297	760	311	212	104	3,344
	60+	17	42	183	405	157	61	35	12	912
Gender	Male	77	91	600	2,384	1,669	640	396	197	6,054
	Female	197	210	673	4,529	1,998	597	293	81	8,578
Ethnic background	Any other Asian background	17	8	37	121	52	10	7	2	254
	Any other black background	16	28	60	325	99	27	6	3	564
	Any other group not specified	7	16	37	160	59	16	5	1	301
	Bangladeshi	1	1	4	65	21	5	1	0	98
	Black - African	60	70	43	233	87	22	11	0	526
	Black - Caribbean	16	16	70	318	92	14	5	3	534
	Chinese	4	2	4	23	19	3	5	0	60
	Indian	23	16	53	315	142	39	19	6	613
	Mixed - Any other mixed background	1	0	6	52	24	6	1	0	90
	Mixed - White and Asian	1	1	7	27	16	2	2	2	58
	Mixed - White and Black African	0	1	3	11	2	0	0	0	17
	Mixed - White and Black Caribbean	2	0	9	42	14	4	2	0	73
	Not stated	18	14	43	271	133	83	52	38	652
	Pakistani	8	2	12	97	33	5	4	0	161
	White-British	79	104	852	4,589	2,737	953	537	220	10,071
White-Irish	5	4	13	105	45	23	12	1	208	
White-Other	16	18	20	159	92	25	20	2	352	

C.1.4: Population data and band: Traffic Wardens

Category		Band T	Band D	Band C	Traffic wardens total
Age	Under 20	0	0	0	0
	20-29	4	0	0	4
	30-39	30	0	0	30
	40-49	63	15	2	80
	50-59	54	11	1	66
	60+	12	2	0	14
Gender	Male	81	7	1	89
	Female	82	21	2	105
Ethnic background	Any other Asian background	3	0	0	3
	Any other black background	6	0	0	6
	Any other group not specified	4	0	0	4
	Bangladeshi	4	0	0	4
	Black - African	9	0	0	9
	Black - Caribbean	9	3	0	12
	Chinese	1	0	0	1
	Indian	1	0	0	1
	Mixed - Any other mixed background	2	0	0	2
	Mixed - White and Asian	0	0	0	0
	Mixed - White and Black African	1	0	0	1
	Mixed - White and Black Caribbean	2	0	0	2
	Not stated	4	0	0	4
	Pakistani	2	0	0	2
	White-British	105	23	3	131
	White-Irish	7	2	0	9
White-Other	3	0	0	3	

C.1.5: Population data and band: MSC

Category		Special Constable	Special Sergeant	Special Inspector and above	All MSC
Age	Under 20	357	0	0	357
	20-29	2,609	28	0	2,637
	30-39	1,104	33	4	1,141
	40-49	565	29	9	603
	50-59	151	23	15	189
	60+	9	6	4	19
Gender	Male	3,290	104	28	3,422
	Female	1,505	15	4	1,524
Ethnic background	Any other Asian background	98	3	1	102
	Any other black background	113	2	2	117
	Any other group not specified	163	5	2	170
	Bangladeshi	88	1	0	89
	Black - African	116	0	0	116
	Black - Caribbean	81	0	0	81
	Chinese	49	1	0	50
	Indian	338	8	0	346
	Mixed - Any other mixed background	70	2	0	72
	Mixed - White and Asian	66	3	0	69
	Mixed - White and Black African	13	0	0	13
	Mixed - White and Black Caribbean	42	1	0	43
	Not stated	137	6	1	144
	Pakistani	162	2	1	165
	White-British	2,818	75	23	2,916
White-Irish	80	3	2	85	
White-Other	361	7	0	368	

C.2: Recruitment Data²⁰

C.2.1: Applicants – all role types

Category		Police officers	Transfers and Rejoiners	Police staff	PCSOs	Traffic wardens	Special constables
Age	Under 20	0	0	85	0	0	2,332
	20-29	46	4	1,748	1	0	7,050
	30-39	50	24	738	0	0	1,834
	40-49	24	18	571	0	0	618
	50-59	5	3	307	0	0	129
	60+	0	0	21	0	0	2
	Not known	0	0	3	0	0	1
Gender	Male	92	38	2,175	1	0	8,074
	Female	33	11	1,286	0	0	3,892
	Not known	0	0	12	0	0	0
Ethnic background	Any other Asian background	0	0	101	0	0	422
	Any other black background	2	0	122	0	0	347
	Any other group not specified	2	0	67	0	0	520
	Bangladeshi	0	0	63	0	0	439
	Black - African	1	2	214	0	0	368
	Black - Caribbean	0	0	73	0	0	172
	Chinese	1	0	35	0	0	76
	Indian	3	0	245	0	0	886
	Mixed - Any other mixed background	1	1	55	0	0	193
	Mixed - White and Asian	0	1	32	0	0	142
	Mixed - White and Black African	0	0	11	0	0	70
	Mixed - White and Black Caribbean	1	0	26	0	0	197
	Not stated	0	0	0	0	0	0
	Pakistani	1	1	114	0	0	657
	White-British	108	42	2,052	1	0	6,331
White-Irish	4	1	52	0	0	128	
White-Other	1	1	211	0	0	1,018	

²⁰ Joiners do not necessarily join in the year that they applied, so the joiners shown in this table will not necessarily be among the applicants shown within the table.

C.2.2: Joiners – all role types

Category		Police officers	Transfers and Rejoiners	Police staff	PCSOs	Traffic wardens	Special Constables
Age	Under 20	0	0	9	0	0	326
	20-29	134	1	173	0	0	1,435
	30-39	46	1	84	3	0	440
	40-49	12	1	94	0	0	169
	50-59	1	3	117	0	0	29
	60+	0	0	3	0	0	0
Gender	Male	135	6	276	2	0	1,616
	Female	58	0	204	1	0	783
Ethnic background	Any other Asian background	1	0	9	0	0	40
	Any other black background	4	0	20	0	0	44
	Any other group not specified	8	0	2	0	0	82
	Bangladeshi	1	0	2	0	0	39
	Black - African	2	0	11	0	0	36
	Black - Caribbean	3	0	7	0	0	34
	Chinese	1	0	4	0	0	18
	Indian	9	0	17	0	0	160
	Mixed - Any other mixed background	4	0	8	0	0	41
	Mixed - White and Asian	1	0	2	0	0	28
	Mixed - White and Black African	0	0	2	0	0	11
	Mixed - White and Black Caribbean	5	0	1	0	0	32
	Not stated	0	0	99	0	0	46
	Pakistani	5	0	9	0	0	74
	White-British	135	6	265	3	0	1,512
	White-Irish	2	0	4	0	0	34
White-Other	12	0	15	0	0	168	

C.3: Promotion Data

C.3.1: Police officer promotion data by gender

Process			Success rate	Male				Female				Not known/Prefer not to say			
				Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful
Promotion Processes	Constable to Sergeant, April 2010	Part 3	50.00%	37	88.10%	19	51.35%	5	11.90%	2	40.00%	0	0.00%	0	N/A
		WBA	30.82%	712	78.94%	215	30.20%	180	19.96%	58	32.22%	10	1.11%	5	50.00%
	Superintendent to Chief Superintendent, October 2010		40.35%	51	89.47%	19	37.25%	6	10.53%	4	66.67%	0	0.00%	0	N/A
Lateral Processes	Constable to Detective Constable, September 2010		89.22%	412	58.44%	362	87.86%	286	40.57%	261	91.26%	7	0.99%	6	85.71%

C.3.2: Promotion data and ethnic background

Process			Success rate	BME				Non-BME				Not known/Other			
				Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful
Promotion Processes	Constable to Sergeant, April 2010	Part 3	50.00%	2	4.76%	0	0.00%	37	88.10%	19	51.35%	3	7.14%	2	66.67%
		WBA	30.82%	87	9.65%	23	26.44%	783	86.81%	242	30.91%	32	3.55%	13	40.63%
	Superintendent to Chief Superintendent, October 2010		40.35%	1	1.75%	0	0.00%	53	92.98%	20	37.74%	3	5.26%	3	100.00%
Lateral Processes	Constable to Detective Constable, September 2010		89.22%	107	15.18%	91	85.05%	575	81.56%	518	90.09%	23	3.26%	20	86.96%

C.3.3: Promotion data and disability

Process			Success rate	No Disability				Disability				Not stated/Prefer not to say			
				Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful	Applications	% of applicants	Successful	% successful
Promotion Processes	Constable to Sergeant, April 2010	Part 3	50.00%	40	95.24%	20	50.00%	0	0.00%	0	N/A	2	4.76%	1	50.00%
		WBA	30.82%	853	94.57%	261	30.60%	21	2.33%	7	33.33%	28	3.11%	10	35.71%
	Superintendent to Chief Superintendent, October 2010	40.35%	52	91.23%	20	38.46%	2	3.51%	1	50.00%	3	5.26%	2	66.67%	
Lateral Processes	Constable to Detective Constable, September 2010		89.22%	676	95.89%	602	89.05%	14	1.99%	13	92.86%	15	2.13%	14	93.33%

The data contained in the above table is dependent on the accuracy of self-declared information captured on MetHR.

C.4: Career Break Data

C.4.1: Career breaks by age, gender and ethnic background

Category		Police officers	Police staff	PCSOs	Traffic wardens
Age	Under 20	0	0	0	0
	20-29	22	31	24	0
	30-39	132	124	10	0
	40-49	88	76	11	1
	50-59	6	20	5	0
	60+	0	0	1	0
Gender	Male	121	34	26	0
	Female	127	217	25	1
Ethnic background	Any other Asian background	4	6	2	0
	Any other black background	6	12	1	0
	Any other group not specified	4	4	3	0
	Bangladeshi	1	2	1	0
	Black - African	5	12	5	0
	Black - Caribbean	1	8	1	0
	Chinese	2	3	0	0
	Indian	3	7	2	0
	Mixed - Any other mixed background	4	5	1	0
	Mixed - White and Asian	1	1	0	0
	Mixed - White and Black African	0	0	1	0
	Mixed - White and Black Caribbean	1	3	1	0
	Not stated	0	9	0	0
	Pakistani	1	6	5	0
	White-British	198	162	26	1
	White-Irish	10	1	1	0
White-Other	7	10	1	0	

C.5: Part-time Working Data

C.5.1: Part-time working, gender, ethnic background and age group

	Category	Police officers	Police staff	PCSOs	Traffic wardens
Age	Under 20	0	0	0	0
	20-29	95	141	55	0
	30-39	688	630	63	5
	40-49	523	789	50	20
	50-59	46	341	22	6
	60+	1	150	8	4
Gender	Male	126	210	41	5
	Female	1,227	1,841	157	30
Ethnic background	Any other Asian background	5	39	2	0
	Any other black background	9	57	7	0
	Any other group not specified	11	48	6	1
	Bangladeshi	3	13	2	1
	Black - African	2	65	6	1
	Black - Caribbean	9	66	6	0
	Chinese	1	5	0	0
	Indian	9	72	5	0
	Mixed - Any other mixed background	5	12	4	0
	Mixed - White and Asian	4	7	2	0
	Mixed - White and Black African	3	0	1	0
	Mixed - White and Black Caribbean	3	12	4	0
	Not stated	5	51	3	0
	Pakistani	5	16	8	1
	White-British	1,248	1,524	130	30
	White-Irish	15	21	2	0
White-Other	16	43	10	1	

C.6: Performance Development Reviews (PDRs)

C.6.1: Police Officer Performance Development Reviews

Category		Box Marking 1	Box Marking 2	Box Marking 3	Box Marking 4	Box Marking 5
Age	Under 20	0	0	0	0	0
	20-29	32	865	972	7	1
	30-39	237	4,143	3,399	38	1
	40-49	568	5,030	2,883	40	2
	50-59	142	1,302	881	12	2
	60+	4	30	27	0	0
Gender	Male	814	8,980	6,235	74	3
	Female	169	2,390	1,927	23	3
Ethnic background	Any other Asian background	8	51	53	4	0
	Any other black background	2	73	92	4	0
	Any other group not specified	6	86	80	1	0
	Bangladeshi	0	22	28	0	0
	Black - African	3	35	62	2	0
	Black - Caribbean	6	104	109	0	1
	Chinese	1	23	25	0	0
	Indian	4	129	169	4	0
	Mixed - Any other mixed background	3	63	53	0	0
	Mixed - White and Asian	5	48	49	2	0
	Mixed - White and Black African	0	13	12	0	0
	Mixed - White and Black Caribbean	0	38	23	1	0
	Not stated	0	16	22	1	0
	Pakistani	0	57	78	0	0
	White-British	910	10,291	6,960	77	5
	White-Irish	20	136	151	0	0
White-Other	14	155	167	1	0	

C.6.2: Police Staff Performance Development Reviews

Category		Box Marking 1	Box Marking 2	Box Marking 3	Box Marking 4	Box Marking 5
Age	Under 20	0	0	0	0	0
	20-29	26	379	595	7	0
	30-39	83	1,027	1,252	19	2
	40-49	118	1,423	1,646	34	2
	50-59	61	900	1,201	31	2
	60+	17	240	367	9	1
Gender	Male	121	1,612	2,071	48	3
	Female	184	2,357	2,990	52	4
Ethnic background	Any other Asian background	3	48	112	2	0
	Any other black background	4	100	251	9	0
	Any other group not specified	2	66	116	1	0
	Bangladeshi	2	23	34	0	0
	Black - African	5	59	251	6	2
	Black - Caribbean	1	110	222	9	0
	Chinese	0	16	22	1	0
	Indian	6	160	218	6	1
	Mixed - Any other mixed background	3	28	28	0	0
	Mixed - White and Asian	1	12	20	1	0
	Mixed - White and Black African	0	2	11	0	0
	Mixed - White and Black Caribbean	2	19	24	0	0
	Not stated	5	28	64	0	0
	Pakistani	1	29	62	1	1
	White-British	253	3,054	3,312	60	2
	White-Irish	5	66	59	0	0
White-Other	8	80	117	3	0	

C.6.3: PCSO Performance Development Reviews

Category		Box Marking 1	Box Marking 2	Box Marking 3	Box Marking 4	Box Marking 5
Age	Under 20	0	0	0	0	0
	20-29	13	215	401	12	0
	30-39	7	187	309	11	0
	40-49	13	176	332	15	4
	50-59	4	106	175	3	1
	60+	2	10	35	0	0
Gender	Male	26	407	830	30	4
	Female	13	287	422	11	1
Ethnic background	Any other Asian background	0	4	27	0	0
	Any other black background	3	21	61	0	1
	Any other group not specified	1	32	52	5	1
	Bangladeshi	2	17	49	0	0
	Black - African	2	25	88	3	1
	Black - Caribbean	0	19	55	6	1
	Chinese	0	3	1	0	0
	Indian	1	29	65	1	0
	Mixed - Any other mixed background	0	10	19	1	0
	Mixed - White and Asian	0	5	12	0	0
	Mixed - White and Black African	0	0	7	0	0
	Mixed - White and Black Caribbean	0	8	11	1	0
	Not stated	0	4	11	0	0
	Pakistani	0	15	49	0	0
	White-British	26	455	655	21	1
	White-Irish	2	8	19	1	0
White-Other	2	38	62	2	0	

C.6.4: Traffic Warden Performance Development Reviews

Category		Box Marking 1	Box Marking 2	Box Marking 3	Box Marking 4	Box Marking 5
Age	Under 20	0	0	0	0	0
	20-29	0	0	2	0	0
	30-39	0	7	15	0	0
	40-49	1	20	40	0	0
	50-59	0	15	40	0	0
	60+	0	5	10	0	0
Gender	Male	1	18	54	0	0
	Female	0	29	53	0	0
Ethnic background	Any other Asian background	0	0	3	0	0
	Any other black background	0	0	5	0	0
	Any other group not specified	0	1	2	0	0
	Bangladeshi	0	0	2	0	0
	Black - African	0	1	6	0	0
	Black - Caribbean	0	2	8	0	0
	Chinese	0	1	0	0	0
	Indian	0	0	1	0	0
	Mixed - Any other mixed background	0	0	2	0	0
	Mixed - White and Asian	0	0	0	0	0
	Mixed - White and Black African	0	0	0	0	0
	Mixed - White and Black Caribbean	0	0	2	0	0
	Not stated	0	0	4	0	0
	Pakistani	0	0	2	0	0
	White-British	1	37	65	0	0
	White-Irish	0	4	4	0	0
White-Other	0	1	1	0	0	

C.7: Fairness at Work Data

C.7.1: Fairness at Work and ethnic background, disability and gender

Category		Police officers	Police staff	PCSOs	Traffic wardens	MSC
Age	Under 20	0	0	0	0	0
	20-29	9	5	1	1	0
	30-39	24	12	1	1	0
	40-49	30	27	5	1	1
	50-59	14	7	1	1	0
	60+	2	0	0	0	0
	Not known	1	0	0	0	0
Gender	Male	56	38	4	4	1
	Female	24	13	4	0	0
Ethnic background	Any other Asian background	3	3	0	0	0
	Any other black background	1	2	1	1	0
	Any other group not specified	2	2	2	0	0
	Bangladeshi	0	1	0	0	0
	Black - African	4	1	0	0	0
	Black - Caribbean	1	1	2	0	0
	Chinese	0	0	0	0	0
	Indian	5	5	0	0	0
	Mixed - Any other mixed background	0	3	1	0	0
	Mixed - White and Asian	0	0	0	0	0
	Mixed - White and Black African	1	0	0	0	0
	Mixed - White and Black Caribbean	0	0	0	0	0
	Not stated	3	0	0	0	0
	Pakistani	3	1	1	0	0
	White-British	56	30	1	3	1
	White-Irish	0	0	0	0	0
White-Other	1	2	0	0	0	

C.8: Discipline/Employment Tribunal Data

C.8.1: Informal and Formal Misconduct and Discipline Cases

Category		Police officers	Police staff	PCSOs	Traffic wardens
Age	Under 20	4	1	1	0
	20-29	412	27	57	0
	30-39	571	40	33	1
	40-49	400	41	21	6
	50-59	71	23	7	3
	60+	0	4	2	0
	Not known	8	0	1	0
Gender	Male	1,224	68	98	2
	Female	242	68	23	8
Ethnic background	Any other Asian background	11	7	1	0
	Any other black background	28	13	4	1
	Any other group not specified	16	0	8	1
	Bangladeshi	8	0	4	0
	Black - African	12	7	7	0
	Black - Caribbean	25	10	8	1
	Chinese	2	1	0	0
	Indian	55	6	9	0
	Mixed - Any other mixed background	12	1	3	0
	Mixed - White and Asian	14	2	0	0
	Mixed - White and Black African	5	0	0	0
	Mixed - White and Black Caribbean	3	1	1	1
	Not stated	9	8	1	0
	Pakistani	18	3	8	0
	White-British	1,195	73	63	5
	White-Irish	18	0	0	0
White-Other	35	2	4	1	

C.8.2: Employment Tribunals, age, gender and ethnic background

Category		Police officers	Police staff	PCSOs	Traffic wardens
Age	Under 20	0	0	0	0
	20-29	3	5	5	0
	30-39	21	11	11	0
	40-49	24	18	4	1
	50-59	10	4	4	0
	60+	0	0	1	0
Gender	Male	37	14	20	0
	Female	21	24	5	1
Ethnic background	Any other Asian background	0	1	0	0
	Any other black background	1	7	0	0
	Any other group not specified	2	3	2	0
	Bangladeshi	2	0	1	0
	Black - African	1	2	0	0
	Black - Caribbean	5	2	4	0
	Chinese	0	0	0	0
	Indian	5	1	2	0
	Mixed - Any other mixed background	1	2	1	0
	Mixed - White and Asian	0	1	0	0
	Mixed - White and Black African	0	0	0	0
	Mixed - White and Black Caribbean	2	0	2	0
	Not stated	1	4	0	0
	Pakistani	0	1	2	0
	White-British	37	12	9	1
	White-Irish	0	2	0	0
White-Other	1	0	2	0	

C.9: Attrition Data

C.9.1: Attrition by gender, ethnic background and age

Category		Police officers	Police staff	PCSOs	Traffic wardens	Special constables
Age	Under 20	0	0	0	0	11
	20-29	75	127	319	0	296
	30-39	151	142	135	5	173
	40-49	413	233	50	40	87
	50-59	698	223	24	12	21
	60+	38	295	7	15	8
Gender	Male	1,163	398	366	17	397
	Female	212	622	169	55	199
Ethnic background	Any other Asian background	8	22	3	1	8
	Any other black background	9	61	9	1	14
	Any other group not specified	9	12	19	3	20
	Bangladeshi	2	4	5	0	9
	Black - African	3	78	15	1	17
	Black - Caribbean	10	52	8	3	6
	Chinese	1	2	1	0	5
	Indian	13	32	21	0	57
	Mixed - Any other mixed background	3	5	8	0	7
	Mixed - White and Asian	7	8	2	1	3
	Mixed - White and Black African	0	2	0	0	3
	Mixed - White and Black Caribbean	6	4	12	0	3
	Not stated	1	68	3	0	25
	Pakistani	4	6	14	0	27
	White-British	1,269	625	378	60	343
	White-Irish	9	13	8	1	9
White-Other	21	26	29	1	40	