



Freedom of Information Request Reference No:

I note you seek access to the following information:

Under what conditions would a police officer be forced to resign if they were accused of being racially discriminatory?

1. In the years 2011 to 2018 how many police officers in the Met have been accused of racial discrimination or racism?
2. In these years, how many of these police officers resigned following the allegations made against them?
3. What were the details of the complaints made?
4. What percentage of these police officers were of White British Background?
5. What was the age demographic of those who received complaints made against them?
6. Can you provide a breakdown of the amount of racial complaints made against officers in each London Borough?

DECISION

I have today decided to disclose some of the requested information. Some data has been withheld as it is exempt from disclosure and therefore this response serves as a Refusal Notice under Section 17 of the Freedom of Information Act 2000 (the Act).

REASONS FOR DECISION

Before I explain the reasons for the decisions I have made in relation to your request, I thought that it would be helpful if I outline the parameters set out by the Act within which a request for information can be answered. The Act creates a statutory right of access to information held by public authorities. A public authority in receipt of a request must, if permitted, confirm if the requested information is held by that public authority and, if so, then communicate that information to the applicant.

The right of access to information is not without exception and is subject to a number of exemptions which are designed to enable public authorities to withhold information that is not suitable for release. Importantly, the Act is designed to place information into the public domain, that is, once access to information is granted to one person under the Act, it is then considered public information and must be communicated to any individual should a request be received.

To disclose the details of the complaints and also because of the low count some of the information regarding a breakdown of the amount of racial complaints made against officers in each London Borough, could cause an individual to be identified and is therefore exempted in this case.

Section 3 of the Data Protection Act 2018 confirms that information which relates to an identified or identifiable living individual is Personal Data.

The Freedom of Information Act provides an exemption for Personal Data and this is known as the section 40 exemption.

Some of the information sought under your Freedom of Information request includes the following which we consider to be Personal Data:

Q3. What were the details of the complaints made?

Q6. Can you provide a breakdown of the amount of racial complaints made against officers in each London Borough?

Where the request is seeking access to third party personal data the section 40(2) exemption may be engaged.

In order to apply the Section 40(2) exemption the disclosure of the requested information must satisfy either the first, second or third conditions as defined by subsections 3A, 3B and 4A of the Freedom of Information Act 2000 (as amended by Section 58 of the Data Protection Act 2018).

The first condition ensures that the exemption would apply in circumstances where the disclosure of the information would breach any of the Data Protection Act 2018 principles.

DISCLOSURE

Please refer to the attached spreadsheet

I would like to take this opportunity to thank you for your interest in the MPS.

Information Rights Unit

Protective Marking	NOT PROTECTIVELY MARKED
Suitable for Publication Scheme	Yes
Ad-Hoc Reference Number	LJ14755
FOIA/MOPAC Ref Number	
Summary	Police Officers accused of Racial Discrimination
Creating Branch / Directorate	MethHQ - Information & Insight
Date Created	12 March 2019
Review Date	12 March 2020

This report uses LIVE DATA extracted from: Internal Complaints & Misconduct Database (Tribune)

Date Live data was extracted: 12 March 2019

Police forces in the United Kingdom are routinely required to provide public complaint and misconduct statistics to government bodies and the recording criteria are set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. It should be noted that for these reasons this force's response to your questions should not be used for comparison purposes with any other response you may receive.



Notes

a. Request

A - Under what conditions would a police officer be forced to resign if they were accused of being racially discriminatory?

B1. In the years 2011 to 2018 how many police officers in the Met have been accused of racial discrimination or racism?

B2. In these years, how many of these police officers resigned following the allegations made against them?

B3. What were the details of the complaints made?

B4. What percentage of these police officers were of White British Background?

B5. What was the age demographic of those who received complaints made against them?

B6. Can you provide a breakdown of the amount of racial complaints made against officers in each London Borough?

b. Basis of Selection

Data is taken from the complaints and misconduct database, Centurion and comprises:

Police officers (including specials)

- The subject of a public complaint or conduct matter where the case was recorded between 1st January 2011 and 31st December 2018 and the allegation sub type was "race". See below for definitions of cases and allegations.

Police forces in the United Kingdom are routinely required to provide public complaint and misconduct statistics to government bodies and the recording criteria are set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. It should be noted that for these reasons this force's response to your questions should not be used for comparison purposes with any other response you may receive.

c. Definitions

Cases : Are the incidents that generate complaints/conduct matters. One incident will contain one or more allegation made by one or more complainant, which will subsequently be recorded against one or more officer/staff member.

Allegations : Are an interpretation of officer/staff behaviour at the incident. The conduct alleged is categorised by IPCC Statutory Guidance into 'Categories' (e.g. Failure in Duty and Oppressive Behaviour). There can potentially be multiple allegations on one incident.

IMPORTANT: Please ensure that the Notes Page is read in conjunction with the data in this report to ensure that it is interpreted correctly.

B1. In the years 2011 to 2018 how many police officers in the Met have been accused of racial discrimination or racism?

B2. In these years, how many of these police officers resigned following the allegations made against them?

Officers	2011	2012	2013	2014	2015	2016	2017	2018	Grand Total
Other	531	698	554	625	494	489	552	308	4,251
Retired/Resigned	4	5	4	7	3	6	3	1	33
Grand Total	535	703	558	632	497	495	555	309	4,284

B4. What percentage of these police officers were of White British Background?

Officers	2011	2012	2013	2014	2015	2016	2017	2018	Grand Total
White British	70.7%	70.4%	72.9%	74.1%	75.5%	71.3%	74.2%	64.7%	72.1%
Other	29.3%	29.6%	27.1%	25.9%	24.5%	28.7%	25.8%	35.3%	27.9%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

B5. What was the age demographic of those who received complaints made against them?

Officers	2011	2012	2013	2014	2015	2016	2017	2018	Grand Total
Under 19 - 29 years	112	162	140	144	129	156	178	109	1,130
30 - 39 years	202	251	216	225	188	141	208	78	1,509
40 - 49 years	121	141	121	157	119	116	97	58	930
50 years and over	19	36	23	45	30	36	35	24	248
Unknown	81	113	58	61	31	46	37	40	467
Grand Total	535	703	558	632	497	495	555	309	4,284

B6. Can you provide a breakdown of the amount of racial complaints made against officers in each London Borough?

Note - This table shows racial complaints by officer, by the geographical incident location of the allegation.

From 2018 the MPS have redesigned the existing 32 borough model to form 12 larger units called Basic Command Units

Officers	2011	2012	2013	2014	2015	2016	2017	2018	Grand Total
Barking & Dagenham	14	8	9	15	10	12	8	7	83
Barnet	11	18	35	17	REDACTED	10	18	14	REDACTED
Bexley	9	12	6	REDACTED	7	8	6	REDACTED	REDACTED
Brent	23	34	32	21	27	12	24	9	182
Bromley	10	11	21	11	6	16	13	22	110
Camden	34	29	18	21	8	10	6	REDACTED	REDACTED
Central North Command Unit								REDACTED	REDACTED
Croydon	27	32	25	10	16	9	11	10	140
Ealing	22	26	9	16	12	19	17	6	127
East Area Command Unit								REDACTED	REDACTED
Enfield	15	22	8	19	17	9	31	11	132
Greenwich	13	12	18	21	10	15	11	7	107
Hackney	23	24	18	12	3	25	19	6	130
Hammersmith & Fulham	11	8	10	20	9	9	19	REDACTED	REDACTED
Haringey	8	29	23	8	15	12	12	10	117
Harrow	11	13	7	9	45	18	REDACTED	REDACTED	REDACTED
Havering	8	8	9	13	9	REDACTED	10	REDACTED	REDACTED
Heathrow	REDACTED	14	6	17	16	15	11	REDACTED	REDACTED
Hillingdon	11	22	13	25	6	17	12	REDACTED	REDACTED
Hounslow	7	14	6	12	18	7	9		73
Islington	8	13	REDACTED	16	6	6	8	REDACTED	REDACTED
Kensington & Chelsea	15	25	11	12	22	13	26	REDACTED	128
Kingston upon Thames	REDACTED	6	9	6	6	REDACTED	REDACTED		REDACTED
Lambeth	31	43	18	35	26	27	37	26	243
Lewisham	28	48	21	30	19	19	30	19	214
Merton	REDACTED	8	6	17	5	8	3	REDACTED	REDACTED
Newham	28	48	29	16	20	30	39	REDACTED	REDACTED
North Area Command Unit								REDACTED	REDACTED
North East Command Unit								REDACTED	REDACTED
Outside MPS	6	8	REDACTED	10	REDACTED	8	8	REDACTED	REDACTED
Redbridge	17	13	25	17	18	REDACTED	8	REDACTED	REDACTED
Richmond upon Thames		8	REDACTED	6	REDACTED	REDACTED	8	REDACTED	REDACTED
South East Command Unit								REDACTED	REDACTED
South West Command Unit								20	20
Southwark	18	21	30	23	14	17	42	18	183
Sutton	8	REDACTED	REDACTED	9	REDACTED	REDACTED	17	REDACTED	REDACTED
Tower Hamlets	22	21	17	17	17	17	19	11	141
Unknown	18	14	15	36	28	34	16	17	178
Waltham Forest	11	22	34	28	15	22	8	14	154
Wandsworth	18	12	23	45	27	15	16	8	164
West Area Command Unit		REDACTED				REDACTED	REDACTED	REDACTED	REDACTED
Westminster	36	51	29	37	26	34	25	14	252
Grand Total	535	703	558	632	497	495	555	309	4,284