

DISPROPORTIONALITY IN PROFESSIONAL STANDARDS

Historical

- Debate and divided opinion
- BME staff treated too harshly/BME staff treated too leniently.
- 2004 GMP's Respect Programme.
- Disproportionality in misconduct hearings.

Context and make up of GMP

- 4.3 % of GMP officers staff from BME groups.
- 2% of GMP staff from Asian and British Asian backgrounds.
- Initial research used 30 months data about 140 officers.
- In 2004 10% of police officers facing misconduct hearings were from BME backgrounds.

Previous research

- 32 characteristics examined: the officers, the investigations, the investigators and decision-makers.
- Role, rank, age, gender, education, sickness, discipline, length of service.
- Investigation source, investigator, location of officers involved.
- Treatment of others involved.
- Outcome of cases.
- Case by case scrutiny.

Findings

- Number of officers subject to public complaints is proportionate.
- Number of officers subject to Internal Investigation and misconduct is disproportionate more than double what we would expect.
- Outcomes appeared to be no more serious for BME officers on case by case basis.
- Lack of common factors identified.
- Sickness records and discipline.

Theories

- More vigorous intrusive investigations conducted, racial discrimination.
- More thorough and careful investigations self-conscious approach.
- Low-level matters ignored.
- BME officers taking advantage of weak supervision.
- BME officers feeling outside the mainstream more likely to breach discipline.
- Outside cultural influences more likely to lead to discipline.
- BME officers failing to cooperate with investigations.
- **Disproportionate number of officers involved in more than one previous discipline case. BME officers 60% had 3 or more previous cases substantiated. White officers 23% 3 or more previous cases substantiated.**

Recommendations

- Further research with officers who frequently enter the misconduct process.
- Continue to monitor all aspects of discipline.
- Work to be done in partnership with BAPA joint letter to all relevant staff.

2005 Branch Diversity Action Plan

- IIU to produce reports on diversity and investigations.
- Monitoring via Branch DAG.
- Recruit more BME staff to branch.
- Debriefing of BME staff leaving the branch.
- Diversity objectives to be included in all appraisals.

2008/09 Tackling Disproportionality in Professional Standards

- Focus groups of BME staff.
- Academic research.
- DAG scrutiny.
- Comparison with other forces.
- GMPA and IPCC dip sampling.
- Vetting review.
- Recruiting procedures and inputs to new recruits emphasis on Professional Standards issues.

The current situation in GMP

- In the last ten years **9%** of Police Misconduct hearings have involved BME officers. (271 officers faced hearings 24 officers from BME backgrounds).
- In 2004 when the first research began **10%** of officers facing hearings from BME backgrounds.
- In the last five years this has reduced to **7%**.
- However in the last three years this has increased to **13%**.
- Sample size and time frame crucial.

Other statistics (the last two years)

- 4.6% of officers and staff complained about by the public are from BME groups.
- **11%** of officers subject to internal investigation from BME groups
- **6.5%** of BME police staff under investigation are from BME groups
- **15%** of IIU investigations involve BME staff. And **13%** of investigations involve Asian staff.
- In the last two years **28** Asian officers and members of staff been under investigation mostly officers, in GMP we employ about 270 people with an Asian background of which about 140 are officers.
- In the same period 183 white officers and members of staff have been under investigation out of a total of about 12,800 staff.
- The figures suggest if you are Asian you are about 10 times more likely to be under covert investigation than if you are white.