

Dear Mrs Tripathi Chopra,

Freedom of Information Request Reference No: 2015050000666

I write in response to your request for information that was received by the Metropolitan Police Service (MPS) on 11 May 2015. I note that you seek access to the following information:

"How many racism complaints against met police officers have been made since 2000?"

Following receipt of your request, I have conducted searches to locate information relevant to your request. These searches identified that the requested information is held upon the MPS Complaints, Conduct and Discipline System (Tribune).

DECISION

I have disclosed the located information to you. Please note that I have also provided the outcome of each race discrimination allegation.

BASIS OF SELECTION

All public complaint cases recorded on Tribune against police officers (including officers within the Metropolitan Special Constabulary) from 01 January 2000 to 31 March 2015 where the 'allegation type' was 'discrimination' and the 'sub type' was 'race'.

Table one: Public complaint race discrimination allegations recorded against MPS police officers from 01 January 2000 to 31 March 2015, broken down by the number of cases, the number of officers involved and the number of officer allegations by calendar year.

Data	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
Number of Cases	324	267	206	200	254	270	294	315	398	437	426	353	417	315	308	44	4828
Number of Officers Involved	607	470	393	355	456	496	539	641	655	684	625	492	621	511	469	62	8076
Number of Officer Allegations	626	475	424	362	467	501	546	654	702	697	626	495	626	517	493	62	8273

Officer Allegations

The term of 'officer allegation' refers to number of separate allegations recorded against police officers. For example, a member of the public is stopped by two police officers and is searched. The member of the public is unhappy and complains alleging that they were stopped unfairly by the officers owing to their ethnicity and that both officers were rude. This is one case (i.e. one incident), two allegations (i.e. one allegation of race discrimination and one allegation of incivility) and four officer allegations (i.e. two allegations per officer).

Table two: Public complaint race discrimination allegations recorded against MPS police officers from 01 January 2000 to 31 March 2015, broken down by the result against officer allegation by calendar year.

Result against Officer	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
Local Resolution	80	100	77	70	133	101	120	161	192	134	114	82	59	23	22	0	1468
Dispensation	230	176	183	161	121	102	76	126	132	57	52	41	35	27	24	1	1544
Discontinuance	0	0	0	0	2	14	9	6	18	16	10	4	5	1	2	0	87
Withdrawn	60	69	39	61	82	92	111	75	68	54	59	25	36	18	22	1	872
Case to answer	0	0	0	0	0	0	0	0	0	0	1	3	7	6	0	0	17
Substantiated	2	5	2	2	3	5	0	3	1	2	1	0	0	0	0	0	26
No Case to answer	0	0	0	0	0	0	0	0	0	0	301	333	463	400	305	8	1810
Unsubstantiated	254	125	123	68	126	187	230	283	291	434	84	0	0	0	0	0	2205
Awaits	0	0	0	0	0	0	0	0	0	0	4	7	21	42	118	52	244
Grand Total	626	475	424	362	467	501	546	654	702	697	626	495	626	517	493	62	8273

Officer Allegation Result Descriptions

Please find definitions of the officer allegation results present within table two.

'Local Resolution' refers to instances where the complaint is resolved at a local level such as a police station or basic command unit. A local resolution may take the form of:

- The provision of information and an explanation to the complainant to clear up a misunderstanding
- An apology issued on behalf of the police service
- Identifying lessons from the complaint and accepting that something could have been handled better
- An explanation regarding action taken to stop the same thing happening again
- Action taken by a manager to change the way a police officer or member of staff behaves

'Dispensation' refers to instances where a force or police authority considers that no action should be taken about a complaint. There are established grounds upon which a dispensation to investigate may be granted. These include:

- Where more than 12 months have elapsed between the incident giving rise to the complaint and the making of the complaint, where there is no good reason for the delay or injustice would be caused.
- The matter is already the subject of a complaint.
- The complaint is anonymous.
- The complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints.
- The complaint is repetitious.
- It is not reasonably practicable to complete the investigation of the complaint.

A force or police authority must obtain IPCC agreement for a dispensation.

'Discontinuance' refers to instances where a force considers that it is no longer practical to continue with an investigation and is unable to conclude the investigation. There are established grounds upon which a discontinuance may be granted. A force or police authority must obtain IPCC agreement for a discontinuance.

'Withdrawn' refers to instances where the complainant or person acting on their behalf retracts the complaint.

'Substantiated'/'Case to answer' refers to instances where, following investigation, the investigating officer determines that, based upon the available evidence, there is a case to answer in relation to an allegation made concerning an officer's conduct.

'Unsubstantiated'/'No case to answer' refers to instances where, following investigation, the investigating officer determines that, based upon the available evidence, there is not a case to answer in relation to an allegation made concerning an officer's conduct.

'Awaits Result' refers to instances where the investigation into an allegation against an officer has not been concluded.

Of the 8273 officer allegations, 43 were resulted as 'substantiated' or 'case to answer'. The action taken in respect of each officer allegation that was substantiated or resulted in a case to answer is shown in table three below.

Table three: Substantiated/case to answer race discrimination officer allegations recorded against MPS police officers from 01 January 2000 to 31 March 2015, broken down by action taken by calendar year.

Action	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
Formal Discipline	00	00	1	1	00	1	00	00	00	00	00	00	00	00	00	00	3
Formal Action	00	00	00	00	00	00	00	00	00	00	00	3	1	1	00	00	5
Management Action	00	00	00	00	00	00	00	00	00	00	1	00	3	00	00	00	4
Advice	00	3	1	00	2	4	00	3	1	00	00	00	00	00	00	00	14
Written Warning	00	2	00	1	00	00	00	00	00	00	00	00	00	00	00	00	3
Other	00	00	00	00	1	00	00	00	00	00	00	00	00	00	00	00	1
No Action	2	00	00	00	00	00	00	00	00	1	00	00	1	5	00	00	9
Retired/Resigned	00	00	00	00	00	00	00	00	00	1	1	00	2	00	00	00	4
Grand Total	2	5	2	2	3	5		3	1	2	2	3	7	6			43

'Formal discipline' and 'formal action' refers to disciplinary action taken under the relevant police conduct regulations.

'Management Action' is not a formal misconduct outcome but is considered to be part of the normal managerial responsibility of managers in the police service. Management action may include:

- Pointing out how the behaviour fell short of the expectations set out in the Standards of Professional Behaviour
- Identifying expectations for future conduct
- Establishing an improvement plan
- Addressing any underlying causes of misconduct

8 officer allegations were the subject of 'formal discipline' or 'formal action'. The sanctions issued in respect of each officer allegation is shown in table four below.

Table four: Substantiated/case to answer race discrimination officer allegations subject of formal discipline or formal action recorded against MPS police officers from 01 January 2000 to 31 March 2015, broken down by action, sanction and calendar year.

Action	Sanction	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Total
Formal Discipline	Required to Resign						1											1
	Fine			1														1
	Not Proven				1													1
Formal Action	Dismissal Without Notice												1					1
	Final Written Warning													1				1
	Management Advice												2					2
	Not Proven														1			1
Grand Total				1	1		1						3	1	1			8

Maintaining Public Trust in the MPS

Securing and maintaining the trust of the community is integral to the principle of policing by consent and to continue to do so, the MPS recognises that its staff must act with professionalism and integrity whether on or off-duty. The MPS treats each occasion when an allegation is made about the conduct of its staff extremely seriously and will fully investigate each incident to determine whether the conduct of that member of staff has breached the standards of professional behaviour. Where the conduct of staff is proven to have fallen below the standards of behaviour expected, the MPS will take robust action to ensure that its staff are appropriately disciplined and that lessons are learnt from each case.

The Commissioner has stated publicly that there is no place for racism and prejudice within the MPS. All MPS staff are expected to treat members of the public fairly and have a duty to challenge or report any behaviour by colleagues which falls below the high standards demanded by the MPS and the general public. Any instance where the conduct of our staff is alleged to have fallen below the standards of behaviour expected is treated extremely seriously by the MPS.

COMPLAINT RIGHTS

This notice concludes your request for information. I would like to thank you for your interest in the MPS.

Your attention is drawn to the attached sheet which details your right of complaint.

Should you have any further enquiries concerning this matter, please write or contact Damion Baird on telephone number 0207 161 6510 quoting the reference number above.

Yours sincerely

Damion Baird

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COMPLAINT RIGHTS

Are you unhappy with how your request has been handled or do you think the decision is incorrect?

You have the right to require the Metropolitan Police Service (MPS) to review their decision.

Prior to lodging a formal complaint you are welcome to discuss the response with the case officer who dealt with your request.

Complaint

If you are dissatisfied with the handling procedures or the decision of the MPS made under the Freedom of Information Act 2000 (the Act) regarding access to information you can lodge a complaint with the MPS to have the decision reviewed.

Complaints should be made in writing, within forty (40) working days from the date of the refusal notice, and addressed to:

FOI Complaint
Public Access Office
PO Box 57192
London
SW6 1SF
PublicAccessOffice@met.police.uk

In all possible circumstances the MPS will aim to respond to your complaint within 20 working days.

The Information Commissioner

After lodging a complaint with the MPS if you are still dissatisfied with the decision you may make application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk. Alternatively, phone or write to:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Phone: 01625 545 745

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