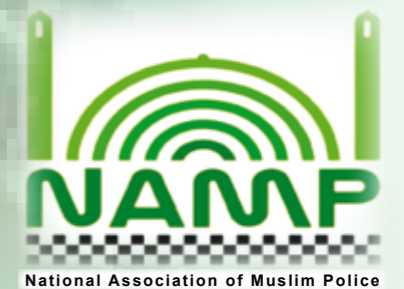


November 2008

Diversity in Modern Policing

A survey conducted by The National Association of Muslim Police (NAMP) and Demos , with key findings, and conclusions.



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Question 7.L 3 districts responded	Male White	Male BME	Male Muslim	Male Total	Female White	Female BME	Female Muslim	Female Total
Chief Superintendent	10	0	0	10	5	0	0	5
Superintendent	6	0	0	6	2	0	0	2
Chief Inspector	27	0	1	28	3	0	0	3
Inspector	93	2	0	95	12	1	1	14
Sergeant	189	5	0	194	42	0	0	42
Constable	487	13	1	501	224	8	0	232
Total	812	20	2	834	288	9	1	298

(Endnotes)

- 1 Commission for Racial Equality (2005) Investigation into The Police Service.
- 2 NAMP, 2008 Review of Senior Management Teams in the MPS. These figures differ from those in the tables below due to different ways of calculating the rankings.
- 3 These require that data should not be collected which "is likely to cause substantial damage or substantial distress to the data subject or any other person". The Data Protection Act 1998 also requires that individuals should not be identified through the research without their prior consent.
- 4 Based on 24 responses. One force did not split male and female Muslim officers, so we gave a split representative of the other forces' responses.
- 5 Based on 23 responses. As above concerning a representative split. This figure excludes Community Support Officers.
- 6 Based on 23 responses. As above concerning a representative split.
- 7 24 forces responded to the question about police staff; 23 to the question about PCSOs.
- 8 Divisional/Borough Command and Response policing 24/7 teams; Safer Neighbourhoods or equivalent; Task force or equivalent; Roads policy; CID; Serious organised crime units; Special Branch or Counter terrorism; Firearms units; Professional standards; Mounted section; Dog section; Other specialism. We had included one question specific to ranking more generally; however not enough forces replied to this question to make the results meaningful. Therefore the numbers here are likely to be an underestimation.
- 9 These figures do not tally with figures from boxes 1-3, because this data has been collected in a slightly different way. To ascertain rankings, we collected based on the rank and seniority of police officers working in all the specialisms mentioned, and as a result the total numbers are lower. However, as a percentage, they are still insightful. Between 3 and 25 forces responded to the various specialism; some for example did not have the specialisms that we specified. Although there is a specific question in the survey for rankings and grade, an insufficient number of forces responded.
- 10 A number of forces left this question blank, but we cannot confirm this means there are no initiatives in place.

List of all tables

Question 7.i 21/21 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	11	0	0	11	1	0	0	1
Superintendent	26	0	0	26	3	0	0	3
Chief Inspector	38	1	0	39	7	0	0	7
Inspector	95	2	0	97	27	1	0	28
Sergeant	158	7	1	166	73	1	0	74
Constable	158	12	1	171	74	4	0	78
Total	486	22	2	510	185	6	0	191

Question 7.j 2 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	0	0	0	0	0	0	0	0
Superintendent	0	0	0	0	0	0	0	0
Chief Inspector	4	0	0	4	0	0	0	0
Inspector	11	0	0	11	3	0	0	3
Sergeant	49	0	0	49	13	0	0	13
Constable	152	0	0	152	112	0	0	112
Total	216	0	0	216	128	0	0	128

Question 7.k 3 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	0	0	0	0	0	0	0	0
Superintendent	0	0	0	0	0	0	0	0
Chief Inspector	0	0	0	0	0	0	0	0
Inspector	0	0	0	0	1	0	0	1
Sergeant	10	0	0	10	0	0	0	0
Constable	98	1	0	99	11	0	0	11
Total	108	1	0	109	12	0	0	12

Section 1

Context

In many respects, the UK police service is the envy of the world. Their commitment to protecting the country's citizens is not in question. Across the country they aspire to deliver quality service, work together, respect one another, and learn from experience.

However the issue of discrimination and representativeness in the police has long been an important one. As we approach the ten-year anniversary of The Stephen Lawrence Enquiry, the Police Service must critically review its achievements in relation to diversity.

The National Association of Muslim Police (NAMP) and Demos have undertaken a survey to map the distribution of minorities in the police – with a particular focus on Muslims. Currently the Police Service is required by law to monitor only race, gender and disability. Some police forces monitor faith but they are under no obligation to do so. To our knowledge this is the first time in British policing history that such a survey has been undertaken, and here we present some of the key findings.

In 1999, the issue of race and diversity in the Police Service came into sharp focus. Following the inquiry into the Metropolitan Police Service's (MPS) handling of the murder of British teenager Stephen Lawrence, the MacPherson report branded the MPS as "institutionally racist", and found that ethnic minorities in Britain felt under-protected as victims and over-policed as suspects.

Prior to this inquiry, there was no duty for the police to monitor the racial make up of its workforce. The MacPherson report made 70 recommendations to show zero tolerance for racism; including specific targets for each force to make them more representative of the communities they served.

The reforms suggested by MacPherson were aimed at tackling racism and discrimination inside and outside of the service, and increasing public confidence in the police in general. The police service has made real progress since then. There are substantial programmes of work underway to improve the recruitment, training and selection of police officers to specialist departments. The introduction of comprehensive incident logs and family liaison officers from diverse backgrounds in the investigation of serious crimes such as murder, rape, and other traumatic incidents has resulted in improved public confidence as well as increased the effectiveness of police investigations.

Many forces have recognised under representation in particular areas and are working hard to deal with it. The MPS for example employed positive action to increase the Public Order Cadre from 1 BME officer to 7 in three months. Following the publication of the Metropolitan Police Authority report, *Terrorism – the London Debate*, the MPS seconded a Muslim officer to NAMP with a view to work with Specialist Operations to increase the number of Muslims in its Counter Terrorism Command. This initiative resulted in a 4-fold increase within a year.

However, despite these efforts, the issue of diversity, discrimination and representativeness are still apparent. The Commission for Racial Equality's recent investigation into racism in the Police Service (2005) found widespread failings in the police middle management – although it put the problem down to skills rather than racism.¹ This year, 2008, has seen a spate of high profile cases involving race and faith, which have alleged that the highest echelons of the Police Service are guilty of persistent and endemic discrimination.

Available figures about BME officers suggest it remains a major issue: only 1 out of 43 Chief Constables in England and Wales is from BME background; only 8 out of 300 members of the Association of Chief Police Officers (ACPO) are BME; of 647 Superintendents in our data set only 19 are from BME background. Nationally, BME officers are in the main deployed in 24/7 response policing and the few officers of rank tend to be deployed in partnership work.² Retention is also problematic: BME officers are more likely to resign much earlier than their white male counterparts.

In November 2007, NAMP held a seminar, which brought together a number of BME officers from across the UK with HMIC. What emerged was a sense among BME officers that they faced considerable barriers to advancement, as well as a feeling that diversity policy was sometimes used simply as a way to bolster credentials. The officers said they enjoyed uniform patrol duties, providing reassurance and a visible presence to local communities. Interacting with communities from all backgrounds to provide a quality service and offering themselves as role models for others to join the service. However officers felt that when they wanted to develop their careers they encountered barriers ranging from the initial unofficial discussion with line managers to the selection panels.

Having a representative police service is both valuable and effective. Aside from the importance of ensuring there is fair access and opportunity in our public services, greater diversity and representativeness is important for strategic and operational reasons. To be effective, the police service must work in partnership with communities on a range of issues, from Anti Social Behaviour to terrorism, and the police need to be able to draw on the full range of skills and attributes of its officers and staff, be they cultural, religious, linguistic, or other practical skills.

At this time of heightened security, this is especially true for Muslim-police relations. An ACPO report published in March 2006 argued for a review to identify ways of ensuring that communities – especially Muslim – are actively involved in the development of a small number of key operational policies that have a significant impact on community confidence. Making police-community relationships work better requires trust, knowledge and cultural understanding from the police. Often the best resource can be the officers and staff who share that background.

It is fair to say that progress on diversity in the police service appears to have been painfully slow. That is why we decided to undertake this research. While considerable work has been undertaken in relation specifically to BME officers and staff, we decided it was important to extend this to faith, and in particular Islamic faith.

We asked all 51 forces in England, Scotland and Wales to respond to our survey and we would like to thank all 44 forces that made an effort to respond. This was a very positive sign and it shows strong commitment to making our police service more representative and ultimately more operationally effective.

In this short report, we will present the key findings, and draw some tentative conclusions. While far from comprehensive, we hope this research will give the police service an opportunity to assess their current position in relation to diversity and help inform future policies and procedures to rectify identified shortcomings.

We plan to conduct a similar review in two years' time (October 2010) to find out the progress the police service has made in relation to diversity, and we are keen to review the diversity health of the police service every two years.

List of all tables

Question 7.f 6 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	1	0	0	1	0	0	0	0
Superintendent	6	0	0	6	1	0	0	1
Chief Inspector	7	0	0	7	4	0	0	4
Inspector	21	0	0	21	1	0	0	1
Sergeant	45	2	0	47	9	0	0	9
Constable	155	5	0	160	103	48	0	151
Total	235	7	0	242	118	48	0	166
Question 7.g 22 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	6	0	0	6	0	0	0	0
Superintendent	22	1	0	23	2	0	0	2
Chief Inspector	41	1	1	43	3	0	0	3
Inspector	122	6	1	129	11	1	0	12
Sergeant	383	13	3	399	37	1	0	38
Constable	1330	113	20	1463	233	22	2	257
Total	1904	134	25	2063	286	24	2	312
Question 7.h 21 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	1	0	0	1	0	0	0	0
Superintendent	3	0	0	3	0	0	0	0
Chief Inspector	13	1	0	14	0	0	0	0
Inspector	58	3	0	61	1	0	0	1
Sergeant	224	5	1	230	7	0	0	7
Constable	1569	38	1	1608	91	1	0	92
Total	1868	47	2	1917	99	1	0	100

List of all tables

Question 7.c 17 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	1	0	0	1	0	0	0	0
Superintendent	3	0	1	4	0	0	0	0
Chief Inspector	16	1	0	17	2	0	0	2
Inspector	78	1	1	80	4	1	0	5
Sergeant	234	10	0	244	21	1	0	22
Constable	1239	63	6	1308	198	5	0	203
Total	1571	75	8	1654	225	7	0	232

Question 7.d 5 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	1	0	0	1	0	0	0	0
Superintendent	3	0	0	3	0	0	0	0
Chief Inspector	2	1	0	3	1	0	0	1
Inspector	18	0	0	18	1	0	0	1
Sergeant	67	0	0	67	6	0	0	6
Constable	380	9	0	389	44	0	0	44
Total	471	10	0	481	52	0	0	52

Question 7.e 5 districts responded	Male	Male	Male	Male	Female	Female	Female	Female
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	1	0	0	1	0	0	0	0
Superintendent	7	0	0	7	1	0	0	1
Chief Inspector	30	0	0	30	2	0	0	2
Inspector	77	0	0	77	15	0	0	15
Sergeant	230	5	0	235	49	1	0	50
Constable	940	31	0	971	375	11	2	388
Total	1285	36	0	1321	442	12	2	456

Section 2

Data Analysis

On 15 April 2008, Demos and NAMP issued a questionnaire to every police force in the UK. Following a deadline extension, we gave each force a total of approximately 10 weeks to respond. All of the data are correct as of June 2008.

The aim of the questionnaire was to discover the number of women, BME, and Muslim police officers and staff in each force, their rank and the roles they are currently employed in. We were aware that, at present, faith is not a category that police service is required to record in their official staff data, but assumed that the numbers for each force would be relatively small, and that the collation effort needed would be modest. A blank survey, as sent to all the forces can be found in Annex I.

In total, 44 of 51 police constabularies responded to our questionnaire. However, of those 44, only 26 were able to provide any data about their Muslim officers. Of the remaining 18, we are still awaiting full responses from 4. The other 14 only provided information on BME officers and left the Muslim section blank either due to “sensitivities”, because they “do not collect data on religion”, or sometimes without explanation.

Methodological Issues

There are a number of methodological issues, which are important to explain before presenting the results.

Some forces were concerned that, where there are potentially small numbers of officers involved, it might be possible to identify an individual officer by process of deduction. This could infringe upon The Data Protection (Processing of Sensitive Personal Data) Order 2000(c) and the Data Protection Act 1998(1)(b).³ In order to protect individuals’ identity, we issued all forces with a data protection policy, and decided not to reveal the results from specific forces. See Annex II.

Some forces replied to our survey in full, some did not reply at all, and some responded to some of the questions but not to others. For these reasons, we stress that these data are incomplete, representing just over half of all constabularies. However, they do provide an important snapshot of the state of Muslims in the police service based on the data that participating forces shared with us. We also recognise that our categories used throughout (“white”, “BME” and “Muslim”) are not strictly comparable – one being a colour, one a colour/ethnicity, and the other a religion. Those who record themselves as “Muslims” will also be counted under the white or BME category, and so we have taken measures to avoid “double” counting when calculating percentages.

Finally, we further recognise that, although many forces do ask officers for their faith, it is not a mandatory field. Therefore, in some cases individuals prefer not to reveal their religion, in which case our figures would be underestimations.

It is with these caveats that we present our findings.

Section 2

Findings

Findings

The overall picture is mixed in terms of numbers, and much as one might expect:

Police Officers⁴ (all employees with a warrant card)

	Male	Female	Total
White	75,918	25,512	101,430
BME	3,850	1,274	5,124
Muslim	579	102	681
Total	80,347	26,888	107,235

25 forces responded fully to this question. Of a total 107,235 officers (106,554 not including Muslim officers who have been double-counted) across those forces, there are 5,124 BME officers (around 5%) and 681 Muslim officers, which is less than one percent (0.6).

Looking at both the figures for police staff and Community Support Officers, the picture is similar.

Police Staff⁵ (civilian staff)

	Male	Female	Total
White	19,307	31,601	50,908
BME	1,603	3,321	4,924
Muslim	119	129	248
Total	21,029	35,051	56,080

Police Community Support Officers⁶

	Male	Female	Total
White	4,949	4,065	9,014
BME	1,221	478	1,699
Muslim	266	64	330
Total	6,436	4,607	11,043

In the 23⁷ forces that responded, there are 6,623 BME staff and community support officers (around 10%) and 578 Muslim police staff & community support officers, which is less than one percent (0.9%).

Across all three sets of figures, there are 1,259 Muslims officers and staff employed by the police, of a total of 174,448 (173,189 removing double counting). This is 0.73%. For male Muslims, the corresponding figure is 0.9% and for female Muslims, less than half of one percent (0.45%). BME officers and staff account for around 7% of our data set.

Across the country as a whole, there are estimated to be between 1.6 and 2 million Muslims, or around 3% of the total population. Although we are not naming individual forces due to data protection, it is important to acknowledge that in many major cities the percentage of Muslim citizens is higher; and likewise the percentage of BME and Muslim officers within those forces does also tend to be higher.

Annex III

Q. 7. Asked forces to provide the numbers at each rank in the following Specialist Departments

7.a. Divisional / Borough command and Response policing 24/7 teams. 7.b. Safer Neighbourhood Teams or equivalent.;
 7.c. Task force or TSG equivalent.; 7.d. Roads Policing; 7.e. CID; 7.f. Serious, organised crimes units;
 7.g. Special Branch or Counter Terrorism Units; 7.h. Firearms units; 7.i. Professional standards;
 7.j. Mounted Section; 7.k. Dog Section; 7.l. Other Specialism not included above – please specify.

List of all tables

Question 7.a	Male	Male	Male	Male	Female	Female	Female	Female
21 districts responded	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief superintendent	135	4	0	139	16	0	0	16
Superintendent	320	11	1	332	28	1	0	29
Chief Inspector	561	25	5	591	68	2	0	70
Inspector	2215	95	13	2323	336	9	0	345
Sergeant	6934	305	30	7269	1280	52	5	1337
Constable	26381	2164	295	28840	10468	781	52	11301
Total	36546	2604	344	39494	12196	845	57	13098
Question 7.b	Male	Male	Male	Male	Female	Female	Female	Female
22 districts responded	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent	1	0	0	1	0	0	0	0
Superintendent	3	2	0	5	0	0	0	0
Chief Inspector	12	2	0	14	10	1	0	11
Inspector	315	11	7	333	63	3	0	66
Sergeant	1467	73	14	1554	306	13	1	320
Constable	5887	373	62	6322	2057	132	10	2199
Total	7685	461	83	8229	2436	149	11	2596

Data Protection

Demos plans to use the data collected to identify the deployment of Muslim officers in the police force. Our findings will be released publicly and will include national aggregate figures, and where appropriate and relevant, figures for individual Constabularies.

The Data Protection (Processing of Sensitive Personal Data) Order 2000, permits the collection of data about ethnicity and religion if: a) it is in the public interest; b) it is necessary for the purposes of the research; c) will not support measures or decisions with respect to any particular data subject.

All three apply in this case.

The Data Protection (Processing of Sensitive Personal Data) Order 2000(c) and the Data Protection Act 1998(1)(b) also require that data should not be collected which “is likely to cause substantial damage or substantial distress to the data subject or any other person”. In addition, the Data Protection Act 1998 requires that individuals should not be identified through the research without their prior consent.

Where there are potentially small numbers of individuals involved, it might be possible to identify an individual officer by deduction, which could infringe upon these two conditions.

To ensure this is not the case, Demos will:

- neither identify nor name individual officers in the course of the research, neither publicly nor among the research partners
- use discretion where identifying individual constabularies, especially if an officer is working in a sensitive area. In such cases we will only use the data aggregated across the whole force: for example by identifying that there are 3 Muslim special branch officers in the whole force, without specifying the individual constabularies
- if it is considered by a Constabulary, NAMP or Demos, that releasing data about officer deployment in an individual constabulary may lead to an individual being identified and/or may cause distress, we will seek the permission of that individual before releasing information

All data will be held securely at Demos’ offices and subject to Demos’ ethical and data collection conduct, which follows ESRC guidelines.

Section 2

Ranking

In order to ascertain the distribution and ranking of BME and Muslim officers we also asked for specific ranks in respect of 24/7 response policing and several specialist departments. Not all forces have all the specialist departments, and so the totals are likely to be underestimations.⁸

Based on the ranking breakdown within those specialist departments and 24/7 response teams, we can present some findings regarding the relative rankings of BME and Muslims officers:⁹

	Male White	Male BME	Male Muslim	Male Total	Female White	Female BME	Female Muslim	Female Total
Chief Superintendent	168	4	0	172	22	0	0	22
Superintendent	399	14	2	415	37	1	0	38
Chief Inspector	751	32	7	790	100	3	0	103
Inspector	3103	120	22	3245	475	16	1	492
Sergeant	9990	425	49	10464	1843	69	6	1918
Constable	38776	2822	378	41976	13990	1012	66	15068
TOTAL	53187	3417	458	57062	16467	1101	73	17641

It is clear from these figures that Muslims officers are primarily concentrated in lower ranks – mainly constable. This is to be expected, given that the majority of all officers are employed at this rank too: 73% of all male officers surveyed are ranked constable, 83% of BME male officers, and 83% of Muslims male officers, which is fairly comparable. With female officers, 90% of Muslim females are constables, compared to 85% across all female officers, and 92% of BME female officers.

However, what this data does demonstrate is the relative dearth of Muslim officers in the senior ranks of the service. From our sample of between 2 and 22 forces (depending on the specialism): there are no Muslim officers at the rank of Chief Superintendent; and only 2 (both male) at the level of Superintendent. This means that around 1 in every 320 of these most senior officers are Muslims.

Similar figures emerge at the level of Inspector/Chief Inspector, where we find 30 Muslims out of 4630 Inspector/Chief Inspector (4600 removing double counting), which is 0.65% of all Inspecting ranks. Perhaps more surprisingly we only encountered one female Muslim officer within the Inspector/Chief Inspector or superintending ranks. These trends will have a clear impact on succession planning for the future.

Section 2

Specialist Departments

Specialist posts in the police force are all those listed in the annex and any others that are not 24 hour response teams. We asked forces to respond to the particular make up of their specialist units, and a full breakdown across all specialisms is available in Annex III.

Across the 11 specialisms we surveyed, Muslim officers are largely absent. 138 out of a total of 22119 (21981 removing double counting), which is around 0.6%. More generally, the survey illustrated that BME officers are well represented in some areas, and significantly underrepresented in some others:

- 6.6% of the officers in the Response teams are from BME backgrounds
- 4% of the officers in Professional Standards are from BME background
- 2.4% of the officers in the Firearms Unit are from BME background

Of particular interest for this report is the make up of the Counter Terrorism or Special Branch Unit, to which 22 forces responded.

	Male White	Male BME	Male Muslim	Male Total	Female White	Female BME	Female Muslim	Female Total
Chief Superintendent	6	0	0	6	0	0	0	0
Superintendent	22	1	0	23	2	0	0	2
Chief Inspector	41	1	1	43	3	0	0	3
Inspector	122	6	1	129	11	1	0	12
Sergeant	383	13	3	399	37	1	0	38
Constable	1330	113	19	1462	233	22	2	257
TOTAL	1904	134	24	2062	286	24	2	312

The obvious point is the lack of Muslim officers involved in countering terrorism given the threat is at the present time from violent-extremist Islamist groups linked to Al Qaeda: There are only 27 Muslims in Counter-Terrorism. This is out of a total of 2,375 officers (2,348 removing double counting) – which is just over one percent.

Three years on from 7/7 and seven years after 9/11, there seem to be very few Muslim officers deployed in countering the terrorism threat. Some police forces do not have a single BME or Muslim Officer working within Counter Terrorism or Special Branch Units.

6. Please provide the following information in respect pay grades of your police staff. For ease of comparison please provide police rank equivalent.

Police Staff Pay Grade equivalent to police Rank	Male				Female			
	White	BME	Muslim	Total	White	BME	Muslim	Total
Assistant Chief								
Chief Superintendent								
Superintendent								
Chief Inspector								
Inspector								
Sergeant								
Constable								
Total								

The table below was used to answer each of the following:

7. Please provide the following information in respects of the distribution of police officers by rank in the following departments in your force .

- 7.a. Divisional / Borough command and Response policing 24/7 teams.
- 7.b. Safer Neighbourhood Teams or equivalent.;
- 7.c. Task force or TSG equivalent.;
- 7.d. Roads Policing;
- 7.e. CID;
- 7.f. Serious, organised crimes units;
- 7.g. Special Branch or Counter Terrorism Units;
- 7.h. Firearms units;
- 7.i. Professional standards;
- 7.j. Mounted Section;
- 7.k. Dog Section;
- 7.l. Other Specialism not included above – please specify.

	Male				Female			
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Superintendent								
Superintendent								
Chief Inspector								
Inspector								
Sergeant								
Constable								
Total								

8. Please provide details of officers trained for the following commands

	Male				Female			
	White	BME	Muslim	Total	White	BME	Muslim	Total
Senior Investigating Officer								
Public Order Command								
Major Sporting Events Command								
Other Major Events command								

9. Please provide details of any initiatives designed to encourage under represented groups to specialise in any of the above departments.

10. Please provide details of any initiatives designed to encourage under represented groups to progress through promotion

Annex I

Survey issued to every police constabulary

1. Please provide the following information in respect of the population in your police area.

White	
BME	
Muslim	
Total	

2. Please provide the following information in respect of Police Officers in your force.

Police Officers	Male	Female	Total
White			
BME			
Muslim			
Total			

3. Please provide the following information in respect of Police Staff (excluding Police Community Support Officers) in your force.

Police Staff	Male	Female	Total
White			
BME			
Muslim			
Total			

4. Please provide the following information in respect of Police Community Support Officers in your force.

Police Community Support Officers	Male	Female	Total
White			
BME			
Muslim			
Total			

5. Please provide the following information in respect of the ranks of your police officers.

Police Officers	Male				Female			
	White	BME	Muslim	Total	White	BME	Muslim	Total
Chief Constable								
Deputy Chief								
Constable								
Assistant Chief								
Chief Superintendent								
Superintendent								
Chief Inspector								
Inspector								
Sergeant								
Constable								
Total								

Section 2

Training and Initiatives

We also asked forces to provide us with details relating to their training programmes, and initiatives that they had in place that are designed to encourage under-represented groups to specialise in specialist departments, as well as encourage under-represented groups to progress through promotion.

While it is not possible to present this data quantitatively, it is evident that a large number of forces have a variety of schemes and initiatives in place to encourage greater diversity of staff and advancement of BME officers and staff.¹⁰ To offer a flavour of the types of initiatives in place; One Chief Constable has initiated a drive to increase BME Superintendents; One force has a Positive Action Team expressly to promote diversity and ensure appropriate levels of recruitment of minority staff. A number of other forces are undertaking work to encourage the recruitment of underrepresented groups, through such things as community group engagement, and college and recruitment events.

Section 3

Conclusion

It is clear that many individual forces have been working hard on their diversity policies. Prior to the Lawrence Inquiry in 1999, there was no duty for the police to monitor the racial make up of its workforce. Estimations at the time put the figure at about 2% (for officers only). Based on our survey, the number is now closer to 5% for officers, and 7% overall. Nationally, the Home office estimates BME officers in the force to be 5.1% and in the MPS almost 9%. This is clearly a considerable achievement.

That said, as far as we can tell, the total number of Muslims in the police remains extremely low; we estimate it to be less than one percent. Given that Muslims make up 3% of the population as a whole, they are largely underrepresented. Our figures also suggest that the police are potentially not making use of some of its best human resources, in particular in countering terrorism, as well as other forms of community police work and engagement.

It is important to be clear that our data provide a snap-shot of the numbers, rankings, and deployment of BME and Muslim officers and staff in the police. It does not tell us what the causes of this under-representation are. There are potentially a number of reasons behind these relatively low levels of diversity; institutional discrimination, a lack of adequate training, unwillingness amongst Muslims to join and advance in the force. At this point, however, it is speculation. Much more detailed research work is needed to have a clearer picture of what is driving these trends.

Despite calls from government about increasing the numbers of Muslims within the force and their strategic deployment, there is still limited understanding of how far this is actually taking place. While we were happy with the response rate overall, we were disappointed that so many forces did not respond to the Muslim specific questions. The lack of an evidence base across the service makes these issues much harder to understand and deal with.

The lack of information has created a haze of uncertainty over the plight of Muslims in UK policing. This means that each individual case of discrimination or alleged discrimination can only be assumed to be symptomatic of the conditions facing Muslim officers across the UK. Without credible data, police leaders find themselves in permanent defensive mode. This situation does not benefit anyone.

Section 3

Recommendations

We are not suggesting that the police service should be forced to make every faith group, colour, ethnicity, gender, and so on perfectly representative. That would be close to impossible, potentially unhelpful in terms of operational effectiveness, and a huge amount of public money would be required.

What is important, however, is that everyone has a fair and equal opportunity to join and advance within the service. And where there is extremely large under-representation we should work together to understand what is driving it, and seek to correct it if appropriate. From a strategic perspective it is important that our best resources are deployed in the right places. Given the police service's efforts in taking part in this survey, we are confident they share this aim fully.

We have four initial recommendations that can help achieve that goal:

Firstly, it is important that we understand what is holding back better representation within the police service. To do this, an in-depth survey, driven centrally with a national focus is needed, with which we can devise a more effective strategy. It will be almost impossible to improve this situation without systematic information on the position and role of BME and faith (including Muslim officers) across all the forces. If we are serious about ensuring that Muslim officers are able to rise through the ranks at the same speed as everyone else, and ensuring that Muslims are deployed to counter-terrorism duties at a time of heightened national security, we need reliable data to track, progress and measure success.

Secondly, forces were very happy to highlight some of the current initiatives they are implementing to tackle this issue. Some forces have implemented positive action policies, others have focussed more on encouraging greater diversity by holding outreach recruitment events. What we need is a better understanding of what works and why; and where there are clear successes, consideration should be given to expanding them elsewhere. We therefore recommend that the Police Service develop a meaningful database of Positive action Plans that have proven to increase outputs in relation to increasing the diversity of the police service. This could include a comprehensive Communication Strategy, which identifies the challenges it faces in relation to Recruitment Retention, Progression and Specialism.

Thirdly, there are clearly some immediate imperatives. Within the counter terrorism department, the numbers of serving Muslim officers is surprisingly low. Of course, the terror threat is not limited to al-Qaeda linked groups, nor is it only Muslims that are capable of understanding Islamist terrorist activity. However, having officers with a cultural, religious, or linguistic understanding of the individuals most likely to be involved in these groups could be an invaluable head start. Given the urgency of dealing with counter-terrorism, this is a matter of priority. This is as much in the interests of police leaders, as it is the Muslim officers themselves. We face a security challenge that requires us to use all available resources, and Muslim officers could add an important element to the effectiveness of the UK's response to terrorism.

Finally, we ask the Home Office to draw up an action plan with all the stakeholders to progress the issues highlighted in this report.