

Subject: The Diversity of the Metropolitan Police Service Frontline

Report to: Police and Crime Committee

Report of: Executive Director of Secretariat

Date: 22 July 2014

This report will be considered in public

1. Summary

- 1.1 This report provides background information to the Police and Crime Committee for its meeting with invited guests to discuss the representation of women police officers in the Metropolitan Police Service (MPS). This is the second of three meetings as part of the Committee's investigation into the diversity of the MPS's frontline.

2. Recommendation

- 2.1 **That the Committee notes the report and puts questions to the invited guests on the representation of women police officers in the Metropolitan Police Service.**

3. Background

- 3.1 Diversity is recognised as a significant challenge for the MPS. Women make up roughly a quarter of the MPS's workforce, but only 16 per cent are ranked at Inspector level or above. Compared with other forces, it is only at the highest rank (Association of Chief Police Officers) that the proportion of women is above the national average. Of the MPS's 2,123 new recruits this year, approximately 30% are women. But of that number only 4% are Black, Asian and minority ethnic (BAME) women. This is despite the MPS's efforts to target prospective BAME candidates (overall 16% of the total number of new recruits are BAME).
- 3.2 The Mayor recognises the need for the MPS to have a more diverse workforce. His Police and Crime Plan, states that London needs, "a police service that commands public confidence and one that reflects like the city it serves – drawing its recruits from among London's diverse communities." For this reason, the Committee has agreed to review the steps the Mayor and the MPS's leadership is taking to increase the diversity of the MPS's frontline.

4. Issues for Consideration

4.1 This meeting will focus on the recruitment, retention and progression of women police officers in the MPS. The Committee has invited the following guests:

- Clare Davis, Deputy Director of Human Resources, MPS;
- Lynda McMullan, Director of Police Resources and Performance, Mayor's Office for Policing and Crime;
- Chief Superintendent Joanna Young, MPS and National London Secretary, Police Superintendents' Association of England and Wales;
- Detective Inspector Siobhan Sagar, General Secretary, Inspectors Branch Board, Metropolitan Police Federation; and
- Detective Chief Inspector Shabnam Chaudhri, MPS

4.2 A scoping document for the investigation is available on the Committee's [website](#)¹.

5. Legal Implications

5.1 The Committee has the power to do what is recommended in this report.

6. Financial Implications

6.1 There are no financial implications to the GLA arising from this report.

List of appendices to this report: None.

Local Government (Access to Information) Act 1985
List of Background Papers: There are none.
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¹ <http://www.london.gov.uk/moderngov/documents/s37520/Appendix%202.pdf>