

4th January 2023

Dame Diana Johnson MP
Chair, Home Affairs Select Committee
House of Commons
Westminster
London
SW1A 0AA

Sir Mark Rowley QPM
Commissioner
New Scotland Yard
Victoria Embankment
London
SW1A 2JL

Tel: 020 7230 2346
Email: mark.rowley@met.police.uk
www.met.police.uk

Dear Dame Diana,

I write to you following my recent oral evidence session on 14th December, where I committed to providing further information in response to a request from Committee member, Diane Abbott MP, which I was unable to provide during the session.

Number of officers from minority ethnic groups at each rank within the MPS

We have committed to bold steps to build a workforce that truly reflects all of London's diverse communities that we serve, and are seeing positive results. The Met is more diverse than we have ever been and we are proud to employ more than half of all police officers in England and Wales from under-represented ethnicity groups. However, we are not complacent and are determined to build on the progress we have made, including not just the overall representation of under-represented groups in our officer workforce, but also the progression of under-represented officers to our senior ranks.

Therefore, I would like to provide the following information (data up to 30th November 2022) on minority ethnic groups at each rank within the MPS:

Police Officer	Overall Total			BAMEH ¹ Total			
	Total	Male	Female	Total	%	Male	Female
Commander & above	35.50	26.50	9.00	3.00	8.5%	2.00	1.00
Chief Superintendent	43.00	32.00	11.00	3.00	7.0%	3.00	0.00
Superintendent	205.80	151.00	54.80	19.00	9.2%	14.00	5.00
Chief Inspector	376.21	293.60	82.61	41.00	10.9%	31.00	10.00
Inspector	1,397.64	1,070.43	327.21	141.80	10.1%	110.00	31.80
Sergeant	4,813.24	3,697.50	1,115.74	597.73	12.4%	465.61	132.12
Constable	27,500.85	18,607.93	8,892.92	5,005.23	18.2%	3,583.82	1,421.41
Police Officer Total	34,372.24	23,878.96	10,493.28	5,810.76	16.9%	4,209.43	1,601.33

¹ Note: BAMEH is an abbreviation used for Black, Asian and Multiple Ethnic Heritage

I also include a comparison of minority ethnic group numbers in November 2012 and November 2022:

	November 2012			November 2022			Variance
	Total	BAMEH	% BAMEH	Total	BAMEH	% BAMEH	
Commander & above	36.0	2.0	5.6%	35.50	3.0	8.5%	2.9
Chief Superintendent	84.0	3.0	3.6%	43.00	3.0	7.0%	3.4
Superintendent	183.0	12.0	6.5%	205.80	19.00	9.2%	2.7
Chief Inspector	463.8	21.0	4.5%	376.21	41.00	10.9%	6.4
Inspector	1525.4	82.0	5.4%	1397.64	141.80	10.1%	4.7
Sergeant	5151.54	298.72	5.8%	4813.24	597.73	12.4%	6.6
Constable	23494.38	2768.70	11.8%	27500.85	5005.23	18.2%	6.4
Police Officer Total	30938.92	3187.42	10.3%	34372.24	5810.76	16.9%	6.6

We remain committed to building on this further and supporting progression through the ranks. In line with the Equality Act 2010, we continue to deliver positive action to under-represented groups in advance of each corporate promotion and Fast Track process. This includes workshops, practice exercises and feedback to candidates which has been shown to improve success rates.

Additionally, our Career Development Service (CDS) supports engagement, progression and retention of BAMEH and female officers and staff, providing targeted and on demand professional development via an online community. A team of 14 Career Development Leads (CDLs) have also recently been embedded in local leadership teams to support the development and retention of under-represented groups. This includes support for national examinations and Met promotion assessment centres, as well as the soon to be launched talent schemes to support BAMEH and female officers progression.

We track progress through the ranks through our diversity aspirations that are aligned to our performance framework and underpinned by the progression working group, chaired by our Human Resources team. Our CDLs are also responsible for working with local senior leadership teams to monitor progress of minority groups at PC – Inspector rank. In terms of the development and progression of senior officers (Chief Inspector – Chief Superintendent) from underrepresented groups, we have a Chief Officer sponsor for every business group. The Chief Officer sponsors have accountability for career management and making a set of commitments; including ensuring all female and minority ethnic officers have a career conversation, a development plan and mentor in place.

This is starting to demonstrate results. In the recent Inspector to Chief Inspector promotion process completed in November 22, a pool of 128 candidates were successfully promoted, which included 38 (30%) female and 25 (19%) BAMEH candidates. In the Constable to Sergeants process, a pool of 725 candidates were successfully promoted which included 236 (33%) female and 124 (17%) BAMEH candidates.

We also have clear ambitions to utilise national fast track programmes to rapidly move the brightest and best in to leadership positions in the Met. I am pleased to say that we are putting forward our largest and most representative group of officers for the Constable to Inspector Fast Track assessment with the College of Policing in March 23. Of our pool of 41 successful candidates, 17 (41%) were female and 14 (37%) were BAMEH.

This aligns with wider resourcing initiatives to recruit a more representative workforce. Last month, 377 new officers joined the MPS of which 120 (32%) were female and 95 (25%) were BAMEH. This follows on from Q2, where we delivered 800 new officer recruits, of which 47% were female – the highest quarterly figures we have had to date.

We have also undertaken extensive work over the last few years to review every stage of our recruitment process to drive out disproportionality. We have developed new policies and processes to address this, as well as leading the way in collaboration with the College of Policing on the design of a new national assessment centre.

Our outreach teams have also established relationships with 29 external partners, via the establishment of a Community Outreach Fund, to help attract underrepresented groups to join the Met. During the next quarter, we will review the specific impact and effectiveness of each partnership as we build relationships and develop sufficient applicant data. We will also be exploring an enhanced social media approach through one of these partners. Through this work, the outreach team are generating c85 new applications per month with high proportions of female (44%) and BAMEH (58%) candidates.

Whilst we are encouraged by progress, we know there remains more to do and we remain committed to building on this and ensuring the Met, at all levels of the organisation, truly reflects all of London's diverse communities that we serve.

Finally, I would like to reiterate once again that I hope my evidence during the session was useful to the Committee, as part of its ongoing inquiry into 'Policing Priorities'. I was also pleased to learn that preparations are in train for the Committee to spend some time with my senior officers in the coming weeks for private briefings covering Professional Standards, Community Crime fighting, and also now on Public Order following my offer to the Committee during my appearance.

I wish you all a Happy New Year.

Yours sincerely,



Sir Mark Rowley QPM

Commissioner