
REPORT TO: Human Resources and Remuneration Committee
DATE: 1 September 2009
SUBJECT: Management Information Report
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1. PURPOSE OF PAPER

- 1.1 To advise the Human Resources & Remuneration (HR&R) Committee of the main trends in HR performance data in the first quarter of the fiscal year 2009/10 (01 April – 30 June 2009) and rolling years previous to 30 June 2009 where applicable. All data referenced in the paper is detailed in Annex A (see p. 13 – Table of Contents).
- 1.2 Please note this commentary does not cover every table and chart in the main report, but highlights numbers and/or trends related to Policing Plan targets and points of interest within the data reported.
- 1.3 All HR Performance data is sourced from ORIGIN Police Personnel database except where stated otherwise.

2. OBSERVATIONS & ANALYSIS

2.1 Recruitment & Strength

2.1.1 BTP Overall

- 2.1.1.1 A total of 74 officers joined BTP between 01 April and 30 June 2009, including 61 (82.4%) student officers, 4 (5.4%) transferees and 9 (12.1%) re-joiners (see T2.1.1, p.16).
- 2.1.1.2 68 police staff and 28 Police Community Support Officers (PCSOs) were recruited during the same period (see T2.1.1 p.17).
- 2.1.1.3 The total number of student officers expected to join BTP in 2009/10 has reduced by 25-50% from an initial expectation of 210 vacancies. Therefore, potentially 50% of the 2009/10 student officer intake has been recruited in

quarter 1.

- 2.1.1.4 BTP headcount at 30 June 2009 was 4848, representing an increase of 1.8% since 31 March 2009 (headcount 4764) (see table 2.1.2, p. 18). Police officers account for 60.5% of BTP's strength, staff 27.8%, PCSOs 7.2%, and Special Constables 4.5%.
- 2.1.1.5 In the last 3 months the headcount of officers, staff and PCSOs has increased by 1.6%, 1.0% and 6.3% respectively.
- 2.1.1.6 The headcount of Special Constables at 30 June 2009 was 218, which equals the measure at 31 March 2009 but represents a 14.2% fall compared with the same time last year (headcount 254). The reduction in headcount is largely due to an exercise to terminate contracts with Special Constables that had been inactive for a long period.
- 2.1.1.7 By Area, the majority of BTP strength (60.0%) is accounted for by FHQ (23.5%) London Underground (21.4%) and London North (14.8%). North East and Scotland Area are the smallest Areas accounting for 7.2% and 5.6% of organisational strength respectively (T2.1.2, p.18).

2.1.2 Black Minority Ethnic (BME) officer recruitment and strength

- 2.1.2.1 BTP is currently achieving the 2009/10 BME recruitment target. 13 (21.3%) out of 61 student officers recruited classify themselves as being from a BME background, against the target of 13% (see T2.2.3, p.22).
- 2.1.2.2 No transferees or re-joiners recruited to BTP this quarter are from a BME background.
- 2.1.2.3 BME officer strength is currently 6.8%, the highest rate recorded. This rate represents a rise of 0.3% over the last 3 months (see G 2.2.1 p. 20).
- 2.1.2.4 The latest Home Office Police Service Strength Bulletin¹ (data as at 31 March 2009) states the average minority ethnic officer strength for police services in England and Wales to be 4.4%.
- 2.1.2.5 Compared with Home Office Police Services, BTP BME officer strength ranks

¹ Home Office Statistical Bulletin: Police Service Strength (31 March 2009)
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third behind London Metropolitan Police (8.8%) and West Midlands Police (7.7%).

2.1.2.6 Of note, 3.4% of officers currently have ethnicity records 'not stated'. Work to encourage officers to change their declaration will be tasked to the HR Business Partners.

2.1.2.7 Activities to meet the 2009/10 BME student officer recruitment target via the Achieving Policing Plan Targets Meeting, this quarter includes:

- Provision of a detailed recruitment plan including recruitment windows.
- Provision of a discussion paper on ethnicity demographics to advise the use of catchment areas.
- A Recruitment Implementation Plan detailing activity for 2010/11 recruitment (in light of anticipated reduction in student officer recruitment 2009/10, see 2.1.1.3, p.1) has been drafted. The plan outlines for example, the provision of application support workshops, fitness test coaching for female applicants, and liaison between support groups and neighbourhood policing teams.

2.1.3 *Female officer recruitment and strength*

2.1.3.1 BTP is currently achieving the 2009/10 female recruitment target. 12 (19.7%) out of 61 officers recruited are women against a target of 13% (See table T2.2.3, p.22).

2.1.3.2 No female transferees or re-joiners joined BTP this quarter.

2.1.3.3 Female officer strength remains stable at 15.8% equaling the measure at 31 March 2009 (see graph G2.2.2 , p.21).

2.1.3.4 BTP female officer strength is substantially lower than the average strength (24%²) of Home Office Police Services in England and Wales.

2.1.3.5 The proportion of BTP female officers in more senior ranks i.e. Chief Inspector and above, is 10.3% (see T2.2.6, p.25). This compares favourably with the Home Office Police Service average of 12%. In contrast BTP's female representation at constable level is less favourable, 17.6%, compared with the

Home Office average of 27%.

2.1.3.6 Activity to meet the 2009/10 female student officer recruitment target via the Achieving Policing Plan Targets Meeting parallel the actions listed for BME officers (see 2.1.2.7).

2.2 Retention (Leavers and Turnover)

2.2.1 BTP Overall

2.2.1.1 431 employees left BTP over 12 months (01 July 2008 to 30 June 2009) resulting in the current turnover rate of 9.6% (G2.3.1, p.28). This represents a reduction of 1.8% since the rate measured at 31 March 2009.

2.2.1.2 Rates of turnover for each employee type have fallen; by 0.6% for officers (see G2.3.2, p.29), by 3.6% for staff (see G2.3.3, p.30) and 6.7% for PCSOs (see G2.3.4, p.31).

2.2.1.3 The reduction in turnover rates may be due, in part, to a minor change to the method of calculating turnover i.e. generating raw data lists and checking for and deleting double entries. Wider economic issues are also expected to have contributed to the trend i.e. the continuing decrease in the rate of job vacancies against rising unemployment (national labour market statistics³).

2.2.1.4 The majority of leavers (66.1%) are from 3 BTP Areas; Force Headquarters (33.6%), London North (16.2%) and London Underground (16.2%) (see G2.3.1, p.28).

2.2.2 Officer retention

2.2.2.1 BTP's officer turnover rate is currently 5.9% (see G2.3.2, p.29), which is 0.4% above the Home Office Police Service 'retention' rate of 5.4%⁴.

2.2.2.2 35 police officers left BTP in 2009/10 quarter 1. Reasons for leaving are listed in table T2.3.6 p. 34 and show the top 3 reasons to be retirement (51.4%), followed by resignation (28.6%) and retirement to rejoin (8.6%). 40% (14 out of 35 leavers) had 10 years or less service, 54.3% (19 out of 35 leavers) had over

³ Office for National Statistics online www.statistics.gov.uk

⁴ Home Office Statistical Bulletin: Police Service Strength (31 March 2009)

25 years service.

2.2.3 *BME officer retention*

2.2.3.1 10 BME officers left BTP over 12 months (01 July 2008 to 30 June 2009) resulting in a turnover rate of 5.3%. This represents an increase in turnover of 1.0% compared with the measure at 31 March 2009.

2.2.3.2 No comparable statistic for BME officer retention in Home Office Police Services has been published since 2.6%⁵ was quoted in the management report dated 26 May 2009.

2.2.3.3 Research using a longitudinal method has been suggested, to better understand the experience of officers from a BME background during their employment with BTP, specifically in regards to reasons for leaving, progression, and promotion.

2.2.4 *Female officer retention*

2.2.4.1 26 female officers left BTP over 12 months (01 July 2008 to 30 June 2009) resulting in a turnover rate of 5.7%, this represents a decrease of 1.9% compared with the measure at 31 March 2009.

2.2.4.2 An estimated turnover rate for female officers in Home Office Police Services has been calculated for this report using data from the Home Office Statistical Bulletin⁶. The estimate indicates turnover in the region of 3.6%. Compared with Home Office Police Services BTP's turnover rate is relatively high. Only 3 Home Office Police Services have a rate of female officer turnover above 5.7%.

2.2.4.3 A comparison of BTP female employee rates of turnover, sickness absence and numbers of grievances raised is underway. There is currently no indication of direct correlation. However, indirect correlation such as a reduction in sickness absence linked to a rise in leavers requires further analysis to confirm or negate trends.

⁵ Policing Minister's Assessment of Minority Ethnic Recruitment: Retention and Progression in the Police Service (20 November 2008).

⁶ Home Office Statistical Bulletin: Police Service Strength (31 March 2009)

2.2.5 Police staff retention

2.2.5.1 BTP's staff turnover rate is currently 17.8% (see graph G2.3.3, p.30), the highest of the 3 employee groups. This rate however, represents a reduction in turnover of 3.6% (from 21.4% at 31 March 2009).

2.2.6 PCSO retention

2.2.6.1 BTP's PCSO turnover rate (excluding leavers who return to BTP as police officers) is currently 9.9% (see graph T2.3.4, p.31).

2.2.6.2 Over the last 3 months, 68.8% (11 of 16) of PCSO leavers are recorded as having left the organisation to rejoin BTP as student police officers.

2.2.6.3 No comparison data for PCSO turnover in Home Office Police Services has been sourced to date.

2.3 Progression⁷

2.3.1 BTP Overall

2.3.1.1 One promotion board (constable to sergeant) was held in 2009/10 quarter 1. 20 officers have received substantive promotions as a result of this promotion board (see G2.4.1, p.35, and T 2.4.2, p.36).

2.3.1.2 OSPRE exam results for Sergeant Part I and Inspector Part II were received in 2009/10 quarter 1. 38% (72 out of 189) of BTP candidates passed Sergeant Part I including 9 female officers and 3 officers from a BME background. 80% (16 out of 20) of BTP candidates passed Inspector Part II including 3 female officers and 4 officers from a BME background (see T2.4.2, p.36).

2.3.1.3 13.1% of officers (97 out of 743 roles⁸) were acting at a higher rank or undertaking temporary promotion at 30 June 2009 (see T2.4.4, p.38).

2.3.1.4 The review of Police Officer Higher Grade Duties (HGD), in view of improving compliance with standard operating procedures (noted in the report dated 26 May 2009) has been submitted to the HR senior management team and its recommendations are currently under consideration. The report suggests for

⁷ Data relating to Promotion Board results is sourced from the Recruitment Department FHQ.

⁸ 'Roles' include acting or temporary promotion in addition to substantive posts.

example; HR Key Performance Indicators aimed at ensuring that a minimum of officers undertaking acting or temporary roles are qualified via police promotion exams, and officers that have passed promotion exams are guaranteed a period of HGD within a 12 month period.

2.3.2 BME officer progression

2.3.2.1 BTP is currently failing the 2009/10 BME officer progression target of 9% (see T2.4.3, p.37). 1 (5.0%) out of 20 officers posted to a higher rank after passing a promotion board is from a BME background.

2.3.2.2 Activity to meet the 2009/10 BME officer progression target via the Achieving Policing Plan Targets Meeting, this quarter includes:

- All Learning and Development products available to employees have been listed and defined in preparation for internal marketing.
- An attitude survey has been introduced for all new officer and PCSO recruits, to assess why they chose to join BTP.

2.3.3 Female officer progression

2.3.3.1 BTP is currently achieving the 2009/10 female officer progression target of 12% (see T2.4.3, p.37). 5 (25.0%) out of 20 officers posted to a higher rank after passing a promotion board are women.

2.3.3.2 Activity planned to meet the 2009/10 female officer progression target via the Achieving Policing Plan Targets Meeting parallel the actions listed for BME officers (see 2.3.2.2).

2.4 Sickness Absence

2.4.1 Overall

2.4.1.1 BTP is currently achieving the sickness absence target with on average 1.7 days absence per employee (officers, staff and PCSOs) against a target of 2 days (target linked to 2009/10 quarter 1, annual target 8 days per employee).

2.4.1.2 Overall, 65.8% of sickness absence between 01 April and 30 June 09 was due to long-term absence, 34.2% was due to short-term absence.

2.4.1.3 Activity undertaken to meet the 2009/10 sickness absence target, via the

Achieving Policing Plan Targets Meeting, includes:

- Extension of the Dorset 12 sickness absence categories to 42 reasons for sickness including pandemic flu and pregnancy related sickness.
- Continuing development of education programmes to develop all employees understanding of standard operating procedures and related legislation.

2.4.1.4 Pandemic Flu has been acknowledged as a risk to the Policing Plan Sickness Absence target. The occurrence of sickness absence coded 'Pandemic Flu' will be monitored and the target may be suspended by the Gold Group if a large number of BTP employees contract the illness.

2.4.2 *Officer sickness absence*

2.4.2.1 Officers are currently achieving the sickness absence target with 1.8 days per officer, against a target of 2.0 days.

2.4.2.2 68.4% of officer sickness absence in 2009/10 quarter 1 was due to long-term absence (see G2.5.1 p.40).

- Female officer sickness absence (26.3%, see G2.5.2, p.41) is disproportionate to their average strength (15.8%). 81.2% of female officer sickness is long-term sickness.
- Reasons for the longest periods of female officer long-term absence (excluding 'miscellaneous' and 'blank' records) are; musculo/skeletal, genito-urinary, followed by nervous system disorder/respiratory conditions.
- The top 3 reasons for occurrences of female officer absences (excluding 'miscellaneous' and 'blank' records) are: musculo/skeletal, digestive disorders, and respiratory conditions.

2.4.3 *Staff sickness absence*

2.4.3.1 Police staff are currently achieving the sickness absence target with 1.4 days per person, against a target of 2.0 days.

- 61.1% of staff sickness absence in 2009/10 Quarter 1 was due to long-term absence (see G2.5.3, p.42).
- Female staff sickness absence (64.7%, see G2.5.4, p.43) is disproportionate to

their average strength (56.1%). 66.9% of female staff sickness is long-term sickness.

2.4.4 *PCSO sickness absence*

2.4.4.1 PCSOs are currently achieving the sickness absence target with 1.9 days per person against a target of 2.0 days.

- 59.2% of PCSO sickness absence in Quarter 1 was due to long-term absence (see G2.5.5, p.44).
- Female PCSO sickness absence (44.8%, see G.2.5.6, p.45) is disproportionate to their average strength (25.1%). 79.0% of female PCSO sickness is long-term sickness.
- Reasons for the longest periods of female PCSO long-term absence are; psychological, stress, and respiratory/lung conditions.

2.4.5 *Female sickness trends*

2.4.5.1 **Amendment to report dated 26 May 2009:** An error was found in the report dated 26 May 2009 ~2.4.8), which reads, 'analysis of 2008/09 data shows that female officers accounted for 38% of officer sickness absence and on average lost 26.9 days per person. Male officers accounted for 61% of sickness absence and lost on average 8.23 days per person.' The paragraph with amendments follows; 'analysis of 2008/09 data shows that female employees accounted for 38% of all sickness absence and on average lost 9.9 days per female employee. Male employees accounted for 61% of sickness absence and lost on average 6.2 days per male employee.'

2.4.5.2 In view of better understanding differential rates of sickness between male and female officers and test the proposition that police services 'run by females' would have a lower differential, police services with the greatest female officer representation at Chief Inspector level and above (at 31 March 2008⁹) were compared with rates of sickness absence for female and male officers, as

⁹ Home Office statistics as at 31 March 2008 were used in preference to more recent data to tally with the date of the Police Professional article published 28 August 2008.

published in Police Professional¹⁰. 3 of 5 police services with the highest proportion of female officers appeared in the Police Professional article (Surrey, Greater Manchester and Hertfordshire). The differential rates of sickness for these police services were more favourable; they ranked 5th, 10th and 19th out of 42. 3 of 5 police services with the lowest proportions of female officers also appeared in the Police Professional article (Dyfed-Powys, Wiltshire and Warwickshire). The differential rates of sickness for these police services were less favourable; they ranked 21st, 22nd and 33rd out of 42.

2.4.5.3 Updates on research as noted/proposed in the report dated 26 May 2009 follow:

- Research being organised by the WSF via the British Association for Women in Policing (BAWP), concerned with the national trend for higher rates of sickness absence amongst female officers, has yet to commence (awaiting confirmation of funding and start date). The research will involve one to one interviews and focus groups to explore the use of absence policies other than sickness to determine whether some women are left with no alternative than to report sick.
- (~2.2.4.3) A comparison of female employee rates of turnover, sickness absence and grievance cases do not indicate direct correlation. However, indirect correlation such as a reduction in sickness absence linked to a rise in leavers, and between short and long-absence patterns across more than one Area, requires further analysis to confirm or negate trends.

2.5 Grievances¹¹ and Employment Tribunals

- 2.5.1 103 grievances were raised between 01 July 2008 and 30 June 2009 (see graph G2.6.1, p.48).
- 2.5.2 38.8% (40 out of 103) of grievances raised had been resolved at 30 June 2009.
- 2.5.3 The top 3 categories for grievances raised are 'other', followed by 'bullying and harassment' and 'victimisation'.

¹⁰ Police Professional article 'Women officers taking 50 per cent more sick days than male colleagues' (August 28, 2008) p. 6

¹¹ Grievance data is sourced from the Employee Relations Department, FHQ.

- 2.5.4 Grievances categorised 'other' (see table T2.6.2, p.49) include issues regarding, salary and pay arrangements, the handling of previous grievances and recruitment and selection for example.
- 2.5.5 Analysis of grievances linked to disability related issues, is currently being undertaken by the HR Performance Unit. Findings and recommendations will be reported as appropriate in due course.
- 2.5.6 The Employee Relations Department will complete a review of the Grievance Standard Operating Procedure including the categorisation system to reduce the number of cases marked 'other', by the end of 2009.
- 2.5.7 The number of grievances raised by female employees (49.5%) remains disproportionate to average female employee strength (28.1%), as do the number of cases raised by police staff (45.6%) compared to other employee types (police staff average strength is 28.6%).
- 2.5.8 13 tribunal cases were ongoing at 30 June 2009. Notably, all tribunal cases raised by employees from a BME background are linked to the same London BTP Area. 46% (7 out of 13) of cases were raised by women.

3 OPTIONS

- 3.1 The HR&R Committee notes these trends.

4 FINANCIAL IMPLICATIONS

- 4.1 Nothing of note.

5 DIVERSITY ISSUES

- 5.1 Where there appears to be an adverse impact on under represented groups BTP is committed to examining the reasons and taking action where appropriate.

6 RECOMMENDATIONS

- 6.1 That the HR&R Committee notes this report.



NOT PROTECTIVELY MARKED



Human Resources and Remuneration Committee

01 September 2009

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2.1 Recruitment

T 2.1.1

1 April 09 - 30 June 09 Police officer recruitment

	Gender				BME				Total
	Male	%	Female	%	BME	%	White/Not Stated	%	
Student Officers	49	80%	12	20%	13	21%	48	79%	61
Transferees	4	100%	0	0%	0	0%	0	0%	4
Re-joiners	9	100%	0	0%	0	0%	9	100%	9
Total Recruited	62	83.8%	12	16.2%	13	17.6%	57	77.0%	74

Source: Discoverer report 'Starters Headcount and Details'

FOR PREVIOUS YEAR COMPARISONS

1 April 08 - 30 June 08 Police officer recruitment

	Gender				BME				Total
	Male	%	Female	%	BME	%	White/Not Stated	%	
New Recruits	20	91%	2	9%	2	9%	20	91%	22
Transferees	11	92%	1	8%	0	0%	12	100%	12
Re-joins	3	100%	0	0%	0	0%	3	100%	3
Total Recruited	34	92%	3	8%	2	5%	35	95%	37

1 April 07 - 30 June 07 Police Officer recruitment

	Gender				BME				Total
	Male	%	Female	%	BME	%	White/Not Stated	%	
New Recruits	0	0%	1	100%	0	0%	1	100%	1
Transferees	5	100.0%	0	0.0%	0	0%	5	100%	5
Re-joins	0	0%	0	0%	0	0%	0	0%	0
Total Recruited	5	83%	1	17%	0	0%	6	100%	6

1 April 09 - 30 June 09 Police Staff recruitment

	Female	BME	Total
Number Recruited	37	12	68
% of total recruited	54.4%	17.6%	

Source: Discoverer Report 'Starters Headcount and Details'

1 April 09 - 30 June 09 PCSO recruitment

	Female	BME	Total
Number Recruited	2	6	28
% of total recruited	7.1%	21.4%	

Source: Recruitment Department cohort spreadsheets

1 April 08 - 30 June 08 Police Staff recruitment

	Female	BME	Total
Number Recruited	28	14	66
% of total recruited	42.4%	21.2%	

1 April 07 - 30 June 07 Police Staff recruitment

	Female	BME	Total
Number Recruited	31	8	56
% of total recruited	55.4%	14.3%	

1 April 08 - 30 June 08 PCSO recruitment

	Female	BME	Total
Number Recruited	3	0	12
% of total recruited	25.0%	0.0%	

1 April 07 - 30 June 07 PCSO recruitment

	Female	BME	Total
Number Recruited	No PCSO recruitment in Q1 of 2007/08		
% of total recruited			

T 2.1.2

Employee headcount at 30 June 2009

OFFICERS					
	Total	BME		Female	
		HC	%	HC	%
FHQ	407	24	5.9%	46	11.3%
LN	460	41	8.9%	83	18.0%
LS	393	29	7.4%	69	17.6%
LU	695	83	11.9%	108	15.5%
NE	233	5	2.1%	38	16.3%
NW	262	5	1.9%	46	17.6%
SC	226	2	0.9%	35	15.5%
WS	257	10	3.9%	39	15.2%
FORCE	2933	199	6.8%	464	15.8%

PCSOs					
	Total	BME		Female	
		HC	%	HC	%
FHQ		N/A			
LN	127	35	27.6%	28	22.0%
LS	55	17	30.9%	7	12.7%
LU	58	10	17.2%	13	22.4%
NE	25	0	0.0%	9	36.0%
NW	36	2	5.6%	16	44.4%
SC		N/A			
WS	48	4	8.3%	13	27.1%
FORCE	349	68	19.5%	86	24.6%

ALL EMPLOYEES					
	Total	BME		Female	
		HC	%	HC	%
FHQ	1140	158	13.9%	407	35.7%
LN	718	105	14.6%	165	23.0%
LS	589	65	11.0%	137	23.3%
LU	1037	172	16.6%	265	25.6%
NE	349	6	1.7%	98	28.1%
NW	358	12	3.4%	99	27.7%
SC	272	2	0.7%	56	20.6%
WS	385	25	6.5%	101	26.2%
FORCE	4848	545	11.2%	1328	27.4%

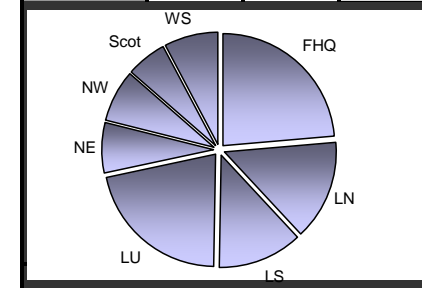
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STAFF (not incl PCSOs)					
	Total	BME		Female	
		HC	%	HC	%
FHQ	733	134	18.3%	361	49.2%
LN	91	24	26.4%	51	56.0%
LS	91	11	12.1%	57	62.6%
LU	213	60	28.2%	135	63.4%
NE	66	1	1.5%	48	72.7%
NW	55	5	9.1%	36	65.5%
SC	25	0	0.0%	19	76.0%
WS	74	11	14.9%	49	66.2%
FORCE	1348	246	18.2%	756	56.1%

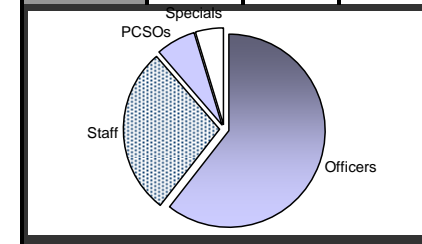
SPECIAL CONSTABLES					
	Total	BME		Female	
		HC	%	HC	%
FHQ		N/A			
LN	40	5	12.5%	3	7.5%
LS	50	8	16.0%	4	8.0%
LU	71	19	26.8%	9	12.7%
NE	25	0	0.0%	3	12.0%
NW	5	0	0.0%	1	20.0%
SC	21	0	0.0%	2	9.5%
WS	6	0	0.0%	0	0.0%
FORCE	218	32	14.7%	22	10.1%

Source: Discoverer Report 'Nominal Roll'

AREA TOTALS			
	Total	Force Total	%
FHQ	1140	4848	23.5%
LN	718	4848	14.8%
LS	589	4848	12.1%
LU	1037	4848	21.4%
NE	349	4848	7.2%
NW	358	4848	7.4%
SC	272	4848	5.6%
WS	385	4848	7.9%



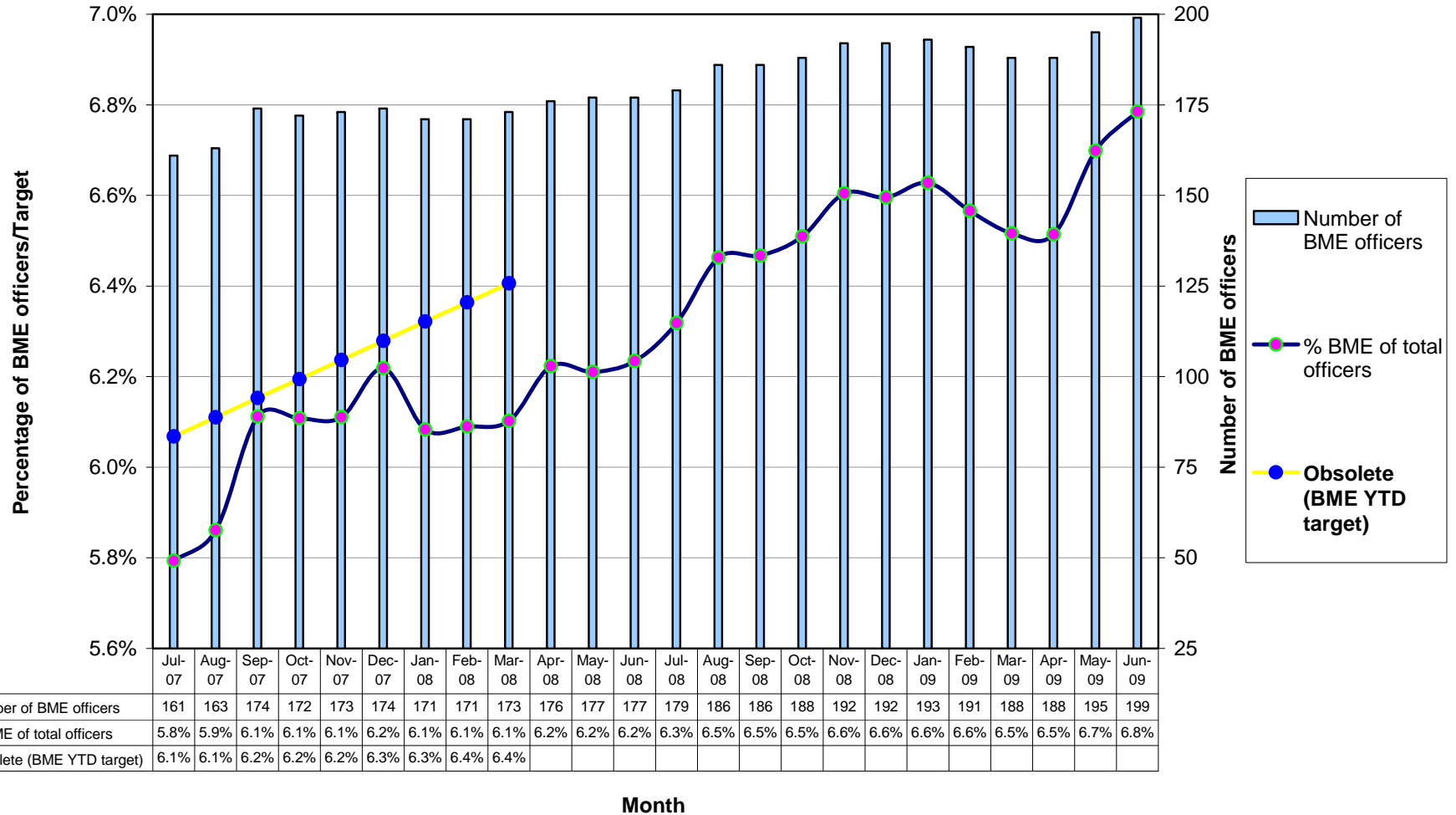
GROUP TOTALS			
	Total	Force Total	%
OFFICERS	2933	4848	60.5%
STAFF	1348	4848	27.8%
PCSOs	349	4848	7.2%
SPECIALS	218	4848	4.5%



2.2 Diversity

G 2.2.1

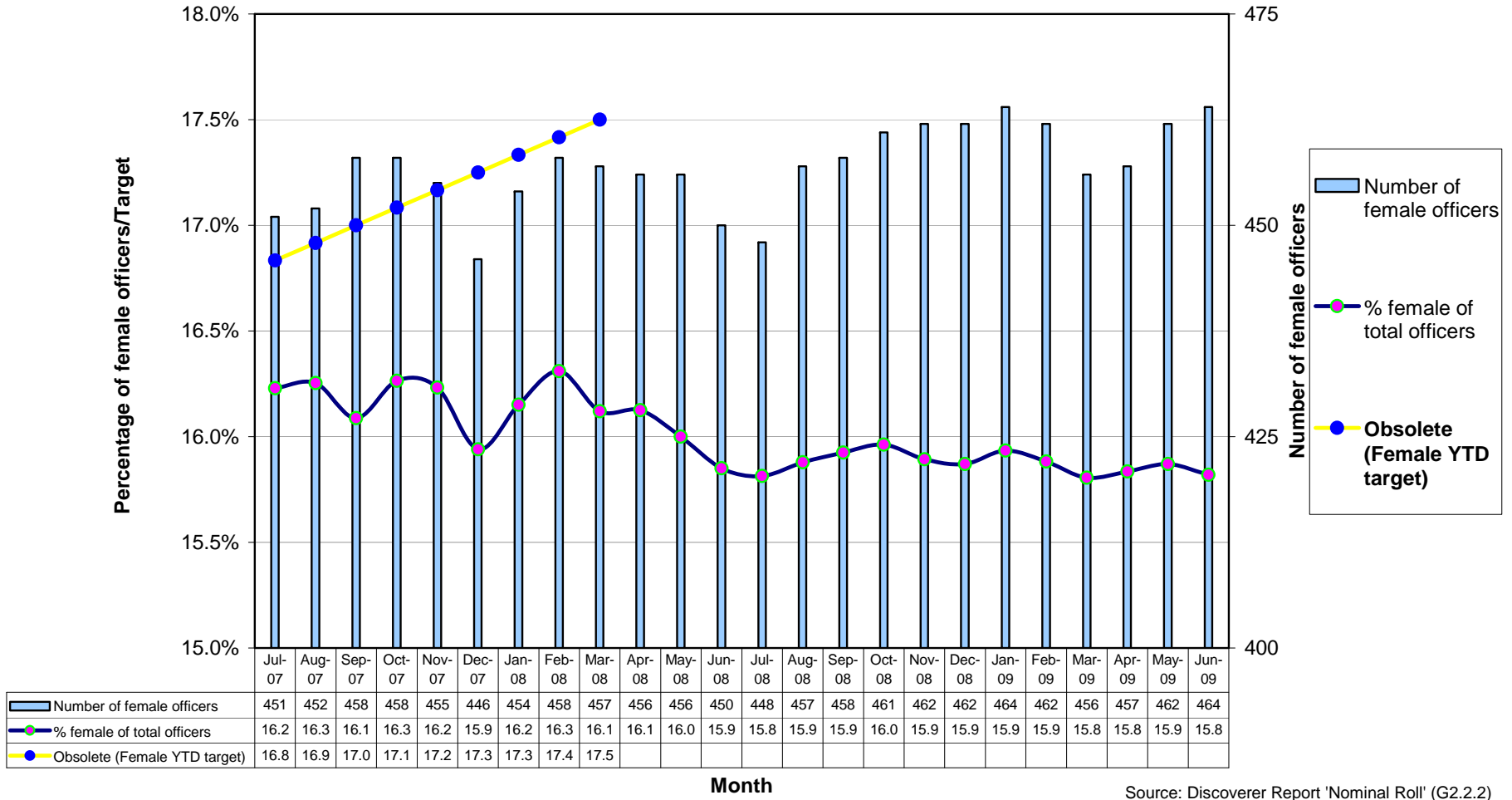
**Change in BME officer headcount:
% and % target for the two years previous to 30 June 2009**



Source: Discoverer Report 'Nominal Roll' (G2.2.1)

G 2.2.2

**Change in female officer headcount:
% and % target for the two years previous to 30 June 2009**



Source: Discoverer Report 'Nominal Roll' (G2.2.2)

T 2.2.3

**Student officer recruitment in 2009/10 against the Policing Plan diversity targets
(excludes transferees and rejoiners)**

13% of new police officer recruits between 1 April 2009 and 31 March 2010, excluding transferees, to be from a Black and Ethnic Minority (BME) background
13% of new police officer recruits between 1 April 2009 and 31 March 2010, excluding transferees, to be female

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD total	TARGETS
Total recruited	2	35	24										61	
BME recruited	0	7	6										13	
%	0.0%	20.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.3%	13%
Female recruited	0	9	3										12	
%	0.0%	25.7%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	19.7%	13%

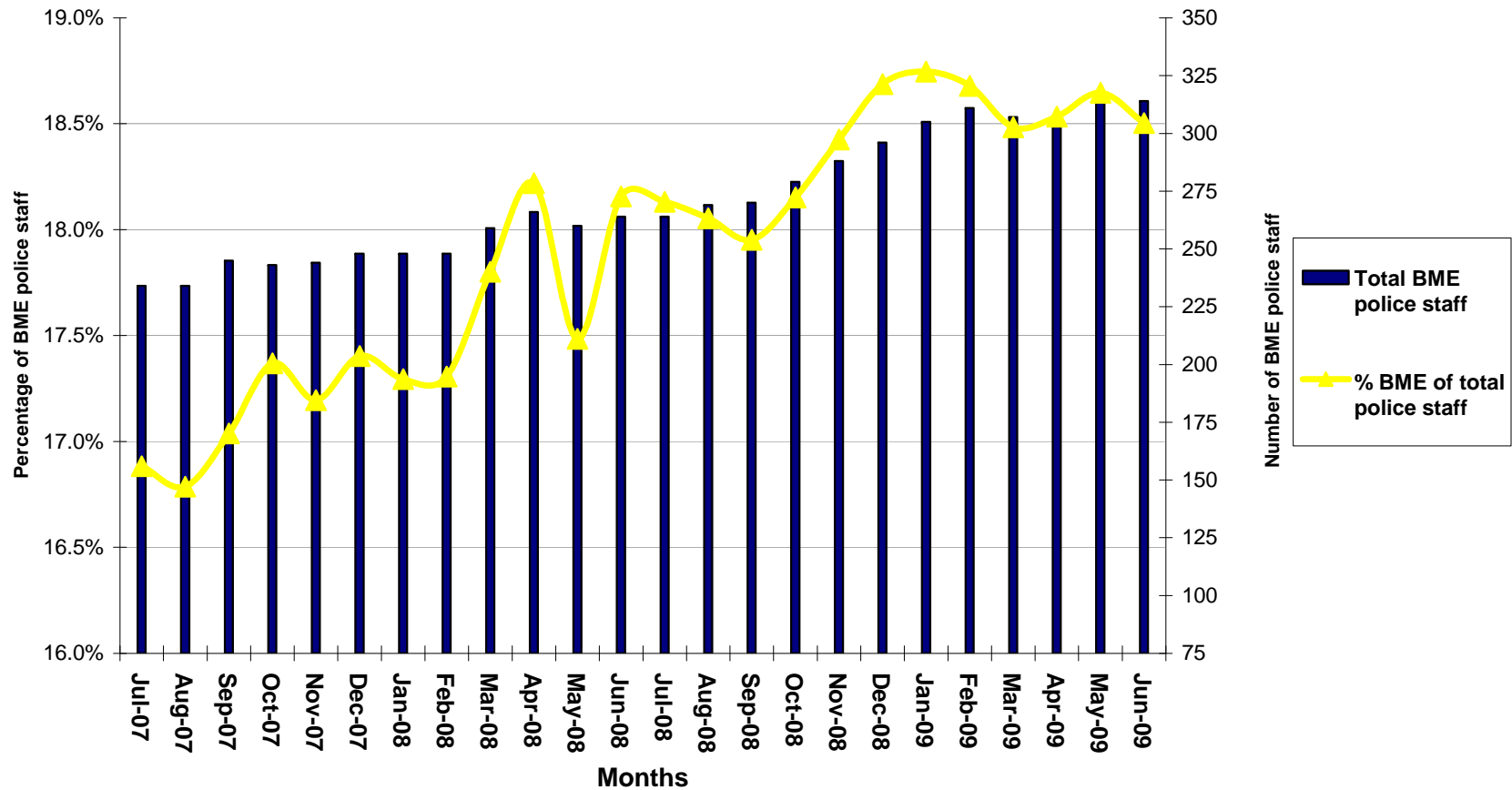
Data source: Discoverer report C - Starters headcount and details

KEY:

FAILING
ACHIEVING

G 2.2.4

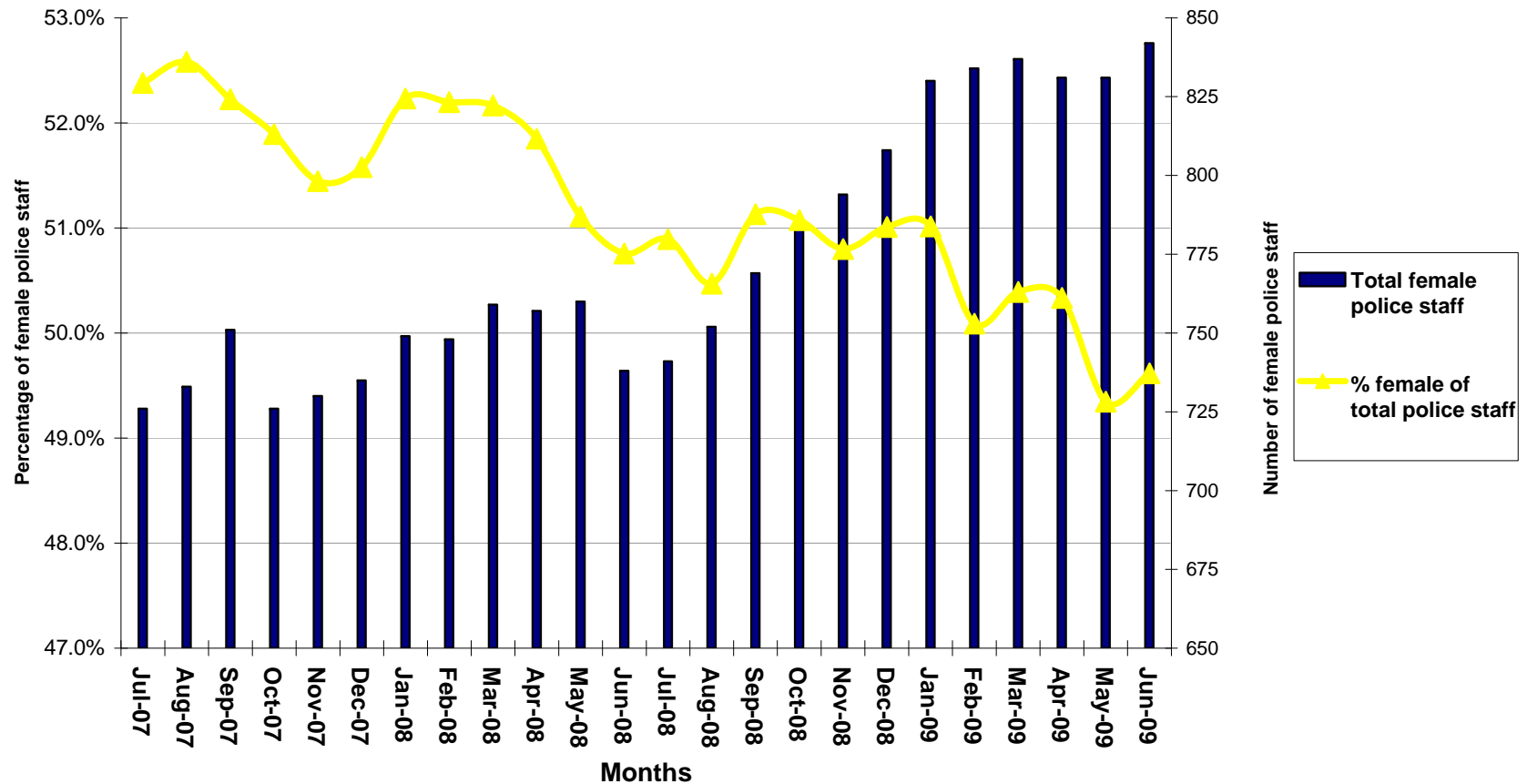
**Change in BME police staff (incl PCSOs) headcount:
% for the two years previous to 30 June 2009**



Source: Discoverer Report 'Nominal Roll' (G2.2.4)

G 2.2.5

**Change in female police staff (incl PCSOs) headcount:
% for the two years previous to 30 June 2009**



Source: Discoverer Report 'Nominal Roll' (G2.2.5)

T 2.2.6

**Employee headcounts for officers and staff (excl PCSOs):
by rank/grade, gender and ethnicity at 30 June 2009**

Police Officers (substantive rank)

	Constables			Sergeants			Inspectors			Chief Inspectors			Superintendents			Chief Superintendents			ACC			DCC			CC			Total					
	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female Total	BME Total	Total			
FHQ	33	20	247	5	1	68	5	2	50	1	0	21	2	0	11	0	0	4	0	0	4	0	0	1	0	0	1	0	0	1	46	24	407
LN	74	39	365	6	2	64	2	0	21	1	0	7	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	83	41	460
LS	62	28	312	6	0	55	0	1	18	1	0	5	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	69	29	393	
LU	92	71	557	8	9	95	6	2	29	2	0	10	0	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	108	83	695	
NE	32	3	183	3	1	34	1	0	10	1	1	4	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	38	5	233	
NW	39	4	204	2	0	37	5	1	15	0	0	4	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	46	5	262	
SC	29	2	183	5	0	27	1	0	12	0	0	3	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	35	2	226		
WS	34	9	198	4	1	37	0	0	15	1	0	5	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	39	10	257		
Total	395	176	2249	39	15	417	20	6	170	7	1	59	3	1	21	0	0	11	0	0	4	0	0	1	0	0	1	464	199	2933			

%s compared to total of each rank

Constables			Sergeants			Inspectors			Chief Inspectors			Superintendents			Chief Superintendents			ACC			DCC			CC			Total		
Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female Total	BME Total	Total
17.6%	7.8%		9.4%	3.6%		11.8%	3.5%		11.9%	1.7%		14.3%	4.8%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%		15.8%	6.8%	

% of each rank compared to force total

Constables	Sergeants	Inspectors	Chief Inspectors	Superintendents	Chief Superintendents	ACC	DCC	CC	Total
76.68%	14.22%	5.80%	2.01%	0.72%	0.38%	0.14%	0.03%	0.03%	

Source: Discoverer Report 'Nominal Roll'

Police Staff (excl PCSOs) (substantive grade)

	PSG1/CO2/DOM			PSG2/CO3			PSG3/CO4			PSG4/CO5/PTO			PSG5/MS1/TS1			PSG6/MS2/TS2			PSG7/MS3/TS3			PSG8/MS4/TS4			PSG9/MS5/TS5			PSG10/MS6/TS6			EG1			EG2			EG5			Total							
	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME
FHQ	9	2	10	1	6	23	114	43	178	105	32	185	65	23	147	23	10	78	15	9	44	17	6	41	3	1	8	2	1	4	3	1	9	2	0	4	2	0	2	361	134	733					
LN	1	0	1	10	3	11	23	9	35	8	7	20	9	4	22	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	51	24	91				
LS	4	1	4	0	0	0	25	6	32	15	4	38	8	0	11	1	0	2	2	0	2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	57	11	91				
LU	0	0	0	9	0	12	52	31	87	40	15	64	21	9	33	9	2	11	1	1	1	3	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	135	60	213			
NE	2	0	2	7	0	9	16	1	22	13	0	18	8	0	12	1	0	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	48	1	66			
NW	1	2	3	13	1	15	8	0	11	10	2	15	4	0	9	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	36	5	55			
SC	0	0	0	3	0	3	9	0	12	2	0	2	4	0	7	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	0	25			
WS	0	0	0	2	0	3	30	5	36	9	3	18	7	3	16	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	49	11	74			
Total	17	5	20	45	10	76	277	95	413	202	63	360	126	39	257	35	12	96	20	10	50	21	8	46	4	1	9	2	1	4	3	2	11	2	0	4	2	0	2	756	246	1348					

%s compared to total of each grade

PSG1/CO2			PSG2/CO3			PSG3/CO4			PSG4/CO5			PSG5/MS1/TS1			PSG6/MS2/TS2			PSG7/MS3/TS3			PSG8/MS4/TS4			PSG9/MS5/TS5			PSG10/MS6/TS6			EG1			EG2			EG5			Total											
Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total	Female	BME	Total
85%	25.0%		59.2%	13.2%		67.1%	23.0%		56.1%	17.5%		49.0%	15.2%		36.5%	12.5%		40.0%	20.0%		45.7%	17.4%		44.4%	11.1%		50.0%	25.0%		27.3%	18.2%		50.0%	0.0%		100%	0.0%		56.1%	18.2%										

% of each grade compared to force total

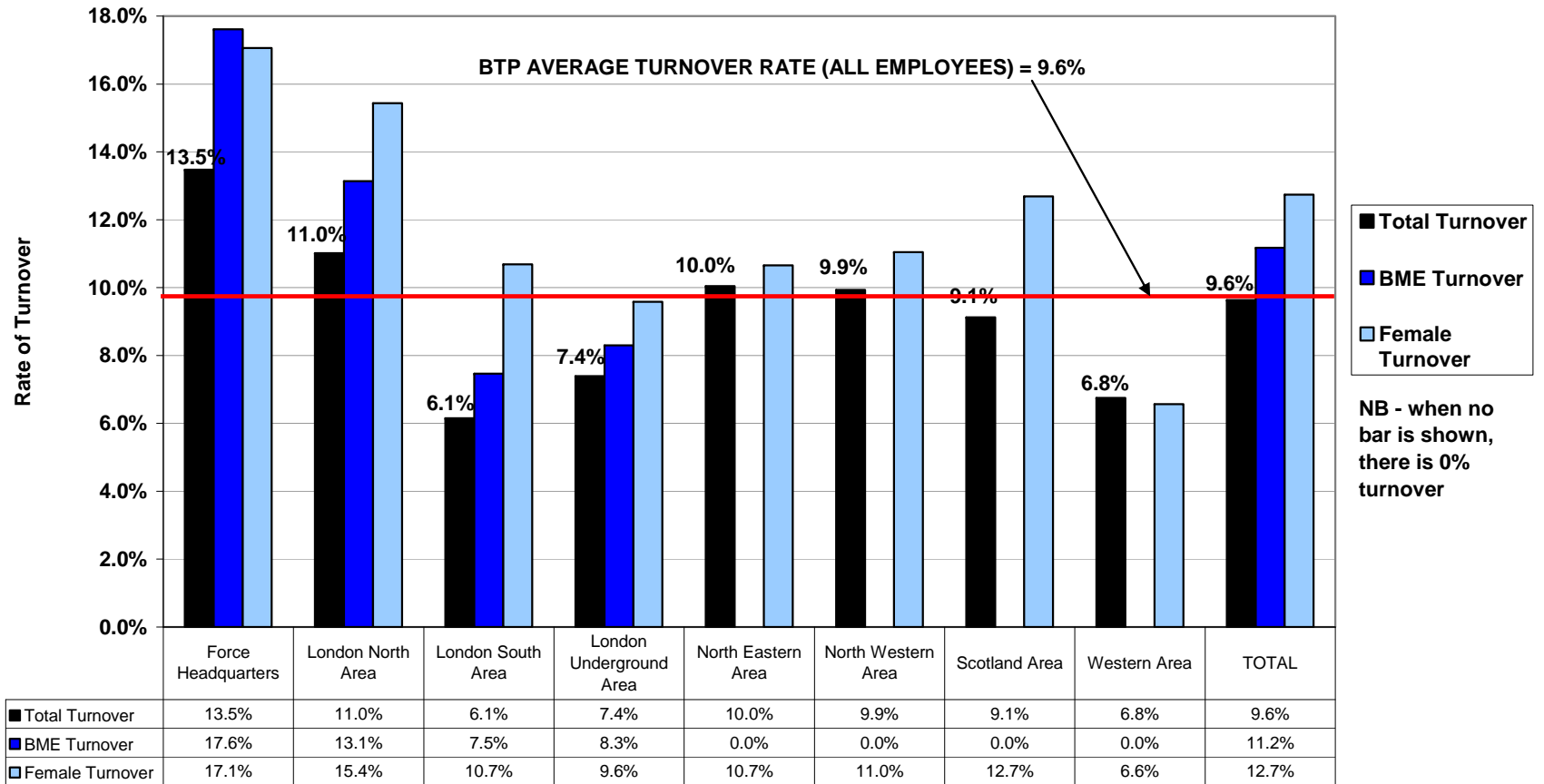
PSG1/CO2	PSG2/CO3	PSG3/CO4	PSG4/CO5	PSG5/MS1/TS1	PSG6/MS2/TS2	PSG7/MS3/TS3	PSG8/MS4/TS4	PSG9/MS5/TS5	PSG10/MS6/TS6	EG1	EG2	EG5	Total
1.48%	5.64%	30.64%	26.71%	19.07%	7.12%	3.71%	3.41%	0.67%	0.30%	0.82%	0.30%	0.15%	

Source: Discoverer Report 'Nominal Roll'

2.3 Turnover

G 2.3.1

Overall BTP turnover rate (all employees) for the year 1 July 08 - 30 June 09

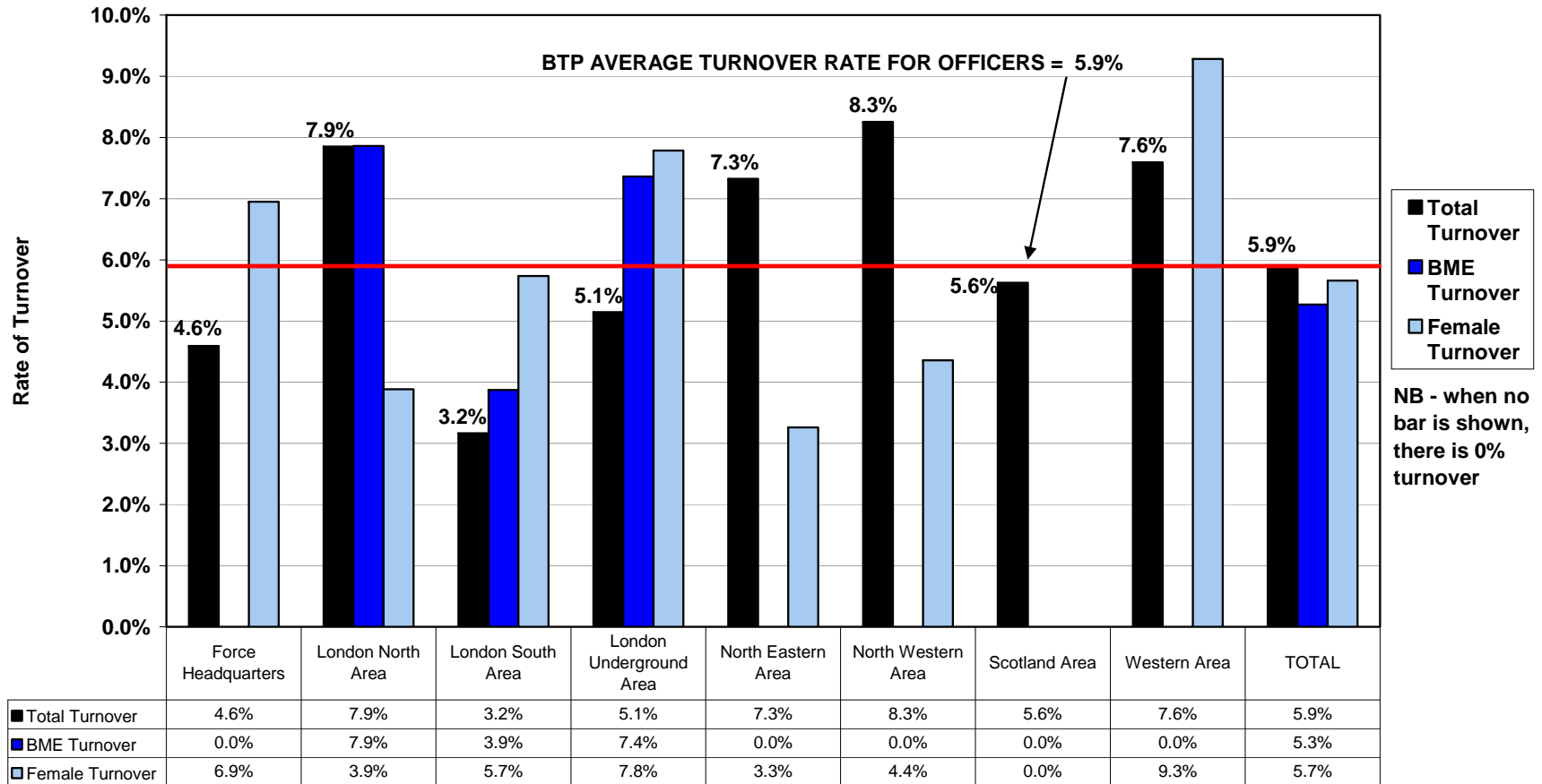


Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers' (G 2.3.1)

Total Leavers Jul 08 - Jun 09	Force Headquarters	London North Area	London South Area	London Underground Area	North Eastern Area	North Western Area	Scotland Area	Wales & Western Area	Total
Total	145	70	32	70	29	36	22	27	431
BME	26	12	4	12	0	0	0	0	54
Female	65	24	14	24	9	11	7	7	161

G 2.3.2

Police officer turnover rate for the year 1 July 08 to 30 June 09

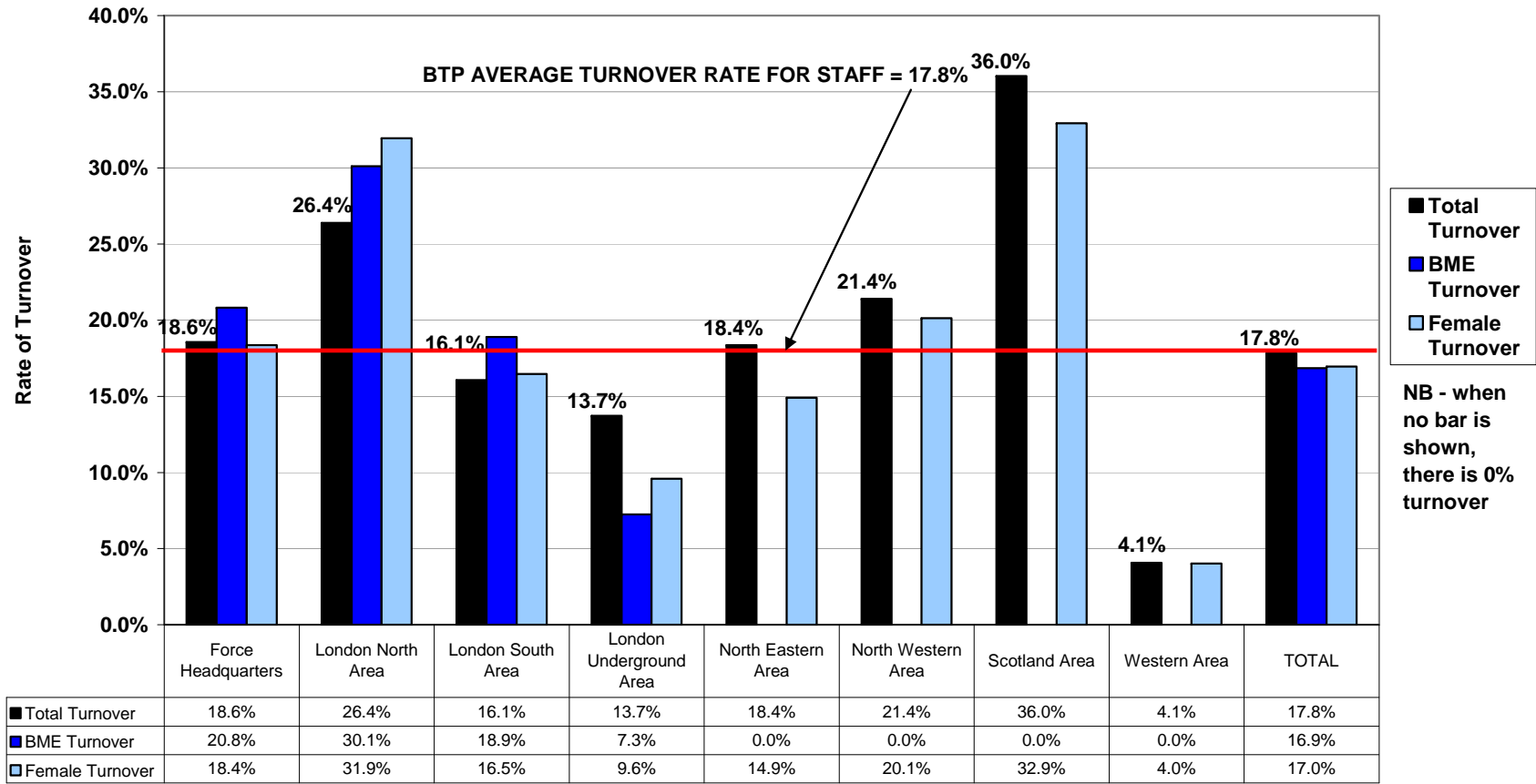


Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers' (G2.3.2)

Officer Leavers Jul 08 - Jun 09	Area								Total
	Force Headquarters	London North Area	London South Area	London Underground Area	North Eastern Area	North Western Area	Scotland Area	Wales & Western Area	
Total	18	35	12	36	15	22	12	21	171
BME	0	3	1	6	0	0	0	0	10
Female	3	3	4	9	1	2	0	4	26

G 2.3.3

Police staff turnover rate for the year 1 July 08 - 30 June 09

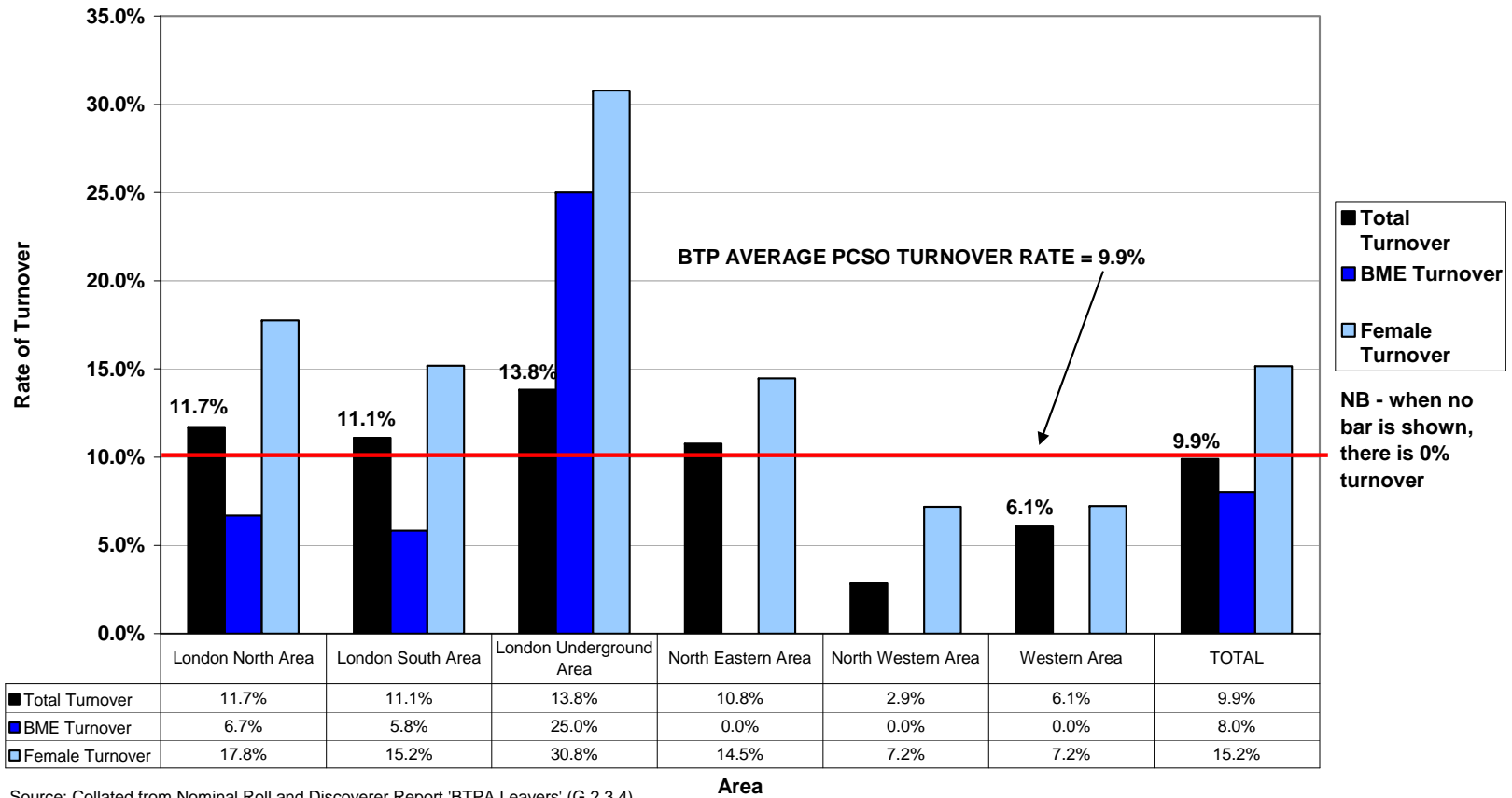


Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers' (G.2.3.3)

Staff Leavers Jul 08 - Jun 09	Force Headquarters	London North Area	London South Area	London Underground Area	North Eastern Area	North Western Area	Scotland Area	Wales & Western Area	Total
Total	127	23	14	28	12	13	10	3	230
BME	26	7	2	4	0	0	0	0	39
Female	62	16	9	12	7	8	7	2	123

G 2.3.4

**PCSO turnover rate (excluding leavers who return to BTP as police officers)
for the year 1 July 08 - 30 June 09**

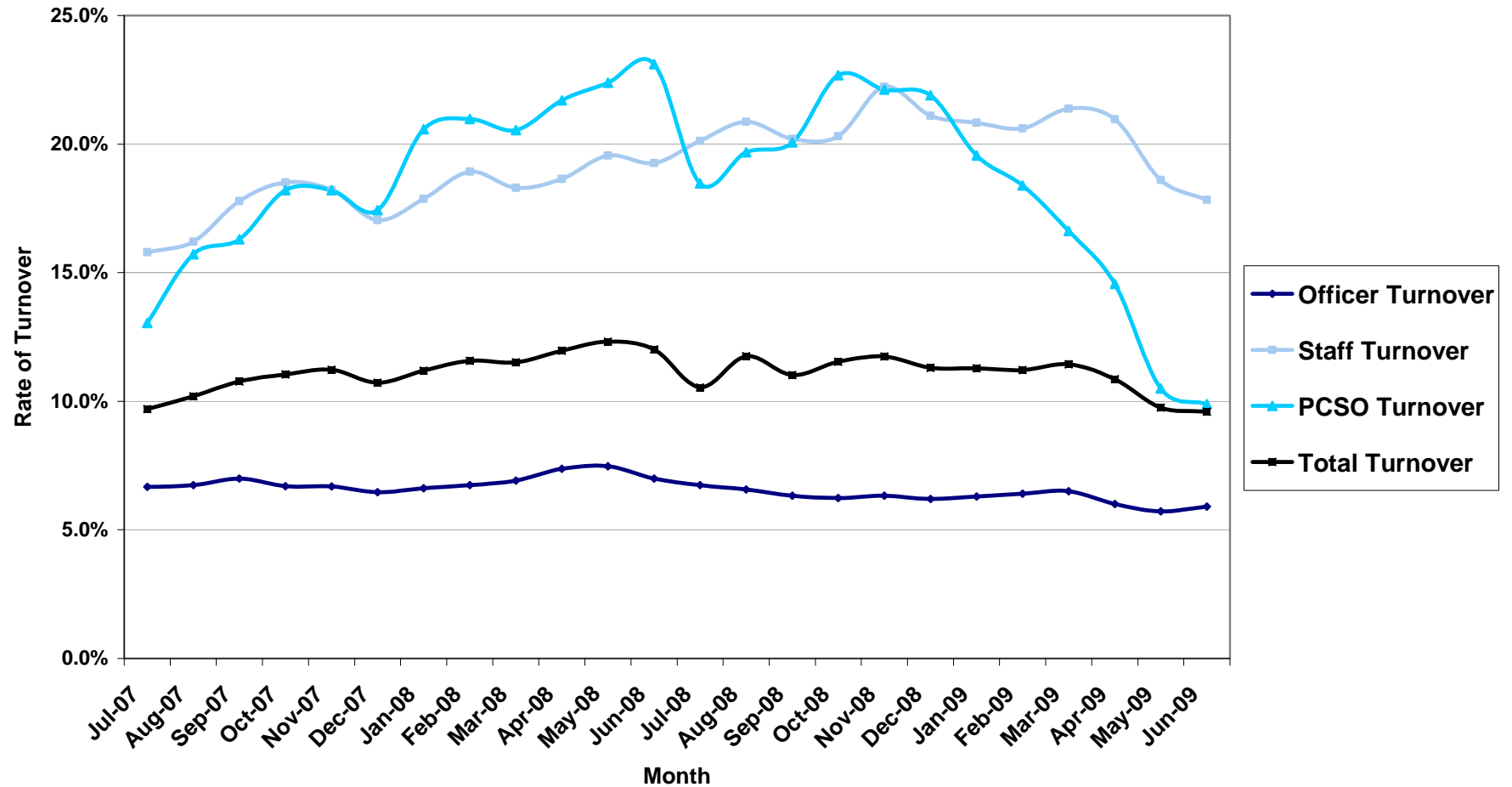


Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers' (G.2.3.4)

PCSO Leavers Jul 08 - Jun 09	London North Area	London South Area	London Underground Area	North Eastern Area	North Western Area	Wales & Western Area	Total
Total	12	6	6	2	1	3	30
BME	2	1	2	0	0	0	5
Female	5	1	3	1	1	1	12

G 2.3.5

Change in turnover rates between 1 July 07 - 30 June 09, by employee group



Source: Collated from Nominal Roll and Discoverer Report 'BTPA Leavers' (G2.3.5)

T 2.3.6

Reasons for Leaving BTP between 1 April 2009 and 30 June 2009, by employee type

Officers	White			BME			Not Stated			TOTAL
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Death										0
Dismissal		1	1							1
End of Contract										0
Ill Health Retirements										0
Probationer Resignation	1		1							1
Resignation	6	3	9	1		1				10
Retirement	17		17	1		1				18
Retirement to Rejoin	3		3							3
Transfer	2		2							2
GRAND TOTAL	29	4	33	2	0	2	0	0	0	35

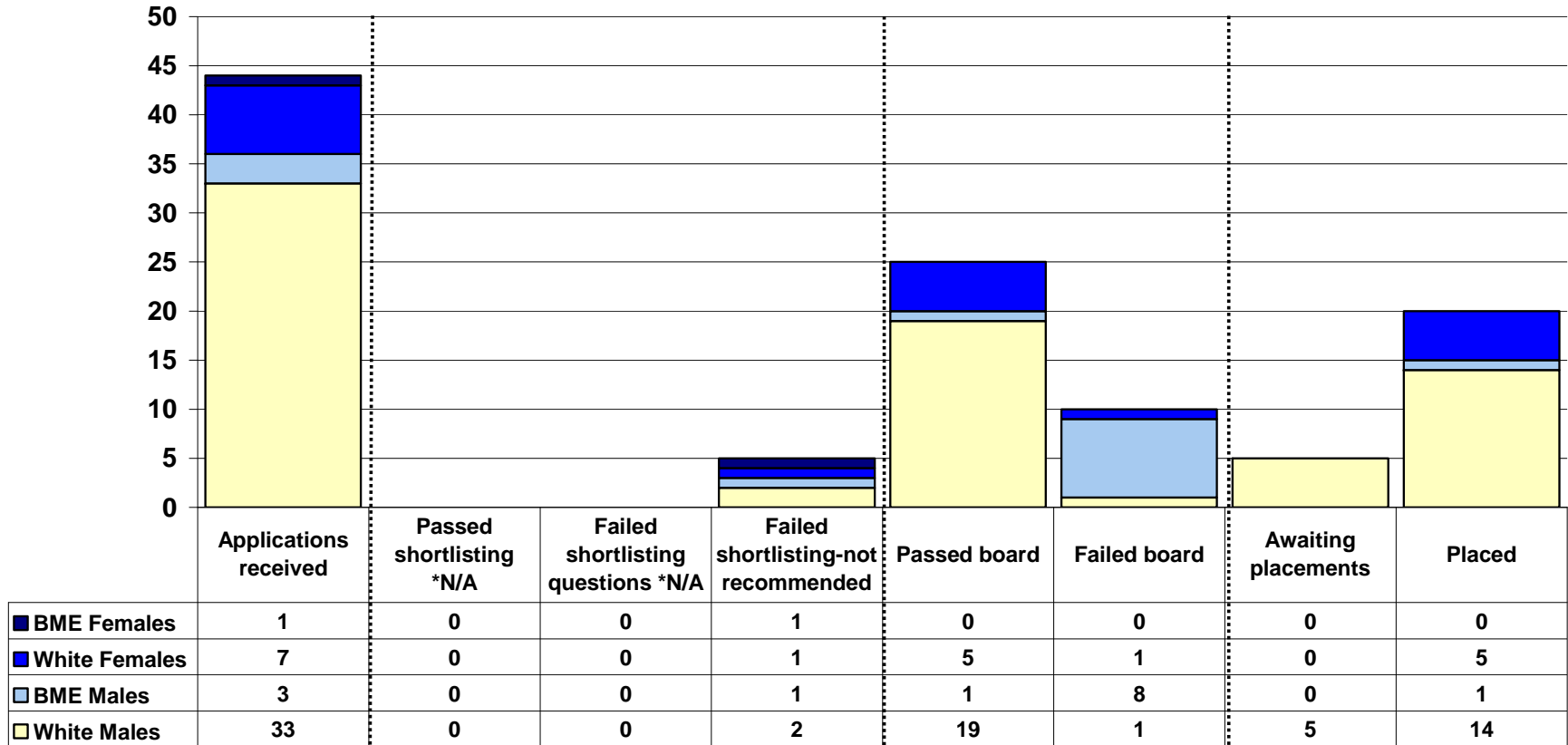
Police Staff	White			BME			Not Stated			TOTAL
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Death	1		1							1
Dismissal	1		1	1		1				2
Dismissal Redundancy	1	1	2							2
End of Contract	1	2	3	1	1	2	1	1	2	7
Police Staff to PCSO										0
Police Staff to Police Officer		1	1							1
Voluntary Severance	1	1	2							2
Resignation	11	14	25	2	6	8	2	2	4	37
Retirement	1	1	2							2
No Reason Available										0
GRAND TOTAL	17	20	37	4	7	11	3	3	6	54

PCSOs	White			BME			Not Stated			TOTAL
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Dismissal										0
PCSO to Police Officer	6	3	9	2		2				11
Resignation	1	1	2				1	1	2	4
Retirement										0
Transfer		1	1							1
GRAND TOTAL	7	5	12	2	0	2	1	1	2	16

2.4 Progression

G 2.4.1

Results of the Sergeant Promotion Board (June 2009)



% BME of total **9%**
 % Female of total **18%**

4%
20%

* The board did not shortlist applicants using responses to competency based questions in the application form but focused on performance at interview.

Source: FHQ Recruitment Department

T 2.4.2

Promotion Boards and OSPRE Exams 2009/10

Promotion Boards

Promotion Board	Date	Internal or External	Registered Interest	Application Not Submitted - manager support / PDR	Applications Received Internal	Applications Received External	Passed sifting	Failed sifting - questions	Failed shortlisting - manager support / PDR	Withdrawn after passing papersift but before interview	Passed Board	Failed Board
Chief Superintendent	To be agreed	-										
Superintendent	To be agreed	-										
Chief Inspector	To be agreed	-										
Inspector	To be agreed	-										
Sergeant	Jun-09	Internal	44	0	44	N/A	39	N/A	5	3	*25	10
TOTAL			44	0	44	N/A	39	N/A	5	3	25	10

* A waiting list for 5 officers in Scotland Area was approved due to the small number of vacancies that arise

Source: FHQ Recruitment Department

OSPRE Exams

OSPRE Exam	Date	Candidates				Passed Board				% Pass Rate	% Fail Rate
		Male	Female	BME	White/Not Stated	Male	Female	BME	White/Not Stated		
Inspector Part II	May-09	16	4	4	16	13	3	4	12	80%	20%
Inspector Part I	Sep-09										
Sergeant Part II	Oct-09										
Sergeant Part I	Mar-09	158	31	18	171	63	9	3	69	38%	62%
TOTAL		174	35	22	187	76	12	7	81	42.1%	57.9%

T 2.4.3

Table showing police officer progression (via promotion boards) in 2009/10 against the Policing Plan diversity targets

At least 9% of police officers promoted between 1 April 2009 and 31 March 2010 to be from a BME background
 At least 12% of police officers promoted between 1 April 2009 and 31 March 2010 to be female

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD total	TARGETS
Total promoted	0	0	20										20	
BME promoted	0	0	1										1	
%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	9%
Female promoted	0	0	5										5	
%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	12%

Data source: Discoverer report (incorporating SITs Promotion Boards)

KEY: FAILING
ACHIEVING

T 2.4.4

Percentages of officers in Acting or Temporary duties at 30 June 2009

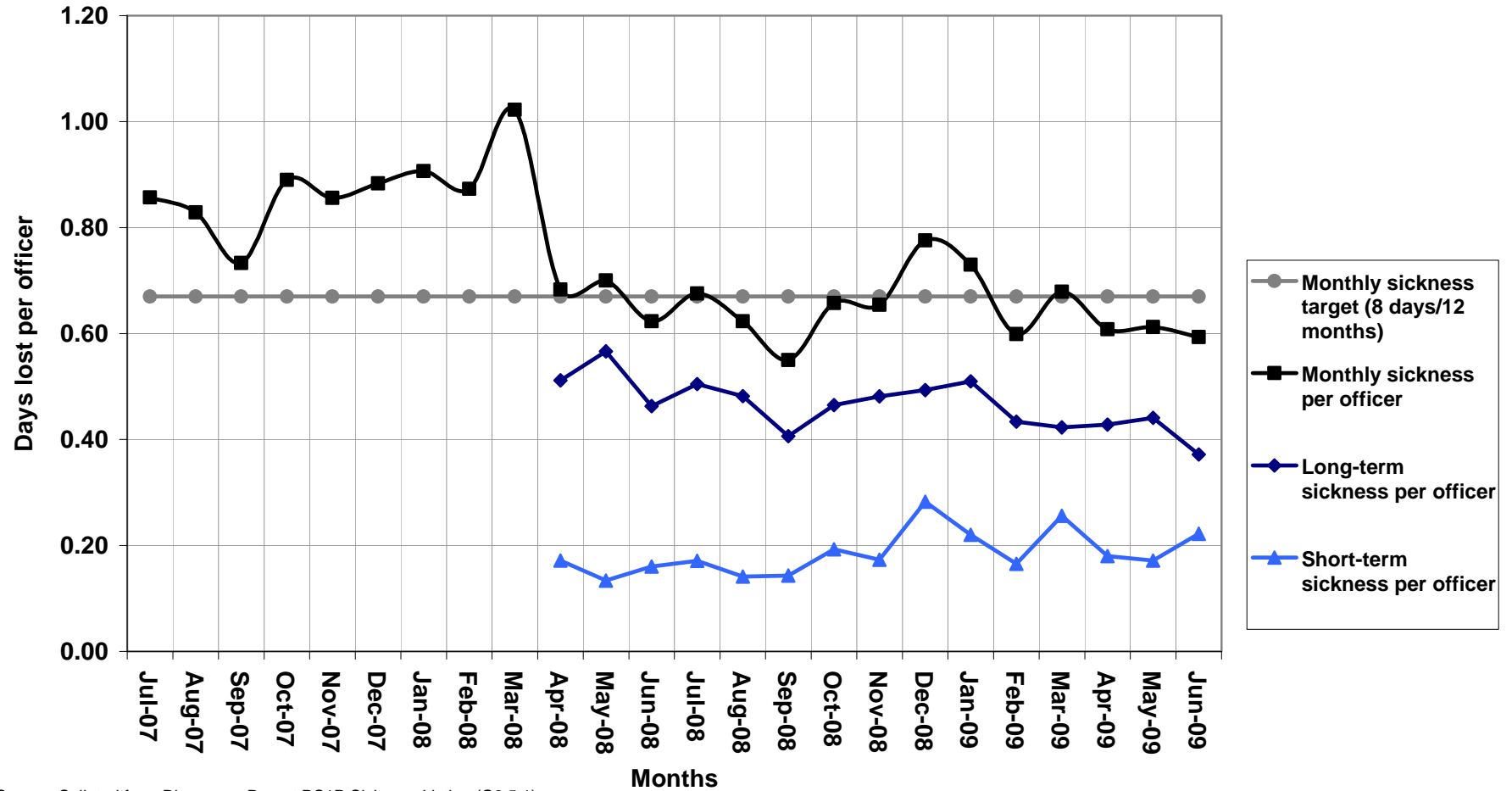
	PS	DS	INSP	DI	CI	DCI	SUPT	D/SUPT	C/SUPT	Total
Force Headquarters	8.9%	13.0%	16.2%	0.0%	13.3%	16.7%	12.5%	20.0%	0.0%	10.9%
London North Area	13.0%	15.4%	20.0%	20.0%	16.7%	0.0%	0.0%	0.0%	0.0%	14.6%
London South Area	17.8%	6.3%	18.8%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	14.4%
London Underground Area	26.3%	12.0%	12.0%	0.0%	22.2%	0.0%	33.3%	0.0%	50.0%	21.1%
North East Area	3.7%	16.7%	14.3%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.8%
North West Area	3.3%	0.0%	7.7%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	5.1%
Scotland Area	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.4%
Western Area	14.3%	0.0%	8.3%	0.0%	20.0%	50.0%	0.0%	0.0%	0.0%	12.5%
Total	14.9%	10.0%	13.6%	4.8%	15.2%	11.8%	15.8%	14.3%	10.0%	13.1%

Source Data: Discoverer Report 'Acting/Temp'

2.5 Sickness

G 2.5.1

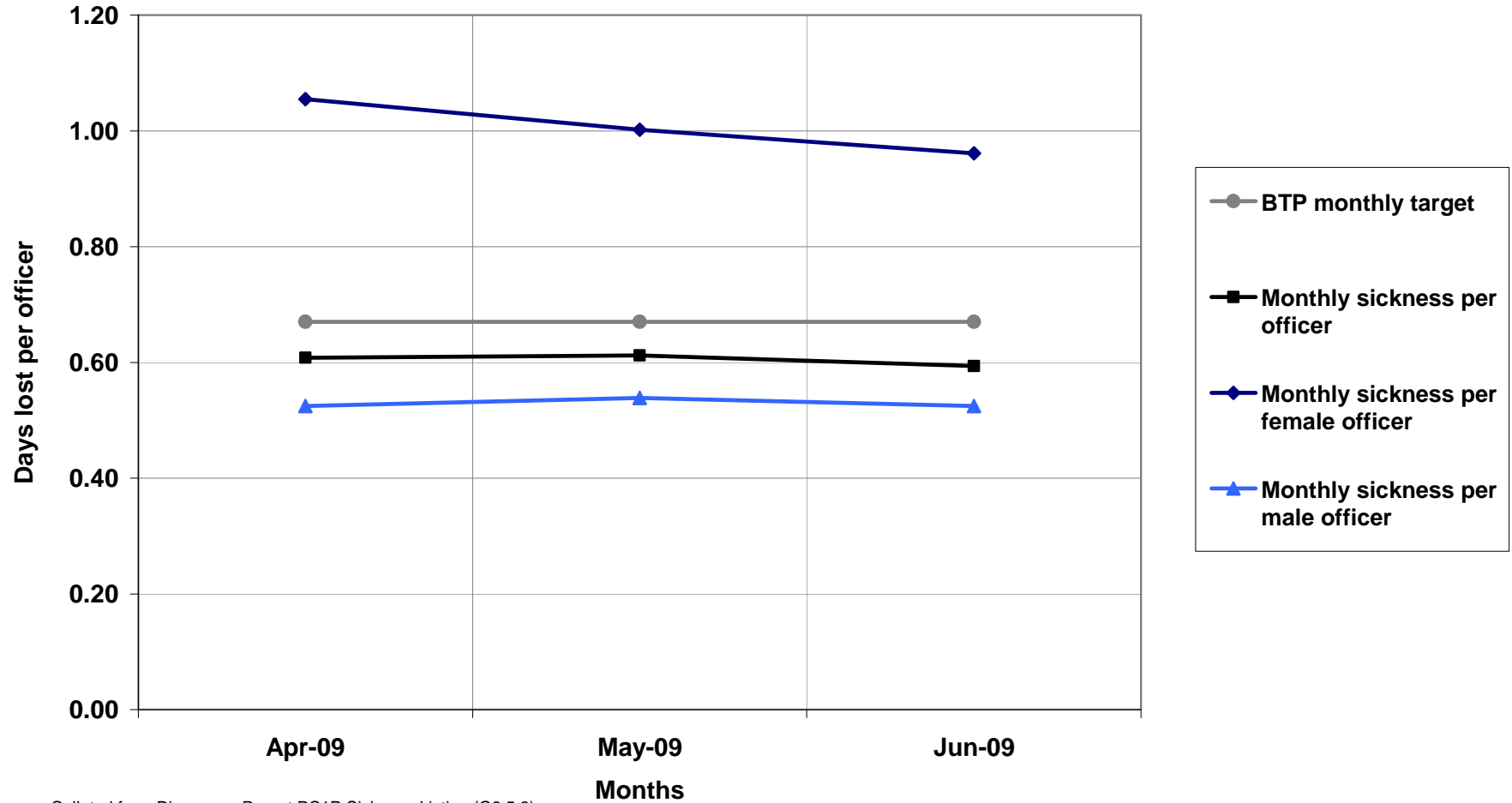
**Police officer monthly sickness with short and long-term sickness breakdown:
two years previous to 30 June 2009**



Source: Collated from Discoverer Report PC1P Sickness Listing (G2.5.1)

G 2.5.2

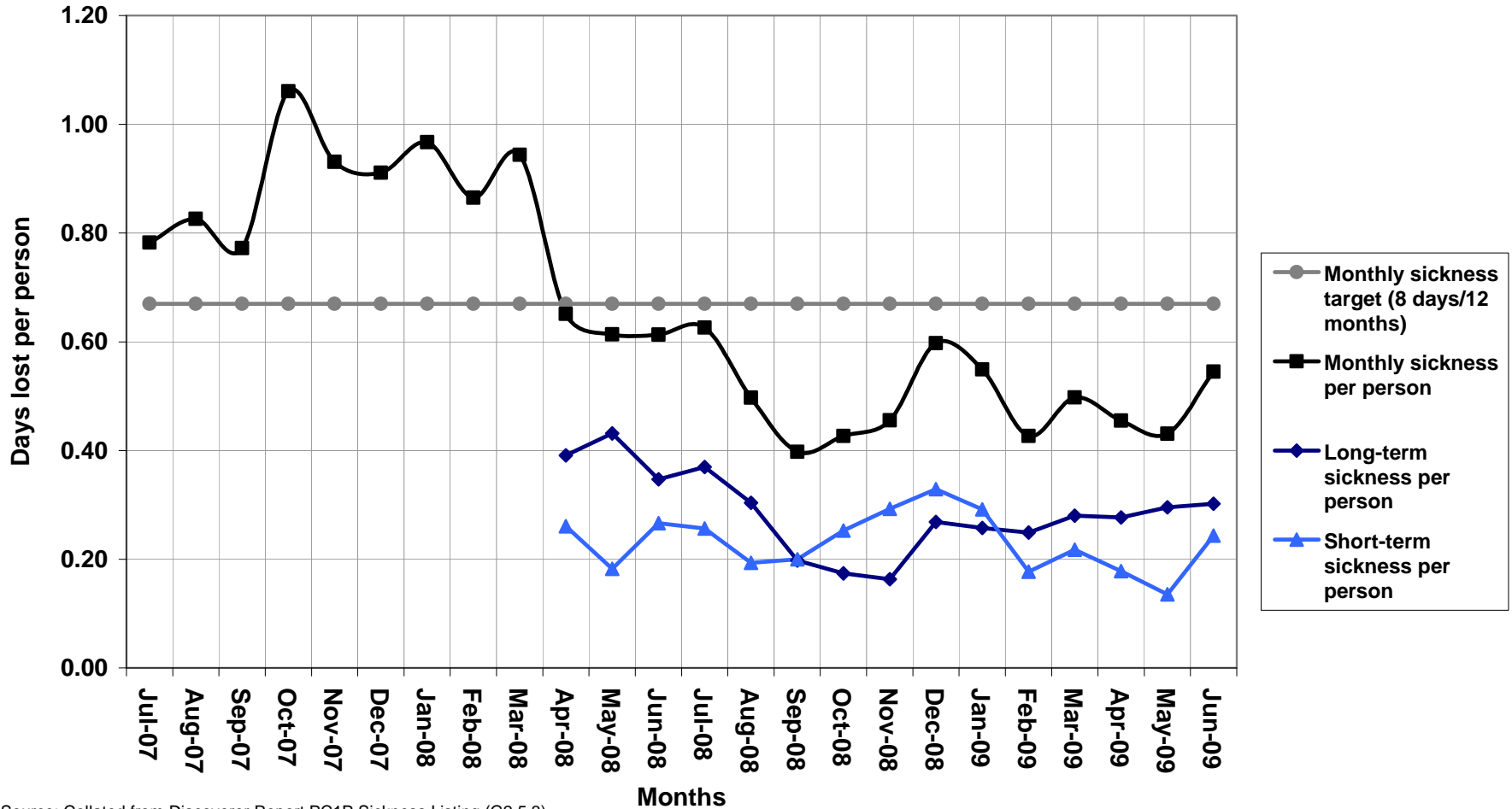
Police officer monthly sickness with gender breakdown 2009/10



Source: Collated from Discoverer Report PC1P Sickness Listing (G2.5.2)

G 2.5.3

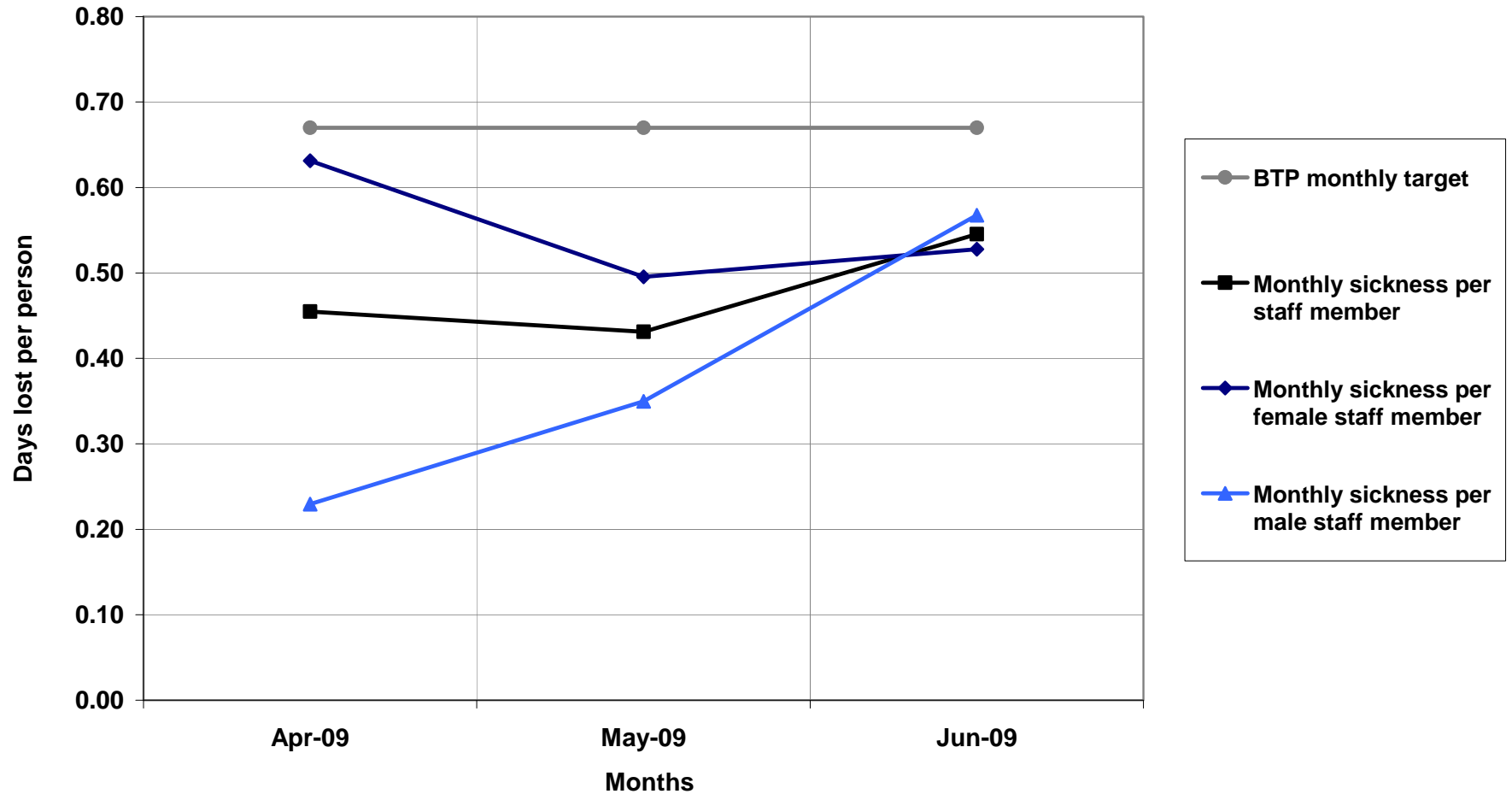
**Police staff monthly sickness with short and long-term sickness breakdown:
two years previous to 30 June 2009**



Source: Collated from Discoverer Report PC1P Sickness Listing (G2.5.3)

G 2.5.4

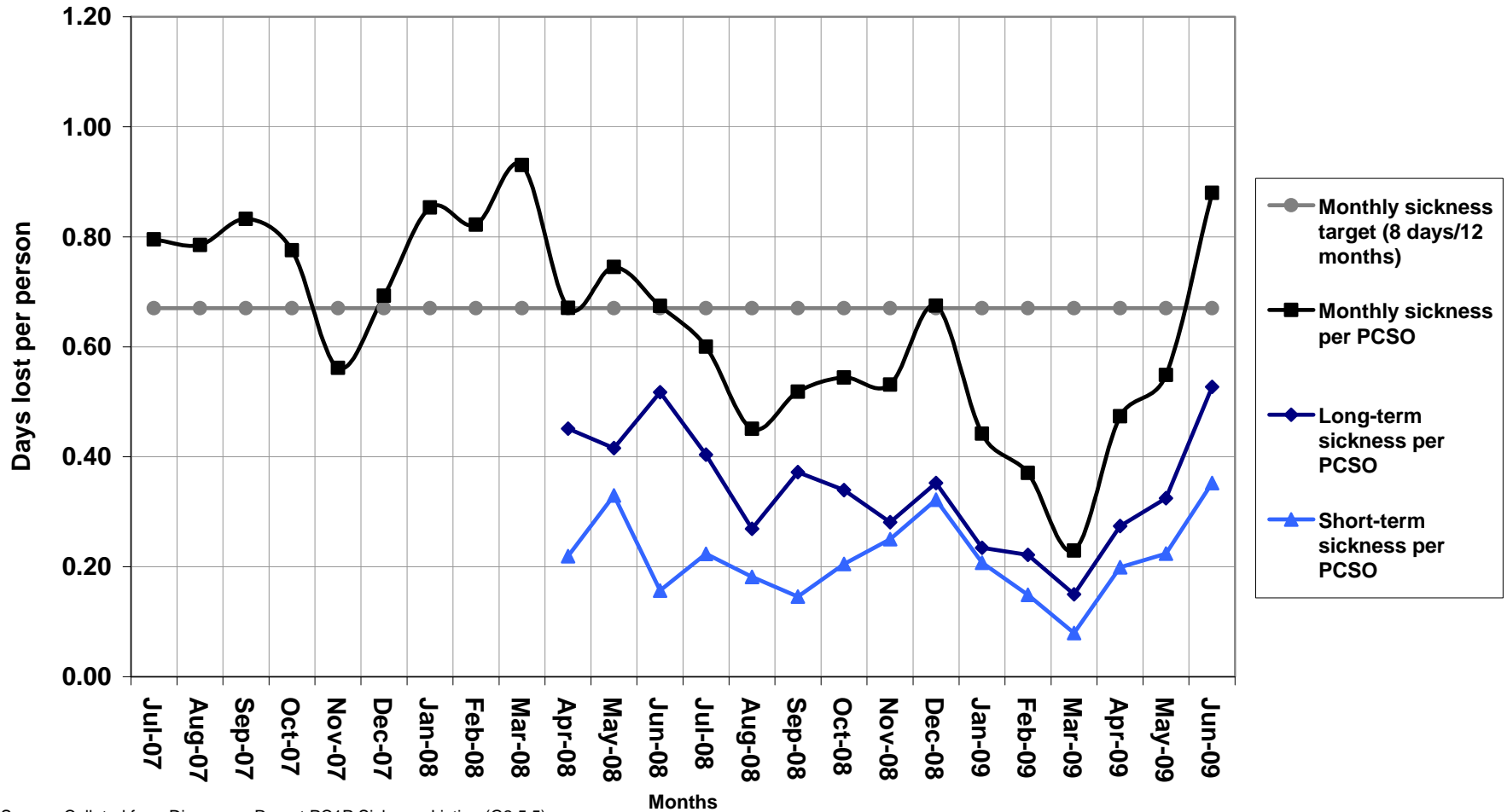
Police staff monthly sickness with gender breakdown 2009/10



Source: Collated from Discoverer Report PC1P Sickness Listing (G2.5.4)

G 2.5.5

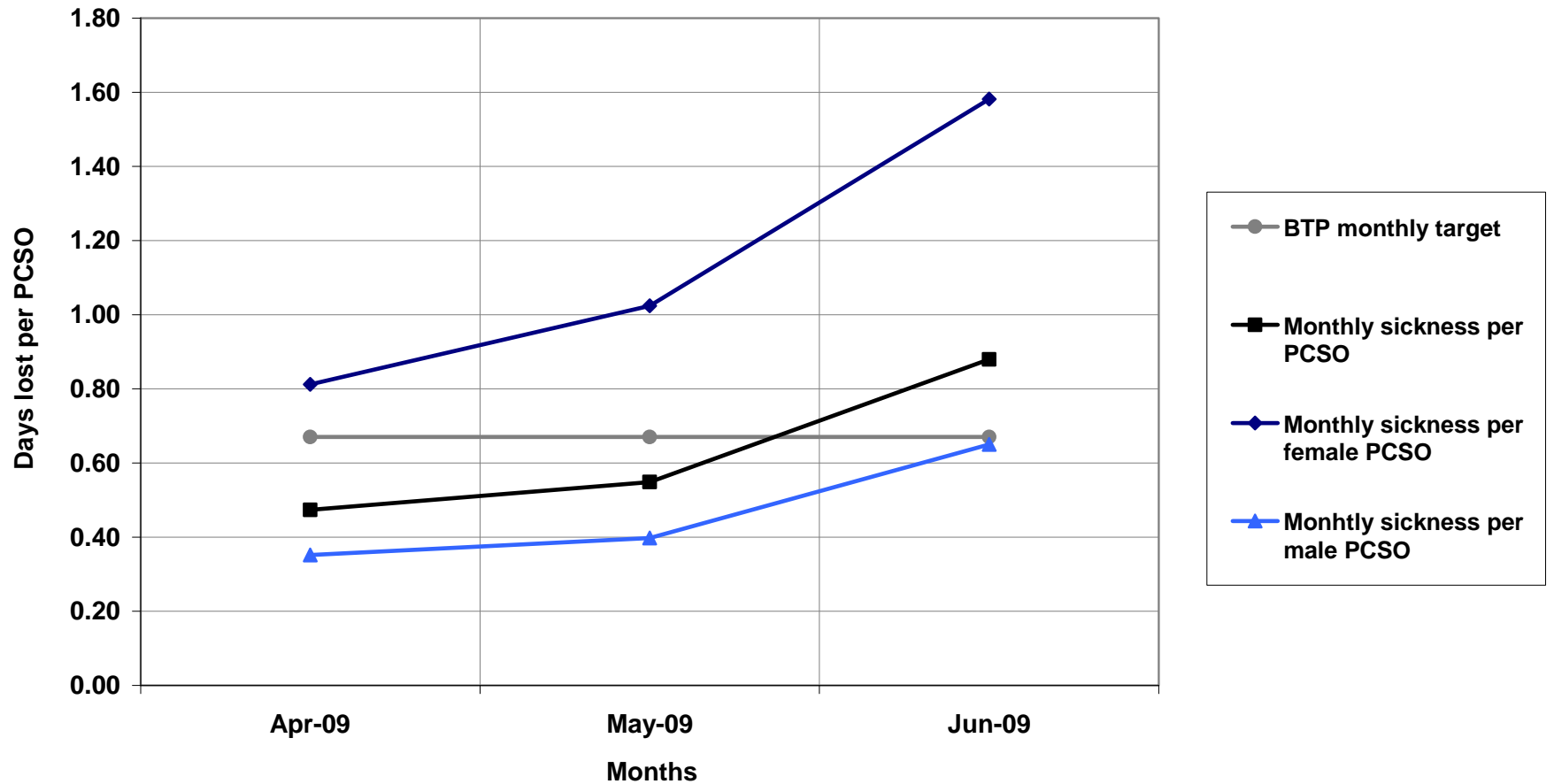
**PCSO monthly sickness over short and long-term sickness breakdown:
two years previous to 30 June 2009**



Source: Collated from Discoverer Report PC1P Sickness Listing (G2.5.5)

G 2.5.6

PCSO monthly sickness with gender breakdown 2009/10



Source: Collated from Discoverer Report PC1P Sickness Listing (G2.5.6)

T 2.5.7

**Percentages of area strength hitting sickness absence triggers at 02 July 2009
by employee type**

Triggers;

- 2 or more instances of sickness within the last 26 weeks
- 3 or more instances of sickness within the last 52 weeks
- 8 days sickness or more within the last 52 weeks

	Police Officers	Police Staff	PCSOs	Total
Force Headquarters	9%	11%		11%
London North Area	11%	19%	13%	13%
London South Area	12%	20%	13%	14%
London Underground Area	11%	17%	28%	13%
North East Area	19%	18%	0%	17%
North West Area	15%	35%	13%	18%
Scotland Area	12%	8%		12%
Western Area	12%	7%	20%	12%
Total	12%	14%	15%	13%

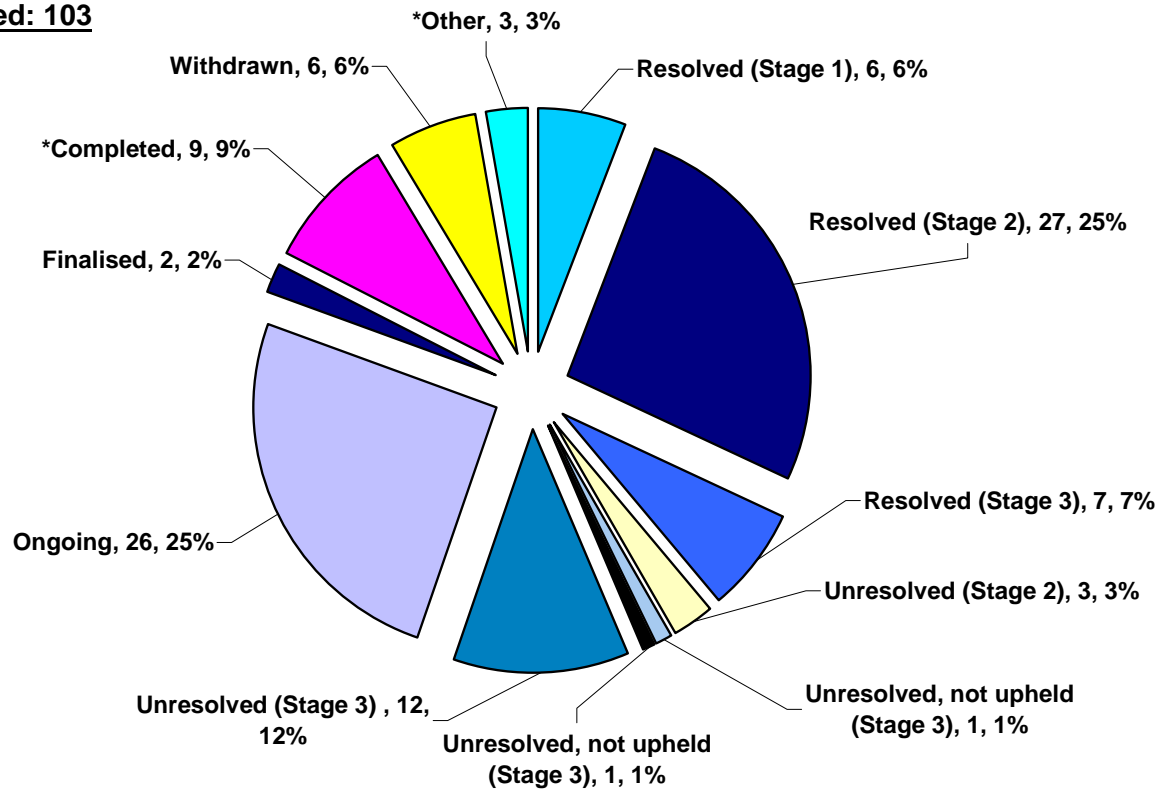
Source: Discoverer Report 'Sickness Triggers'

2.6 Grievances

G 2.6.1

**Number (and %) of grievances raised 1 July 08 to 30 June 09,
and status at 30 June 09**

Total grievances raised: 103



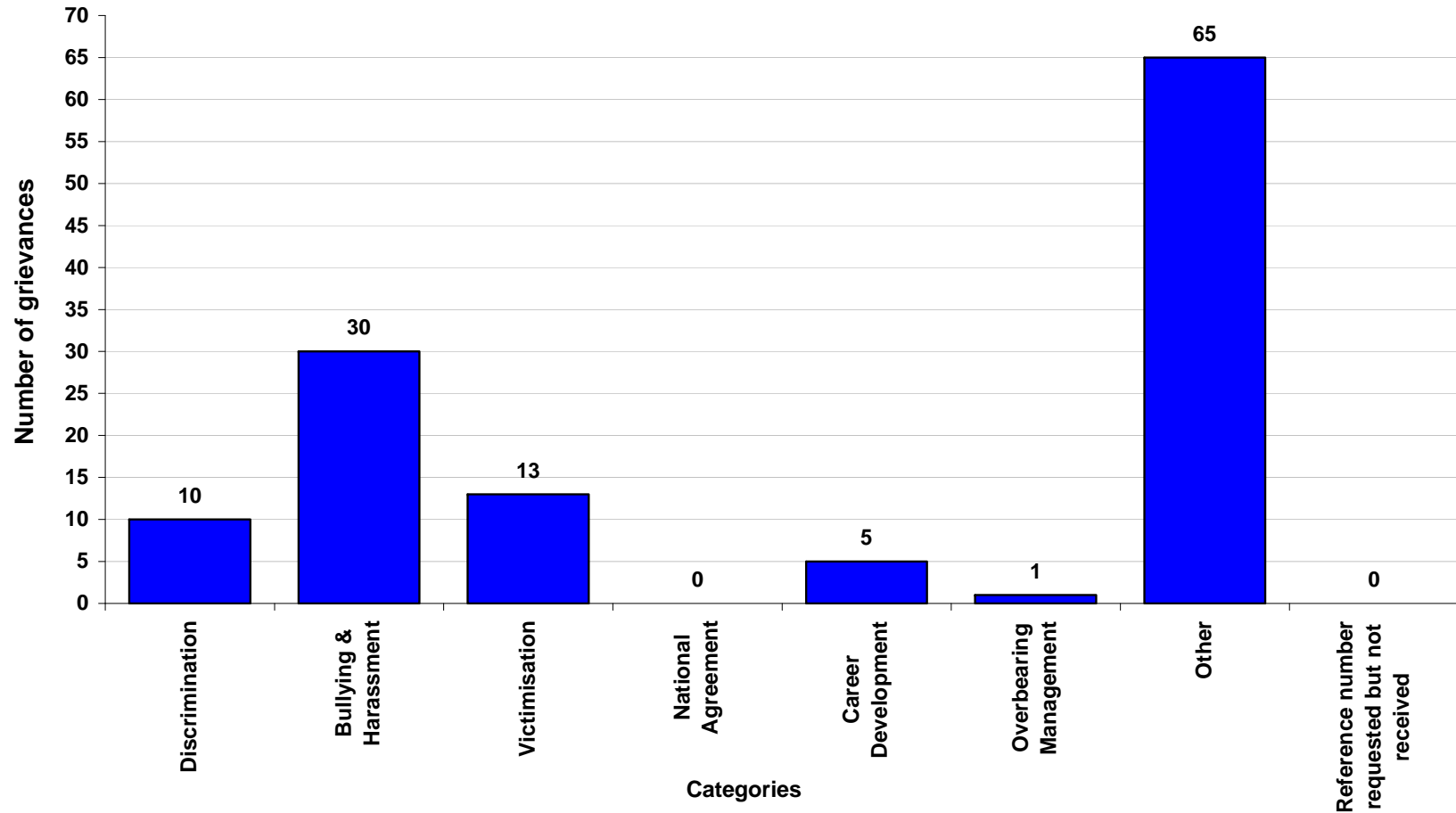
*Other (includes 'closed', 'no record', 'postponed')

*Completed (includes 'Modified Greivance Procedure' and 'not upheld')

Source: Employee Relations Department (G2.6.1)

G 2.6.2

Number of grievances by category 1 July 08 to 30 June 09

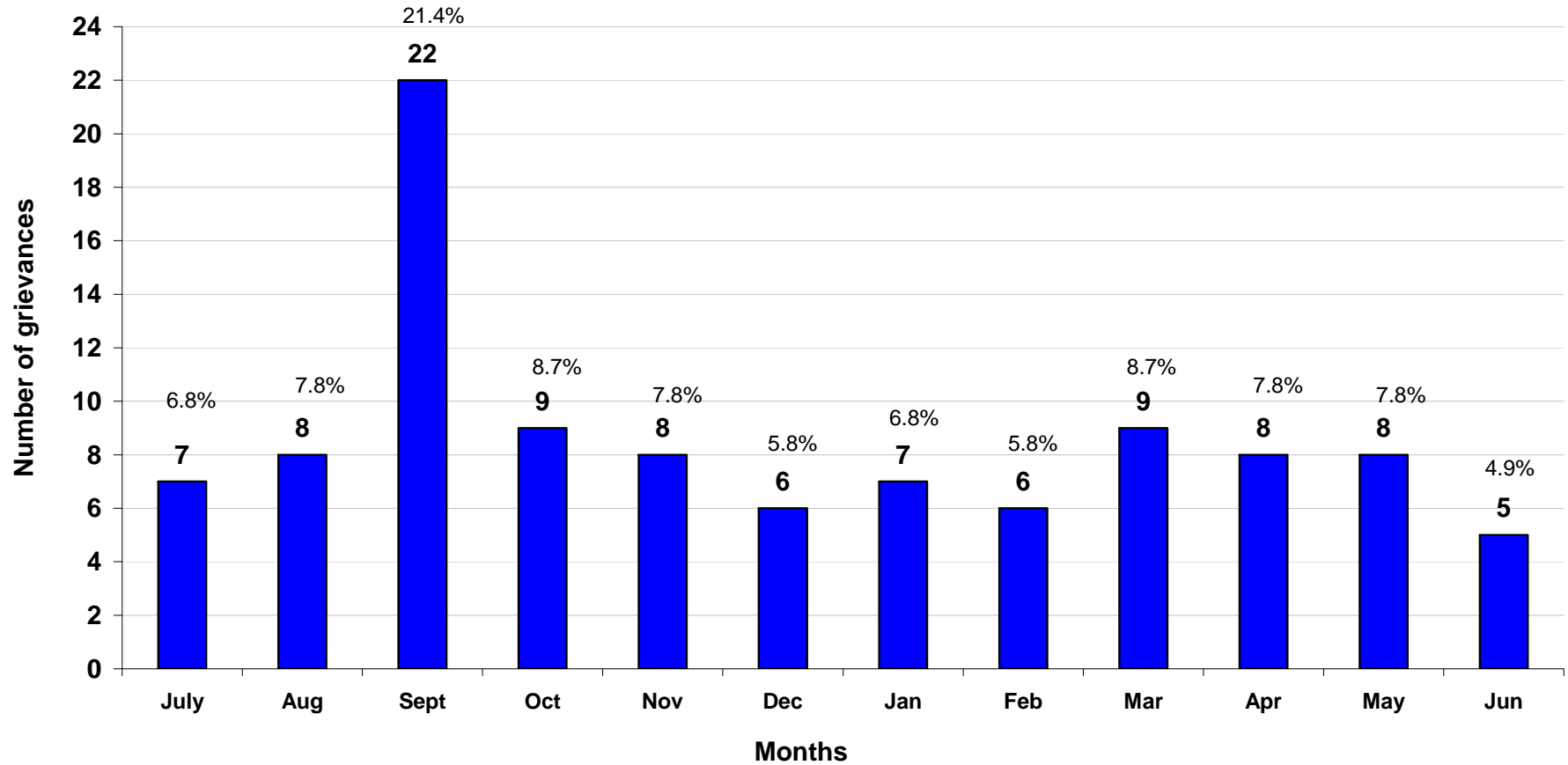


NB Some grievances fall into more than one category which is why the total (124), is greater than the total grievances raised (103).

Source: Employee Relations Department (G2.6.2)

G 2.6.3

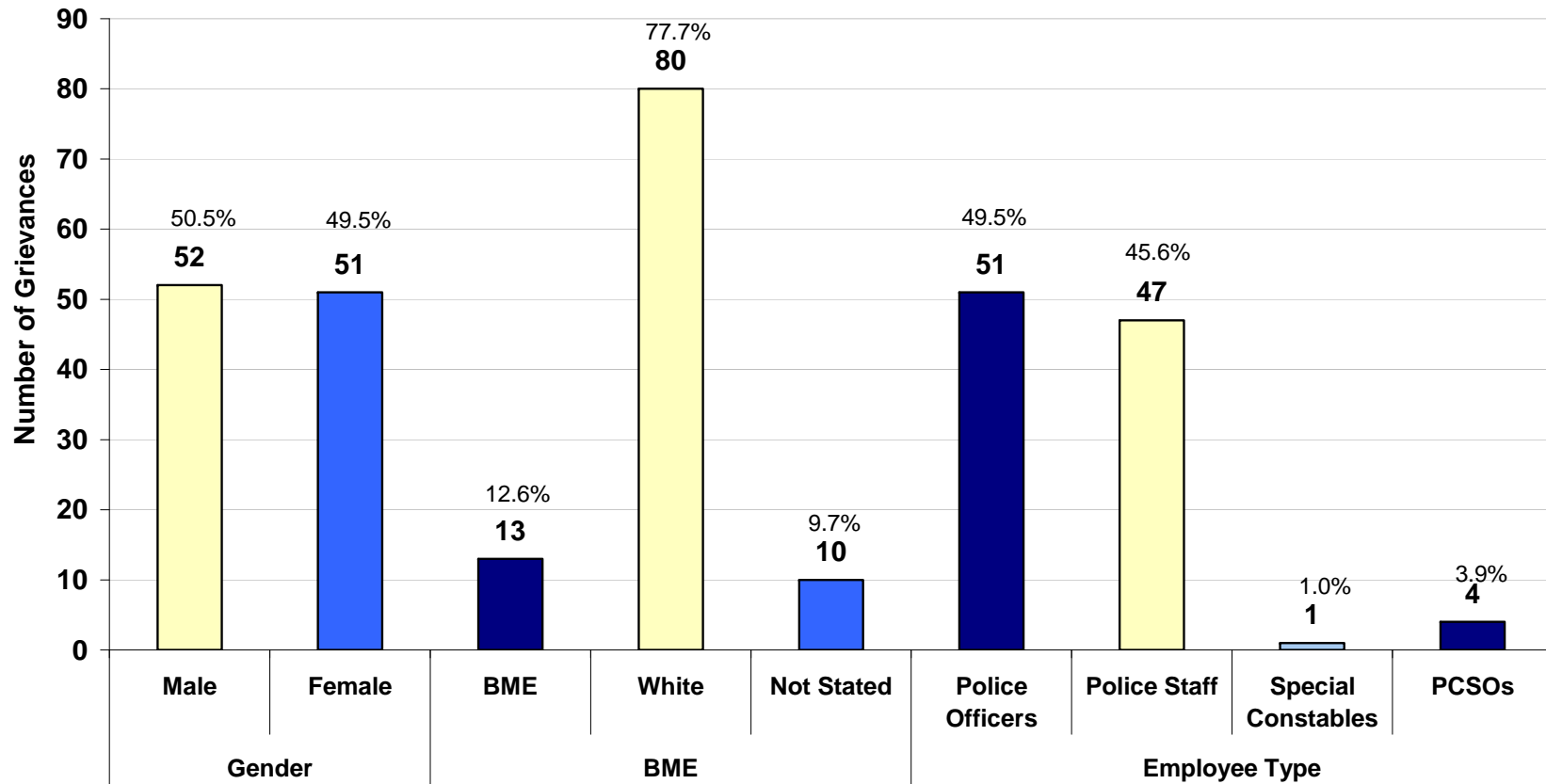
Number (and %) of grievances raised each month 1 July 08 to 31 June 09



Source: Employee Relations Department (G2.6.3)

G 2.6.4

**Number of grievances (and %) raised in the period 1 July 08 to 30 June 09,
by gender, ethnicity and employee type**



Source: Employee Relations Department

2.7 Employment Tribunals

T 2.7.1

CASE REF	141	147	148	151	153	154	156	157	158	159	160	161	162
Claim	Sex and sexual orientation discrimination	Disability discrimination, Unfair dismissal	Disability discrimination	Sex discrimination	Race discrimination	Disability discrimination	Race discrimination	Unfair dismissal and race discrimination	Constructive dismissal, Sex disability and race discrimination	Disability discrimination, other payments owed, other complaints	Unfair dismissal, sexual orientation and race discrimination, other complaints	Unfair dismissal, Sex discrimination,, other payments owed, other complaints	DDA and race discrimination
Hearing Date	26th Oct to 10th Nov 09	7th - 9th October 09	7th to 9th Sept 09	None set	None set	None set	None set	None set	None set	None set	None set	None set	None set
Solicitors	Weightmans	Weightmans	SMB	In house	In house	SMB	In house	In house	In house	SMB	SMB	In house	In house
Estimated Awards or Damages	£50,000	To be assessed	£2-5,000	£15,000	£10,000	less than £5,000.	To be assessed	To be assessed	To be assessed	To be assessed	To be assessed	To be assessed	To be assessed
Legal Costs to Date	£61,859	£11,865	£6,500	None to date	None to date	£5,229.50	None to date	None to date	None to date	£625.00	£1,075.00	None to date	None to date
Date ET Lodged	8th May 08	20th Aug 08	4th Sept 08	3rd Dec 09	13th Feb 09	24th Feb 09	27th March 09	26th March 09	14th April 09	12th May 09	19th May 09	28th May 09	3rd June 09

Employee Type	Officer	Staff	Other
Total	10	2	1
Area	BTP inner London	BTP outer London	Other
Total	8	4	1
Ethnicity	BME	White	Not Stated
Total	4	7	2
Gender	Female	Male	-
Total	7	6	-