



**REPORT TO** BTPA Professional Standards Committee  
**DATE** 31 July 2009  
**SUBJECT** A review of BTP BME personnel who were the subject of complaints between 1 October 2008 and 31 March 2009.  
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### **INTRODUCTION**

This document is a review of allegations of complaints and misconduct matters against British Transport Police Officers and Police Support Personnel, in relation to their self defined ethnicity, from 1 October 2008 and 31 March 2009.

The purpose of the report is to establish whether there is any significant difference in the results of the cases, relative to the ethnicity of the personnel. This report builds on analysis undertaken in 2007/08.

### **EXECUTIVE SUMMARY**

In the 6 months from 1 October 2008 to 31 March 2009, 744 allegations of complaint or misconduct were recorded in 342 cases, equal to 8.94% (9.72% in previous half year) of the force strength. Of these allegations, 426 have been finalised in 232 cases by the date of this report. Of this number there appears to be no significant difference in the way cases are dealt with, in relation to the ethnicity of the personnel complained of.

### **SOURCES**

The information for this review is taken from cases recorded on Centurion, between 1 October 2008 and 31 March 2009, with additional data from NSPIS.

### **BASE LINE INFORMATION**

Personnel

The total number of British Transport Police personnel as at 31 March 2009 was 4766. Of these, in the NSPIS HR records;

- 525 define their ethnicity as non white (BME) (11.02%).
- 204 persons list their ethnicity as not stated (4.28%)
- 4037 define their ethnicity as white (84.7%)

A dip sample shows that most of those who choose not to state their ethnicity appear to be from one of the white categories. These two categories added together give a total of 89.4% of the Force population.

### **ALLEGATIONS**

Between the 1 October 2008 and 31 March 2009 there were 744 allegations of complaint or misconduct recorded in 342 cases against all personnel. This represents allegations against 8.94% of the total BTP personnel. This is a 46% increase in allegations from the previous half



year. Some of this increase can be attributed to the change in procedure within PSD to record every separate allegation of misconduct or complaint separately within each case. Ninety five of the cases have more than 1 allegation, and one case has 12 allegations within it.

There are 30 allegations where no information as to ethnicity is recorded. All of these are because the subject is unknown. There are 17 allegations against 10 officers where the officer is known, but the officer has chosen not to state their ethnicity. By viewing the officers' ID photographs it can be seen that the vast majority of these people fall into one of the white categories. The unknown and the Not Stated categories are not included in the overall calculations. This report is based on the number of allegations made, (744) rather than cases.

**ANALYSIS**

The 744 allegations are broken down into 557 complaints and 187 Misconduct allegations. To date, of the 744 allegations recorded between 1 October 2008 and 31 March 2009, 426 (57.25% of allegations) have been finalised. The tables below show the results of the finalised cases by self defined ethnicity and personnel type.

All ethnic groups and personnel types are displayed in Table 1.1 to obtain a true picture of the proportion of BME and White personnel in receipt of complaints. Complaints must be calculated against the total number of employees across all ethnic groups, irrespective of whether or not a particular ethnic group has complaints recorded against it. There are 6 ethnic groups with no allegations against them, Bangladeshi, Any other Asian background, Caribbean, Any other Black background, Mixed White and Caribbean, and Mixed White and African. These groups contain 233 personnel.

The Number in Force column gives the number of personnel of the relevant ethnicity and personnel type, and then the total number of that ethnic category of personnel in the whole Force in bold.

The % of Force Population column gives the percentage of finalised allegations against the number of personnel of the relevant type, and then the percentage of finalised allegations against that ethnic category of personnel in the whole Force in bold.

**Table 1.1 Complaint Allegations\***

Self Class Ethnicity	Rank	Finalised Allegations	Number in Force	% of Force Population
Indian	PCSO	0	10	0
	Officer	4	30	13.33%
	Staff	0	53	0
<b>Indian Total</b>		<b>4</b>	<b>93</b>	<b>4.3%</b>



Pakistani	PCSO	2	5	40%
	Officer	14	25	56%
	Staff	0	12	-
<b>Pakistani Total</b>		<b>16</b>	<b>42</b>	<b>38.09%</b>
Bangladeshi	PCSO	0	5	-
	Officer	0	9	-
	Staff	0	15	-
<b>Bangladeshi Total</b>		<b>0</b>	<b>29</b>	<b>0.00%</b>
Chinese	PCSO	0	0	-
	Officer	1	5	20.%
	Staff	0	7	-
<b>Chinese Total</b>		<b>1</b>	<b>12</b>	<b>8.33%</b>
Other Asian	PCSO	0	6	-
	Officer	0	10	-
	Staff	0	31	-
<b>Other Asian Total</b>		<b>0</b>	<b>47</b>	<b>0.00%</b>
Caribbean	PCSO	0	4	-
	Officer	0	34	-
	Staff	0	50	-
<b>Black Caribbean Total</b>		<b>0</b>	<b>88</b>	<b>0.00%</b>
African	PCSO	1	21	4.76%
	Officer	2	25	8%
	Staff	0	31	-
<b>Black African Total</b>		<b>3</b>	<b>77</b>	<b>3.90%</b>
Other Black	PCSO	0	0	-
	Officer	0	13	7.69%
	Staff	0	10	-
<b>Other Black Total</b>		<b>0</b>	<b>23</b>	<b>0.00%</b>
Mixed - White And Black Caribbean	PCSO	0	4	-
	Officer	0	8	-
	Staff	0	6	-
<b>Mixed - White And Black Caribbean Total</b>		<b>0</b>	<b>18</b>	<b>0.00%</b>
Mixed - White And Black African	PCSO	0	4	-
	Officer	0	8	-
	Staff	0	5	-
<b>Mixed - White And Black African Total</b>		<b>0</b>	<b>17</b>	<b>0.00%</b>
Mixed - White And Asian	PCSO	2	2	100%



	Officer	0	18	-
	Staff	0	8	0
<b>Mixed - White And Asian Total</b>		<b>2</b>	<b>28</b>	<b>7.14%</b>
Mixed - Any Other Mixed Background	PCSO	0	2	0
	Officer	2	22	9.09%
	Staff	0	11	0
<b>Mixed - Any Other Mixed Background Total</b>		<b>2</b>	<b>35</b>	<b>0.73%</b>
Any Other Ethnic Group	PCSO	0	2	0
	Officer	2	9	22.22%
	Staff	0	5	0
<b>Any Other Ethnic Group</b>		<b>2</b>	<b>16</b>	<b>12.5%</b>
White British	PCSO	19	238	7.98%
	Officer	229	2631	8.70%
	Staff	3	924	0.32%
<b>White British Total</b>		<b>251</b>	<b>3793</b>	<b>6.62%</b>
White Irish	PCSO	0	3	-
	Officer	2	51	3.92%
	Staff	0	16	-
<b>White Irish Total</b>		<b>2</b>	<b>70</b>	<b>2.86%</b>
Other White	PCSO	0	11	-
	Officer	7	104	6.73%
	Staff	0	59	-
<b>Other White Total</b>		<b>7</b>	<b>174</b>	<b>4.02%</b>
<b>TOTAL</b>		<b>286</b>	<b>4766</b>	<b>6.00%</b>

\* Figures exclude 46 unknown and Not Stated categories

There are 6 ethnic groups with no allegations against them, Bangladeshi, Any other Asian background, Caribbean, Any other Black background, Mixed White and Caribbean, and Mixed White and African. The top 3 ethnicity groups that have the highest percentage of finalised complaints allegations are Pakistani with 38.09% (2 allegations against PCSOs and 14 allegations against Officers), Any Other Ethnic Group with 12.5% (2 allegations against Officers) – This is the second consecutive reporting period that this group has been in the top 3; Chinese with 8.33% (1 allegation against an officer). Of the 14 allegations against Pakistani Officers, 9 of them relate to 1 officer in 3 cases. Management action is now being taken in respect of this officer.

Based on the figures in Table 1.1, it is calculated that 8.54% of the total number of White Officers are the subject of finalised complaint allegations compared to 9.72% of the total number of BME Officers are the subject of finalised complaint allegations in the 6 month



review period. By comparison, 7.54% of White PCSOs were the subject of finalized complaint allegations compared to 7.69% of BME PCSOs.

**Misconduct allegations**

There were 7 ethnic groups with no misconduct matters against them; Any other Asian Background, White and Asian, Any Other Mixed background, Chinese, Any other Ethnic group, Mixed White and Caribbean and Irish. These are the same groups as in the previous reporting period. These groups contain 226 personnel.

**Table 1.2 Misconduct Allegations\***

Self Class Ethnicity	Rank	Finalised Allegations	Number in Force	% of Force Population
Indian	PCSO	0	10	0.00
	Officer	1	30	3.33
	Staff	0	53	0.00
<b>Indian Total</b>		<b>1</b>	<b>93</b>	<b>1.08</b>
Pakistani	PCSO	1	5	20.00
	Officer	1	25	4.00
	Staff	0	12	0.00
<b>Pakistani Total</b>		<b>2</b>	<b>42</b>	<b>4.76</b>
Bangladeshi	PCSO	0	5	0.00
	Officer	1	9	11.11
	Staff	0	15	0.00
<b>Bangladeshi Total</b>		<b>1</b>	<b>29</b>	<b>3.45</b>
Chinese	PCSO	0	0	0.00
	Officer	0	5	0.00
	Staff	0	7	0.00
<b>Chinese Total</b>		<b>0</b>	<b>12</b>	<b>0.00</b>
Other Asian	PCSO	0	6	0.00
	Officer	0	10	0.00
	Staff	0	31	0.00
<b>Other Asian Total</b>		<b>0</b>	<b>47</b>	<b>0.00</b>
Caribbean	PCSO	0	4	0.00
	Officer	0	34	0.00
	Staff	1	50	2.00
<b>Black Caribbean Total</b>		<b>1</b>	<b>88</b>	<b>1.14</b>
African	PCSO	4	21	19.05
	Officer	1	25	4.00
	Staff	0	31	0.00



<b>Black African Total</b>		<b>5</b>	<b>77</b>	6.49
Other Black	PCSO	0	0	0.00
	Officer	2	13	15.38
	Staff	1	10	10.00
<b>Other Black Total</b>		<b>3</b>	<b>23</b>	13.04
Mixed - White And Black Caribbean	PCSO	0	4	0.00
	Officer	0	8	0.00
	Staff	0	6	0.00
<b>Mixed - White And Black Caribbean Total</b>		<b>0</b>	<b>18</b>	0.00
Mixed - White And Black African	PCSO	2	4	50.00
	Officer	0	8	0.00
	Staff	0	5	0.00
<b>Mixed - White And Black African Total</b>		<b>2</b>	<b>17</b>	11.76
Mixed - White And Asian	PCSO	0	2	0.00
	Officer	0	18	0.00
	Staff	0	8	0.00
<b>Mixed - White And Asian Total</b>		<b>0</b>	<b>28</b>	0.00
Mixed - Any Other Mixed Background	PCSO	0	2	0.00
	Officer	0	22	0.00
	Staff	0	11	0.00
<b>Mixed - Any Other Mixed Background Total</b>		<b>0</b>	<b>35</b>	0.00
Any Other Ethnic Group	PCSO	0	2	0.00
	Officer	0	9	0.00
	Staff	0	5	0.00
<b>Any Other Ethnic Group</b>		<b>0</b>	<b>16</b>	0.00
White British	PCSO	4	238	1.68
	Officer	62	2631	2.36
	Staff	11	924	1.19
<b>White British Total</b>		<b>77</b>	<b>3793</b>	2.03
White Irish	PCSO	0	3	0.00
	Officer	0	51	0.00
	Staff	0	16	0.00
<b>White Irish Total</b>		<b>0</b>	<b>70</b>	0.00
Other White	PCSO	0	11	0.00
	Officer	2	104	1.92



	Staff	0	59	0.00
<b>Other White Total</b>		<b>2</b>	<b>174</b>	<b>1.15</b>
<b>TOTAL</b>		<b>94</b>	<b>4766</b>	<b>1.97</b>

\* Figures exclude Unknown and Not Stated categories

The top 3 categories of personnel that have the highest percentage of finalised misconducts are Other Black with 13.04% (2 Officers and 1 member of staff) Mixed White and Black African with 11.76% (2 PCSOs). This is the second consecutive reporting period that these 2 groups have been in the top 3. In third place is Black African with 6.49% (4 PCSOs and 1 Officer)

Based on the figures in Table 1.2, it is calculated that 2.29%% of the total number of White Officers are the subject of finalised misconduct allegations compared to 3.04% of the total number of BME Officers in the 6 month review period. By comparison, 1.59% of White PCSOs were the subject of finalised misconduct allegations compared to 10.76% of BME PCSOs.

The tables below show the results by self defined ethnicity of the 286 complaint allegations that have so far been finalised.

**Table 2.1 Results of Finalised Complaints by Ethnicity**

Self Class Ethnicity	Case Result Description	Total
Indian	Local Resolution - by PSD	2
	Unsubstantiated	2
<b>Indian Total</b>		<b>4</b>
Pakistani	Local Resolution - by Area	5
	Substantiated	4
	Unsubstantiated	2
	Withdrawn – not proceeded with	1
<b>Pakistani Total</b>		<b>12</b>
Bangladeshi	-	0
<b>Bangladeshi Total</b>	-	<b>0</b>
Chinese	Local Resolution - by Area	1
<b>Chinese Total</b>	-	<b>1</b>
Other Asian	-	0
<b>Other Asian Total</b>	-	<b>0</b>
Black Caribbean	-	0
<b>Black Caribbean Total</b>		<b>0</b>



Black African	Local Resolution - by Area	3
<b>Black African Total</b>		<b>3</b>
Other Black	-	0
<b>Other Black Total</b>		<b>0</b>
Mixed - White And Black Caribbean	-	0
<b>Mixed - White And Black Caribbean Total</b>		<b>0</b>
Mixed - White And Black African	-	-
<b>Mixed - White And Black African Total</b>	-	<b>0</b>
Mixed - White And Asian	Unsubstantiated	2
<b>Mixed - White And Asian Total</b>		<b>2</b>
Mixed - Any Other Mixed Background	Local Resolution - by Area	1
	Local Resolution - by PSD	1
<b>Mixed - Any Other Mixed Background Total</b>		<b>2</b>
Any Other Ethnic Group	Local Resolution - by Area	2
<b>Any Other Ethnic Group</b>		<b>2</b>
White British	Withdrawn – not proceeded with	1
	Substantiated	4
	Discontinued	3
	Dispensation - by Force	1
	Dispensation - by IPCC	14
	Local Resolution - by Area	110
	Local Resolution - by PSD	60
	Unsubstantiated	34
	Withdrawn	24
<b>White British Total</b>		<b>251</b>
White Irish	Local Resolution - by PSD	2
<b>White Irish Total</b>		<b>2</b>
Other White	Dispensation - by IPCC	2
	Local Resolution - by Area	5
<b>Other White Total</b>		<b>7</b>





<b>Grand Total</b>		<b>286</b>
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Tables 2.1 and 2.3 show the results of those cases finalised in the period under review.

Table 2.2 below shows the different results for complaint allegations. 192 have been resolved by some form of Local Resolution, 66 have been Withdrawn or are Unsubstantiated and 17 have been resolved by some form of Dispensation. Eight were Substantiated, and 3 Discontinued.

**Table 2.2 Summary of Complaint result description**

Case Result Description	Total
Discontinued	3
Dispensation - by Force	1
Dispensation - by IPCC	16
Local Resolution - by Area	127
Local Resolution - by PSD	65
Substantiated	8
Unsubstantiated	40
Withdrawn	24
Withdrawn - Not proceeded with	2
<b>Grand Total</b>	<b>286</b>

**Table 2.3 Results of Finalised Misconducts by Ethnicity**

Self Class Ethnicity	Case Result Description	Total
Indian	Case to Answer	1
<b>Indian Total</b>		<b>1</b>
Pakistani	No Action	1
	Advice	1
<b>Pakistani Total</b>		<b>2</b>
Bangladeshi	Advice	1
<b>Bangladeshi Total</b>		<b>1</b>
Chinese	-	-
<b>Chinese Total</b>		<b>-</b>
Other Asian	-	-
<b>Other Asian Total</b>		<b>-</b>
Black Caribbean	Advice	1
<b>Black Caribbean Total</b>		<b>1</b>



Black African	No Action	2
	Case to Answer	1
	No Case to Answer	2
<b>Black African Total</b>		<b>5</b>
Other Black	No Action	1
	Warning	2
<b>Other Black Total</b>	-	<b>3</b>
Mixed - White And Black Caribbean	-	-
<b>Mixed - White And Black Caribbean Total</b>	-	<b>-</b>
Mixed - White And Black African	Guilty	2
<b>Mixed - White And Black African Total</b>		<b>2</b>
Mixed - White And Asian	-	-
<b>Mixed - White And Asian Total</b>	-	<b>-</b>
Mixed - Any Other Mixed Background	-	-
<b>Mixed - Any Other Mixed Background Total</b>		<b>-</b>
Any Other Ethnic Group	-	-
<b>Any Other Ethnic Group</b>	-	<b>-</b>
White British	Advice	15
	Guilty	3
	Case to answer	31
	No Action	8
	No case to Answer	15
	Written Warning	5
<b>White British Total</b>		<b>77</b>
White Irish	-	-
<b>White Irish Total</b>	-	<b>-</b>
Other White	Case to Answer	2
<b>Other White Total</b>	-	<b>2</b>
<b>TOTAL</b>		<b>94</b>



There are 6 different misconduct resolutions that have been used.

**Table 2.4 Summary of Misconduct result description**

Case Result Description	Total
Advice	20
Case to Answer	35
Guilty	5
No Action	10
No Case to Answer	17
Warning	7
<b>Grand Total</b>	<b>94</b>

**Discipline Panel Results**

In the period 1 October 2008 to 31 March 2009 Discipline Panels were held on 15 occasions. Not all of these cases were reported in the period under review. For this reason, there are differences between tables 2.1 and 2.3 and the results shown below. The panels considered involve 30 counts against 17 officers. None of these officers were from a BME background.

**Table 2.5 Outcome of Discipline Panels: All officers are White**

Offence	Result	Total
Abuse of Authority	Fine £648.06	1
	N/G	1
<b>Abuse of Authority Total</b>		<b>2</b>
Bring Discredit on the Force	Fine £696.50	1
<b>Bring Discredit on the Force Total</b>		<b>1</b>
Criminal Offences	Reprimand	1
<b>Criminal Offences Total</b>		<b>1</b>
General Conduct	Fine £380.16	1
	N/G	1
	Reprimand	1
<b>General Conduct Total</b>		<b>3</b>
General Performance	N/G	1
<b>General Performance Total</b>		<b>1</b>
Honesty & Integrity	Dismissed the service	1
	Guilty: Required to resign	2
	N/G	7
	Reprimand	1
<b>Honesty &amp; Integrity Total</b>		<b>11</b>
Lawful Orders	Fine £277.74	1
	Fine £95.04	1



	Reprimand	2
<b>Lawful Orders Total</b>		<b>4</b>
Performance of Duties	Fine £190.08	1
	Fine £750	1
	Guilty: Required to resign	1
	Reprimand	1
<b>Performance of Duties Total</b>		<b>4</b>
Property	Fine £ 403.80	1
	Fine £ 439.20	1
<b>Property Total</b>		<b>2</b>
Use of Force	N/G	1
<b>Use of Force Total</b>		<b>1</b>
<b>Grand Total</b>		<b>30</b>

**CONCLUSION**

Allegations against personnel of the British Transport Police amount to 8.94% (9.72% in previous half year) of the total work force. 90.9% of these allegations were against white personnel (about 84.77% of the Force define themselves as white. These figures are approximate due to the number of not stated/unknown personnel). 9.09% of these allegations were against BME personnel. (11.02% of the Force define themselves as BME. These figures are approximate due to the number of not stated/unknown personnel).

Based on the figures in Table 1.1, it is calculated that 8.54% of the total number of White Officers are the subject of finalised complaint allegations compared to 9.72% of the total number of BME Officers are the subject of finalised complaint allegations in the 6 month review period. By comparison, 7.54% of White PCSOs were the subject of finalised complaint allegations compared to 7.69% of BME PCSOs.

Based on the figures in Table 1.2, it is calculated that 2.29% of the total number of White Officers are the subject of finalised misconduct allegations compared to 3.04% of the total number of BME Officers are the subject of finalised misconduct allegations in the 6 month review period. By comparison, 1.59% (or 4 out of 252) of all White PCSOs were the subject of finalised misconduct allegations compared to 10.76% (or 7 out of 65) of all BME PCSOs.

Taking the results of these tables, there is no apparent disproportionality in relation to any particular ethnic group. However BME PCSOs have a high incidence of misconduct allegations against them. There is no obvious reason for this at this stage. Continued monitoring of these figures will give more information on which to base a reasoned judgment. However, with such small numbers care should be exercised when drawing conclusions.