



## Ministry of Defence Police

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Our Ref: eCase: FOI2015/02646 RFI: 80/16  
Date: 21 March 2016

[REDACTED]  
By email – [REDACTED]

Dear [REDACTED],

### **FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: MDP DIVERSITY MONITORING AND EVALUATION**

We refer to your email dated 28 February 2016 which was acknowledged on 1 March 2016.

We are treating your email as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your email of 28 February 2016 you requested the following information:

- **“Please provide a broad explanation of what you currently do in terms of diversity monitoring and evaluation?”**
- **Do you have policies and procedures that you could send over for my research?**
- **Are there any links online that will reveal more about your diversity monitoring and evaluation?**
- **Do you have a map of your diversity monitoring and evaluation procedures?**
- **Do you have any suggestions on how you could improve your diversity monitoring and evaluation?**
- **Do you have any suggestions on how the police force in general could improve diversity monitoring and evaluation?**
- **Apart from improving diversity monitoring and evaluation through the use of technology, are there any other ways that diversity monitoring and evaluation could be improved?**

- **How do you go about reducing bias (e.g. in recruitment, selection, training, development, promotions, pay, the way that employees are managed, access to opportunities etc)?**

A search for information has now been completed and I can confirm that information in scope of your request is held.

- **Please provide a broad explanation of what you currently do in terms of diversity monitoring and evaluation?**

Diversity is monitored and evaluated in the Force via the quarterly Human Resources MDP Dashboard, by the MOD Police Committee and MDP Workforce Planning. Our Diversity Policy's and Procedures are also monitored and evaluated externally by the Force taking part in Benchmarking exercises with the Stonewall Workplace Equality Index, Opportunity Now and Race for Opportunity.

- **Do you have policies and procedures that you could send over for my research?**

The MoD Police are Police Officers subject to College of Policing guidelines, but are also Civil Servants subject to many of the same Policy's and Procedures in as their MoD Civilian counterparts. Please see the Transgender Search policy and Mediation policy attached at Annex A and B.

- **Are there any links online that will reveal more about your diversity monitoring and evaluation?**

No Information held.

- **Do you have a map of your diversity monitoring and evaluation procedures?**

No information held.

- **Do you have any suggestions on how you could improve your diversity monitoring and evaluation?**

We are improving our diversity monitoring and evaluation procedures by asking more diversity themed questions on our internal Staff Survey called "My MDP Survey". We are also encouraging Staff to self declare their confidential Diversity Information in greater frequency and volume so we can get a better idea of the composition of our workforce and their specific needs.

- **Do you have any suggestions on how the police force in general could improve diversity monitoring and evaluation?**

Diversity monitoring and evaluation should be integral to all parts of Police Force's Staff careers.

- **Apart from improving diversity monitoring and evaluation through the use of technology, are there any other ways that diversity monitoring and evaluation could be improved?**

Apart from improved diversity monitoring and evaluation through the use of technology, diversity monitoring and evaluation can also be improved by greater use of Focus Group Meetings with Staff, 360 degree reviews, feedback reports after courses,

- **How do you go about reducing bias (e.g. in recruitment, selection, training, development, promotions, pay, the way that employees are managed, access to opportunities etc)?**

We reduce bias in recruitment, selection, training, development; promotions by making sure those involved in selection processes have received Unconscious Bias Training. All Staff will be paid the same regardless of Protected Characteristic under the Equality Act 2010.

If you are not satisfied with this response or wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1<sup>st</sup> Floor, MOD Main Building, Whitehall, London SW1A 2HB (email [CIO-FOI-IR@mod.uk](mailto:CIO-FOI-IR@mod.uk)). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate the case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website (<http://www.ico.org.uk>).

Yours sincerely

**MDP Sec Data Protection and Freedom of Information Office**