



## Ministry of Defence Police

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[REDACTED]  
By email – [REDACTED]

Our Ref: eCase: FOI2015/08961 RFI: 206/15  
Date: 10 November 2015

Dear [REDACTED],

### FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: RACE DISCRIMINATION AND WHISTLE BLOWING

I refer to your email dated 13 October 2015 which was acknowledged on 15 October 2015.

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

In your email you requested the following information:

**“For the last 7 years, the number of Employment Tribunal claims (i.e. receipt of an ET1 form) where the claim has, in whole or in part, included any type of discrimination on the basis of race. For each claim please list the following information:**

- **Date the ET1 claim form was received**
- **If claimant was a police officer or member of police staff**
- **If claims included any claims pertaining whistleblowing, i.e. disclosures or detriments under the Public Interest Disclosure Act 1998**

**For the last 7 years (data for January & July only) could you provide the following headcount and organisational information:**

- **The total number of police officers (not including members of the Special Constabulary)**
- **The total number of police staff (not including volunteers and contractors)**
- **The total number of BME police officers (not including members of the Special Constabulary)**
- **The total number of BME police staff (not including volunteers and contractors).”**

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

**For the last 7 years, the number of Employment Tribunal claims (i.e. receipt of an ET1 form) where the claim has, in whole or in part, included any type of discrimination on the basis of race. For each claim please list the following information:**

- **Date the ET1 claim form was received**
- **If claimant was a police officer or member of police staff**
- **If claims included any claims pertaining whistleblowing, i.e. disclosures or detriments under the Public Interest Disclosure Act 1998**

There has been one employment tribunal claim received in respect of discrimination on the basis of race within the last 7 years, in respect of a police officer. The ET1 form was received on 25/01/12. No aspect of the claim pertained to whistleblowing, i.e. disclosures or detriments under the Public Interest Disclosure Act 1998.

**For the last 7 years (data for January & July only) could you provide the following headcount and organisational information:**

- **The total number of police officers (not including members of the Special Constabulary)**
- **The total number of police staff (not including volunteers and contractors)**

Last 7 Years	MDP Officers		MDP Civilian Staff	
	End of Jan Strength	End of July Strength	End of Jan Strength	End of July Strength
<b>2015</b>	2472	2558	216	228
<b>2014</b>	2496	2466	203	207
<b>2013</b>	2705	2620	254	207
<b>2012</b>	3065	2832	325	269
<b>2011</b>	3337	3259	414	378
<b>2010</b>	3482	3416	<b>Not available</b>	419
<b>2009</b>	3396	3493	352	367

*Notes*

1. Civilian staff figures are MDP Civilian staff and some Ministry of Defence Guard Service (MGS) civilian staff from 2009 – 2013.

2. MDP does not employ or utilise Special Constables, volunteers or contractors.

- **The total number of BME police officers (not including members of the Special Constabulary)**
- **The total number of BME police staff (not including volunteers and contractors).**

MDP Officers	
Date	BAME
01-Jan-09	55
01-Jul-09	55
01-Jan-10	55
01-Jul-10	55
01-Jan-11	55
01-Jul-11	50
01-Jan-12	50
01-Jul-12	45
01-Jan-13	45
01-Jul-13	40
01-Jan-14	40
01-Jul-14	40
01-Jan-15	40
01-Jul-15	45

MDP Civilian Staff	
Date	BAME
01-Jul-13	~
01-Jan-14	~
01-Jul-14	~
01-Jan-15	~
01-Jul-15	~

<p><b>Please note:</b> All figures have been rounded up or down to the nearest 5. ~ Data is less than 5.</p>
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Please note that this data has been extracted from the Human Resources Management System. Staff are not mandated to complete the diversity suite of data. Therefore, the figures quoted are those of individuals that have positively stated they are BME. Other staff have either said they are not BME, have opted not to declare or not declared at all.

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**