



Ministry of Defence Police

MDP Secretariat
Room 126, Building 1070
MDP HQ Wethersfield
Braintree, Essex CM7 4AZ

Tel: 01371 85 [REDACTED]
Fax: 01371 854080
E-mail: MDP-FOI-DP@mod.uk

[REDACTED]
By email – [REDACTED]

Our Ref: eCase: FOI2016/00157 RFI: 5/17
Date: 1 February 2017

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: BME STATISTICS

We refer to your email dated 5 January 2017 which was acknowledged on the 5 January 2017.

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 the 30 November 2016 you requested the following information:

- “1) Does your force have an active Black Police Association or similar for black, Asian and ethnic minority (BME) members of your workforce?
- 2) What is it called?
- 3) How many officers, support staff and PCSOs do you have?
- 4) How many of those are BME officers, support staff and PCSOs?
- 5) How many current Attendance Management cases do you have? (Force compared to BME)?
- 6) How many current Complaints do you have? (Force compared to BME)?
- 7) How many current Disciplinary cases do you have? (Force compared to BME)?
- 8) How many current Employment Tribunals do you have? (Force compared to BME)?
- 9) How many current Grievances do you have? (Force compared to BME)?
- 10) How many current Incapability/capability cases do you have? (Force compared to BME)?
- 11) How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BME)?
- 12) How many current Unsatisfactory Performance Procedures Tribunals do you have? (Force compared to BME)?
- 13) What plans do you have to implement the Home Affairs Select Committee report on ‘Police Diversity’ HC27?”

In your email of the 5 January 2017 you clarified your request stating the below:

“clarification:

I am requesting statistics in relation to both the Force workforce as a number compared to the number of those who are BME.

Question 6 - Active / unresolved Complaints against Police Officers and Staff. (complaints about... that have not been resolved)

Question 7 - for disciplinary cases i.e. where regulation 21 notices have been served to attend a misconduct meeting/hearing.

Question 11 - misconduct and gross misconduct where regulation 15/16 notices have been served i.e. under investigation.”

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

Please note; it is not mandatory for Ministry of Defence Police officers to record BME characteristics. Therefore, the figures given only represent those that have made the necessary declarations. The MDP Diversity and Inclusion Group are working on encouraging staff to complete their records.

The dates of the information below may differ due to the fact the data has been obtained from different reports/databases. We have used the most up to date recorded information available.

1) Does your force have an active Black Police Association or similar for black, Asian and ethnic minority (BME) members of your workforce?

No information held. The Ministry of Defence Police (MDP) does not have an active Black Police Association. We have a Diversity and Inclusion Working Group which covers all the protected characteristics and includes members of different ethnic backgrounds.

2) What is it called?

No information held. Please see answer to question 1.

3) How many officers, support staff and PCSOs do you have?

The MDP do not employ PCSO's. As at 31 December 2016 there were 2562 police officers and 207 non-uniform civilian staff (NUCs).

4) How many of those are BME officers, support staff and PCSOs?

As at 31 December 2016, 2180 out of 2769 MDP officers/NUCs have self-declared their ethnicity on the Human Resources Management System. Of these 48 employees, 45 MDP officers and 3 NUCS have stated that they are of an 'Other Ethnicity'.

The MDP do not employ PCSO's.

5) How many current Attendance Management cases do you have? (Force compared to BME)?

As at 27 January 2017 there were 75 officers on long term sickness (28 consecutive days absence or more). Of these, 1 identified themselves as 'Other Ethnicity'.

6) How many current Complaints do you have? (Force compared to BME)? Active / unresolved Complaints against Police Officers and Staff. (complaints about... that have not been resolved)

We only hold the requested data in relation to MDP Officers.

As at 10 January 2017 there were 16 live complaint cases for MDP officers.

None of the above cases involved an MDP officer who had declared themselves as 'Other Ethnicity'. It is noted that the ethnicity of 3 x subject officers was not recorded. None of these cases involved a complainant who had identified themselves as 'Other Ethnicity'. It is noted that the ethnicity of 7 x complainants was not recorded.

7) How many current Disciplinary cases do you have? (Force compared to BME)? For disciplinary cases i.e. where regulation 21 notices have been served to attend a misconduct meeting/hearing.

As at 10 January 2017 there were 57 live conduct cases. 9 of these cases have resulted in the officer(s) involved being required to attend a misconduct meeting/hearing.

None of these cases involved an MDP officer who had declared themselves as BME.

8) How many current Employment Tribunals do you have? (Force compared to BME)?

As at 10 January 2017 there were 4 current Employment Tribunals. None of these were regarding an MDP officer who had declared themselves as BME.

9) How many current Grievances do you have? (Force compared to BME)?

No information held. The Ministry of Defence Police (MDP) does not hold this data.

10) How many current Incapability/capability cases do you have? (Force compared to BME)?

As at 27 January 2017 there were 138 MDP officers being managed for medical non-capability. Of those, 3 identified themselves as an 'Other Ethnicity'.

11) How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BME)? Misconduct and gross misconduct where regulation 15/16 notices have been served i.e. under investigation.

As at 10 January 2017, there were 57 live conduct cases for MDP officers.

25 of these cases have resulted in the officers(s) involved being investigated (this excludes the 9 cases which have resulted in the officer(s) involved being required to attend a misconduct meeting/hearing).

None of these cases involved officers who had declared themselves as BME (it is noted that the ethnicity of 1 x subject officer is recorded as unknown – not stated).

12) How many current Unsatisfactory Performance Procedures Tribunals do you have? (Force compared to BME)?

As at 10 January 2017, the MDP has no current Employment Tribunals initiated regarding Unsatisfactory Performance Procedures.

The MOD, including the MOD Police, is implementing a range of measures designed to encourage a diverse and inclusive workforce. We seek to employ the best possible people regardless of gender, ethnicity or background.

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, Ground Floor, MOD Main Building, Whitehall, London SW1A 2HB (email 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