



Ministry of Defence

Ref: FOI2014/08575

Ministry of Defence
Main Building (06/K)
Whitehall
London SW1A 2HB
United Kingdom [REDACTED]

Telephone [MOD]: [REDACTED]

E-mail: [REDACTED]

[REDACTED]
28 January 2015

Dear [REDACTED]

Thank you for your e-mail dated 17 December 2014 in which you requested the following information:

I would be grateful if the MoD could provide me with a copy of the Equality and Diversity statement prepared for the MoD Statement of Civilian Personnel Policy on accommodation and utilities overseas.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). A search for the information has now been completed within the Ministry of Defence. Please accept our apologies for the late reply.

Unfortunately despite exhaustive checks of past electronic records in a number of areas we have not been able to find the requested Impact Assessment Form. It is known from the Electronic Document and Records Management (EDRM) reference on the cover of the policy document that the most recent Equality and Diversity (E&D) check was carried out in 2012. The preceding E&D statement for this policy dates from 2006 [Annex A] which indicated no issues. As the policy has changed little since then, it is quite possible that in 2012 no new issues were identified, meaning there may have been nothing to add to the 2006 statement.

It is now two years since the last Equality Diversity Impact Assessment Tool (EDIAT) was carried out. HRD are therefore working to produce a current statement. To this end the Equality and Diversity Focus Groups have been approached to ascertain their views on the policy document. Once that consultation is complete, a copy of the new EDIAT will be produced and forwarded to you separately with a reply to the other comments in your email of 17 December 2014.

If you are not satisfied with this response or you 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, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail 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 your 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.gov.uk>. I hope this information is helpful.

Yours sincerely,

Defence Personnel Secretariat

EQUALITY AND DIVERSITY IMPACT ASSESSING IMPACT ASSESSMENT FORM

NOTES:

- One Form to be used per policy, function, procedure or service
- To be completed by the policy sponsor, service provider etc
- These forms are to be used after you have completed the relevant parts of the Equality and Diversity Impact Assessing Tool Assessments at Annex A and Annex B as appropriate.

KEY:

G = Gender **R** = Race/Ethnicity **D** = Disability **SO** = Sexual Orientation
RB = Religion or Belief **A** = Age **CB** = Fair Employment Community Background (NI Only) **O** = Other
 * Delete as appropriate
 ** Other please specify

PART ONE ASSESSMENT – SCREENING

1. OVERALL INFORMATION

NAME OF FUNCTION: TYPE: Policy	POLICY TYPE		IMPACT		DIVERSITY STRAND							REVIEW DATE	
	NEW	EXISTING	YES	NO	G	R	D	SO	RB	A	CB		O**
NAME/TITLE: Ministry of Defence Statement of Civilian Personnel Policy Accommodation and Utilities Overseas	No	Yes		No									September 2008

If you have determined that there is no diversity impact in your policy, please sign and action the statement below.

If you have determined that there is a diversity impact then:

- For a new policy or a policy that is being reviewed for amendment or updating, you must continue with the Part Two Full Equality and Diversity Impact Assessment
- or
- For an existing policy you must decide on when to undertake the Part Two Full Equality and Diversity Impact Assessment by deciding on Proportionality below.

2. PROPORTIONALITY

No

See Annex A.

What priority have you afforded this policy and why ?

Not Applicable

NAME OF POLICY SPONSOR: DGCP-EF PMRR7b SIGNATURE
DATE 25 September 2006

FILE.....COPY FORWARDED TO TLB BUSINESS PARTNER CTLB EDO