



Ministry of Defence Police

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Our Ref: eCase: FOI2018/15479 RFI:403/18

Date: 18 December 2018

Dear [REDACTED]

**FREEDOM OF INFORMATION ACT 2000. MINISTRY OF DEFENCE POLICE: BLACK
ASIAN AND MINORITY ETHNIC (BME) MEMBERS.**

I refer to your e-mail of 4 December 2018, which was acknowledged on the same date.

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

In your e-mail you requested the following information:

I am requesting statistics in relation to your workforce as a whole, and by comparison the number who are BME. Please may I request the following:

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

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

8) How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BME)?

9) How many current Grievances do you have, regardless of type of complaint? (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 2018-2025 NPCC Diversity, Equality & Inclusion Strategy & the Workforce Representation Toolkits?"

A search for information has now been completed by the Ministry of Defence Police and I can confirm that we do hold some information in scope of your request.

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

Currently, the MOD Police does not have a Black Police Association, or similar group for staff who identify as BME. However, the Force is looking to re-establish a support Network for BME Staff.

2) What is it called?

See above

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

Police Officers – 2510

Support Staff -Non Uniform Civilian Staff(NUCS) – 211

PCSO's – The Ministry of Defence Police do not employ PCSO's.

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

Police Officers – 53 – have identified as BME. (Please note this is not mandatory for them to do declare)

NUCS – less than 5

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

The MDP currently have 44 officers who are under informal or formal procedures for attendance under the Ministry of Defence Police (Performance) Regulations 2012. 1 officer is BME.

6) How many current Complaints do you have against members of the workforce? (Force compared to BME)?

As of 5 December 2018 there are 21 live complaints open, they are against a total of 30 subject officers, 1 of which is a BME officer.

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

Note: The term regulation 21 notice within the Home Office regulations refers to a notice of proceedings to officer, within the MDP (Conduct etc) Regulation's 2015 this same notice is known as a Regulation 25 notice and this is what we have provided information on.

As of 5 December 2018, there are 5 cases (6 officers) where Regulation 25 notices have been served 1 of which is a BME officer.

8) How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BME)?

As of 5 December 2018, there are 3 Employment Tribunals, 0 have been raised by BME officers.

9) How many current Grievances do you have, regardless of type of complaint? (Force compared to BME)?

As of 5 December the MDP have 2 current grievances. 0 raised by BME officers.

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

The MDP currently have 214 officers who are under informal or formal procedures for medical capability (performance) under the Ministry of Defence Police (Performance) Regulations 2012. 4 officers are BME.

11) How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BME)?

As of 5 December 2018, there are currently 35 cases of Misconduct and Gross Misconduct involving 38 officers, 1 of which is a BME officer.

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

The Ministry of Defence Police (Performance) Regulations 2012 allow for attendance and performance Stage 3 meetings and if dismissed an officer can raise an appeal which is managed as a tribunal: a) The Force currently have 6 Stage 3 meetings organised, none of which are BME officers. b) The Force currently have one ongoing Police Appeal Tribunal for dismissal under the Ministry of Defence Police (Performance) Regulations 2012 and the officer is not BME.

13) What plans do you have to implement the 2018-2025 NPCC Diversity, Equality & Inclusion Strategy & the Workforce Representation Toolkits?

The Chief Constable and the Chief Officer Group are aware of the 2018-2025 NPCC Diversity, Equality & Inclusion Strategy & the Workforce Representation Toolkits. Elements of the NPCC Strategy and Toolkits can be found in the MDP Diversity & Inclusion Strategy 2018-2023 and the MDP Diversity and Inclusion Annual Action Plans.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

MDP Sec Data Protection and Freedom of Information Office