



Ministry of Defence Police

Freedom of Information Manager

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E-mail: MDP-FOI-DP@mod.gov.uk

Our Ref: eCase: FOI 2020/08750
RFI:205/20

Date: 7 August 2020

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: TAILORED REASONABLE ADJUSTMENTS WITHIN THE MDP.

We refer to your email dated 29 July 2020 to the Ministry of Defence Police which was acknowledged on the same date.

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:

- “1. How many unarmed Officers within the MDP are working or been granted TRA’s?**
- 2. How many different role profiles are these Officers working?**
- 3. How many Officers are carrying out each role?**
- 4. On each MDP Station how many different Role Profiles are offered or considered for TRA’s?**
- 5. How many serving Officers are registered Disabled?**
- 6. Within The MOD is there an excepted percentage of disabled employees and if so as are Force are we accountable to this MOD Policy?”**

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

1. 45 as at 3 August 2020

2.3 and 4 - Officers with an agreed TRA are undertaking various roles across the Force. Each case is considered on an individual basis to assess whether adjustments can reasonably be made at the time. This assessment includes the roles that would be suitable according to the circumstances of each case.

5. As at 30 June 2020, 163 officers (6% of the current Force strength) were recorded as having self-declared a disability on the MOD Human Resource Management System.

6. It is MOD Policy that reasonable adjustments will be made in terms of employment and access to goods, services, facilities and premises. These may be hard (physical) adjustments or soft (non-physical) adjustments and may include adjustment to policy if reasonable and required. The MDP Reasonable Adjustment & Capability policy and Line Manager Guidance is underpinned by the Equality Act and MOD policy to ensure obligations are met. The MOD does not have a 'quota' for employing staff with disabilities but meets its legal obligations to collate and monitor data on all protected characteristics, as do the MDP. The MDP Disability Network is being re-formed to assist and be a point of contact for officers & civilian staff, and all employees have access to wider MOD and Civil Service networks.

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 Secretariat and Freedom of Information Office