



Ministry
of Defence

MINISTRY OF DEFENCE
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Telephone: 020 7218 [REDACTED]

[REDACTED]
[REDACTED]
FOI 2020/10087

5 November 2020

Dear [REDACTED]

Thank you for your email dated 9 September 2020, which was acknowledged on the same date.

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

In your letter you requested the following information:

“This is a FOI request to ask how many members of staff of your force have received unconscious bias training in each of the last five years.”

A search for information has now been completed by the Ministry of Defence Police (MDP) and I can confirm that the Force does hold some information in scope of your request as follows:

Year	Number of MDP personnel recorded as completing Unconscious Bias training
2016	526
2017	261
2018	352
2019	588
2020	253

Until 2019, the Unconscious Bias training undertaken by MOD civilian employees (including Ministry of Defence Police officers) was provided by Civil Service Learning via an e-learning course. Records of training undertaken via Civil Service Learning are not held centrally by the MDP and the information provided above is therefore based on local training records held at MDP stations and represents around 66% of the total Force strength. It should also be noted that Unconscious Bias training for MOD civilian

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staff has now been replaced by a new Diversity and Inclusion e-learning course that was introduced earlier this year on the Civil Service Learning platform.

It should be noted that all new police recruits undertake diversity and inclusion training as part of their initial recruit training course. Therefore, over the past 3 years around 900 new MDP officers have undertaken classroom-based diversity and inclusion training.

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/>.

