



Ministry of Defence Police

Freedom of Information Manager

Room 126 Building 1070

MDP Wethersfield

Braintree CM7 4AZ

United Kingdom

Telephone: +44 (0)1371 85[REDACTED]

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

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Date: 12 January 2021

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: BAME WORKFORCE.

We refer to your email dated 6 December 2020 to the Ministry of Defence Police which was acknowledged on the 7 December 2020.

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:

“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 ethnic minority (BAME) 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 BAME workforce (officers, support staff and PCSOs)?**
- 5) How many current Attendance Management cases do you have? (Force compared to BAME)?**
- 6) How many current Complaints do you have? (Force compared to BAME)?**
- 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 BAME)?**
- 8) How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME)?**
- 9) How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)?**

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

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

12) How many current Unsatisfactory Performance Procedures Tribunals do you have, or equivalent? (Force compared to BAME)?

13) Black and Asian people are known to be at higher risk from COVID-19. What plans did you implement for risk assessing your BAME workforce against the infection during 2020?

14) What grade, pay scale or band is your most senior BAME police staff? What is their gender?"

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

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

Yes

2) What is it called?

The MDP Race Network

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

As at 30 November 2020

Police Officers - 2,772

Civilian members of staff - 253

The Ministry of Defence Police do not have PCSO's.

4) How many of those are BAME workforce (officers, support staff and PCSOs)?

As at 30 November, 80 members of the MDP workforce had self declared their ethnicity on the Ministry of Defence Human Resources Management System as BAME.

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

As at 31 October 2020 there are 42 MDP officers within the Attendance Management process. Less than 5 of these officers have self declared their ethnicity on the Ministry of Defence Human Resources System as BAME.

6) How many current Complaints do you have? (Force compared to BAME)?

As at 10 December 2020 there were 22 current complaints. 6 had not declared their ethnicity on the Ministry of Defence Human Resources Management System and none had declared their ethnicity as BAME.

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 BAME)?

As at 10 December 2020, 3 officers had received Regulation notices to attend a misconduct meeting. As the numbers of officers in scope of this question is low, their ethnicity data is being withheld under S40(2) Personal Information which precludes the release of third party personal data. Section 40 is an absolute exemption and there is no need to consider the public interest. Ethnicity is a protected characteristic and constitutes “special personal data” for the purposes of DPA 2018 and GDPR.

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

As at 7 December 2020, 6 Employment Tribunals were ongoing. None of these cases involved individuals who have self declared their ethnicity as BAME.

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

As of 7 December 2020, 2 current grievances were recorded. As the numbers of officers in scope of this question is low, their ethnicity data is being withheld under S40(2) Personal Information which precludes the release of third party personal data. Section 40 is an absolute exemption and there is no need to consider the public interest. Ethnicity is a protected characteristic and constitutes “special personal data” for the purposes of DPA 2018 and GDPR.

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

As at 31 October 2020 there were 147 officers recorded as being within the Capability Management process. 6 of these officers have self declared their ethnicity as BAME

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

As at 10 December there are 45 officers recorded as being subject to Regulation procedures. Less than 5 officers have declared their ethnicity as BAME.

12) How many current Unsatisfactory Performance Procedures Tribunals do you have, or equivalent? (Force compared to BAME)?

As at 16 December 2020 the Ministry of Defence Police have 1 Unsatisfactory Performance Stage 3 (final) meeting scheduled. As the numbers of officers in scope of this question is low, their ethnicity data is being withheld under S40(2) Personal Information which precludes the release of third party personal data. Section 40 is an absolute exemption and there is no need to consider the public interest. Ethnicity is a protected characteristic and constitutes “special personal data” for the purposes of DPA 2018 and GDPR.

13) Black and Asian people are known to be at higher risk from COVID-19. What plans did you implement for risk assessing your BAME workforce against the infection during 2020?

In accordance with the guidance issued by the National Police Chiefs Council and the Ministry of Defence, the Ministry of Defence Police has completed bespoke COVID-19 Risk Assessments for all of our BAME officers and staff to assess their individual vulnerability and to ensure that appropriate risk mitigation measures were put in place.

14) What grade, pay scale or band is your most senior BAME police staff? What is their gender?

The answer to this question is being withheld under Section 40(2) exemption in order to protect personal information as governed by the DPA 2018 and GDPR. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

Please note that declaring Diversity information is not mandatory for police officers and civilian staff working in the Ministry of Defence Police and the above information should be viewed accordingly.

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