



# 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](mailto:MDP-FOI-DP@mod.gov.uk)

Our Ref: eCase: FOI 2021/08396

RFI: 234/21

Date: 17 August 2021

Dear [REDACTED]

## **FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: ETHNICITY.**

We refer to your email dated 31 July 2021 to the Ministry of Defence Police which was acknowledged on 2 August 2021.

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:

**What is the total establishment of police officers in your force?  
In terms of police officers, what percentage of your force are ethnic minority men/women?**

**What is your percentage split on male/female officers?**

**What is your percentage split on ethnic diversity in your force?**

**What is your percentage split of diversity among women?**

**What is your percentage split of diversity among men?**

**How many police officers are the force intending to recruit in the next 3 years (2021,22,23)?**

**Please provide any evidence of positive action initiatives that your force may currently have in place.**

**Has your force made any commitment to recruiting certain numbers from ethnic minority communities?**

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.

What is the total establishment of police officers in your force?

2791

In terms of police officers, what percentage of your force are ethnic minority men/women?

3%

What is your percentage split on male/female officers?

Male 90%

Female 10%

What is your percentage split on ethnic diversity in your force?

Other Ethnicity 3%

White 73%

No Record 18% - this means an individual has not recorded their ethnicity on the Human Resources Management System

Choose not to declare 6% - this means that an individual has entered "chosen not to declare" on the Human Resources Management System

What is your percentage split of diversity among women?

Other Ethnicity 3%

White 78%

No Record 17%

Choose not to declare 2%

What is your percentage split of diversity among men?

Other Ethnicity 3%

White 72%

No Record 19%

Choose not to declare 7%

How many police officers are the force intending to recruit in the next 3 years (2021,22,23)?

The MDP intends to recruit sufficient officers to meet exits from the organisation.

Please provide any evidence of positive action initiatives that your force may currently have in place.

MDP's Positive Action initiatives are listed on our website –

<https://www.mod.police.uk/diversity-and-inclusion/>

Has your force made any commitment to recruiting certain numbers from ethnic minority communities?

The MDP has a target to continuously increase new entrants from other ethnic backgrounds.

Note: it is not mandatory for employees to make diversity declarations on the Ministry of Defence's Human Resources Management System - hence the 'no record' and 'choose not to declare' fields above. Data as at 30<sup>th</sup> June 2021. Percentages have been rounded to the whole number.

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**