



Ministry of Defence Police

Freedom of Information Manager
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E-mail: MDP-FOI-DP@mod.gov.uk

Our Ref: eCase: FOI 2022/05485

RFI: 114/22

Date: 6th June 2022

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: RACIAL, SEXUAL AND HOMOPHOBIC DISCRIMINATION CASES.

We refer to your email dated 3rd May 2022 to the Ministry of Defence Police which was acknowledged on 4th May 2022.

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 would like to request the following information under the Freedom of Information act. I am looking to find out information about cases of racial, sexual and homophobic discrimination which have been brought against the force by officers, staff, PSCO's and all other police force members.

I would like the following information:

- 1. In how many racial, sexual, homophobic discrimination cases which have gone to employment tribunal have the claimants (officers, staff, PSCO's etc) had their claim upheld?**
- 2. When the claimant has had their claim of racial, sexual, homophobic discrimination upheld by the tribunal, how much, in each instance, has the force had to pay in damages, compensation and legal costs? If you could provide an overall total for the amount of money, as well as breaking it down for each case.**
- 3. How many racial, sexual, homophobic discrimination cases have been settled in an out of court settlement?**

4. In the cases where a settlement has been reached, how much was the settlement? If you could provide figures for each individual settlement as well as an overall total for all the settlements which have occurred?

I would like to request these figures for the time period 2017-2021 inclusive. If you could provide any information about cases which have occurred during 2022, that would also be really useful, but please clearly date each case for clarity. In each instance, please clearly signal whether the case is for racial, sexual or homophobic discrimination or if the case involves more than one of the forms of discrimination (e.g. racial and sexual discrimination).

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.

I would like to request the following information under the Freedom of Information act. I am looking to find out information about cases of racial, sexual and homophobic discrimination which have been brought against the force by officers, staff, PSCO's and all other police force members.

I would like the following information:

1. In how many racial, sexual, homophobic discrimination cases which have gone to employment tribunal have the claimants (officers, staff, PSCO's etc) had their claim upheld?

None

2. When the claimant has had their claim of racial, sexual, homophobic discrimination upheld by the tribunal, how much, in each instance, has the force had to pay in damages, compensation and legal costs? If you could provide an overall total for the amount of money, as well as breaking it down for each case.

N/A

3. How many racial, sexual, homophobic discrimination cases have been settled in an out of court settlement?

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4. In the cases where a settlement has been reached, how much was the settlement? If you could provide figures for each individual settlement as well as an overall total for all the settlements which have occurred?

Given the very low number of cases in respect of Q3 and in order to protect the personal information of those individuals in connection with these cases, the answer to Q4 is being withheld under Section 40(2) – Personal Information.

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