



# Ministry of Defence Police

Freedom of Information Manager

Ministry of Defence Police

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Our Ref: eCase: FOI 2022/14466

RFI: 277/22

Date: 08 February 2023

Dear [REDACTED]

**FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE:  
EQUALITY, DIVERSITY AND INCLUSIONS POLICY.**

We refer to your email dated 2<sup>nd</sup> December 2022 to the Ministry of Defence Police which was acknowledged on the 5<sup>th</sup> December 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:

- 1. Please provide a copy of your force's Equality Diversity and Inclusion policy.**
- 2. Which internal and external parties gave advice/were consulted on the development of the policy? Who was responsible for signing off on the policy?**
- 3. Please provide copies of Equality Diversity and Inclusion training materials used with staff; used with volunteer members of the public.**
- 4. Who delivers this training?**
- 5. Who conducts the Equal Opportunities monitoring?**
- 6. Which characteristics/groups are included in the Equal Opportunities monitoring?**

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

**1. Please provide a copy of your force's Equality Diversity and Inclusion policy.**

The Ministry of Defence Police (MDP) do not have our own Equality Diversity and Inclusion (EDI) Policy we follow the Ministry of Defence (MOD) Strategy which is available on the .gov website. Please see the link below.

<https://www.gov.uk/government/publications/defence-diversity-and-inclusion-strategy-2018-to-2030-a-force-for-inclusion>

**2. Which internal and external parties gave advice/were consulted on the development of the policy? Who was responsible for signing off on the policy?**

We are in line with MOD policies as explained above, so MDP are not involved in the development of these.

**3. Please provide copies of Equality Diversity and Inclusion training materials used with staff; used with volunteer members of the public.**

The Ministry of Defence Police draw on training material produced by Civil Service Learning and College of Policing combined with its own research that includes Blackstone's Police, current legislation, case law and the Ministry of Defence and Force Diversity and Inclusion Strategies.

Civil Service Learning is part of the Cabinet Office so the MDP are unable to share these documents. We are unable to share training material owned by College of Policing and Blackstone's Police.

As the MDP use bespoke material from other sources we are unable to share any of contents.

**4. Who delivers this training?**

Training is completed online and through classroom bases courses for MDP officers and staff.

MDP Officers complete EDI Training during their initial training course, this training is then incorporated into concepts throughout the course and in the various scenarios they practice.

Officers and Staff will also complete the applicable Civil Service and MOD learning materials as part of their yearly cycles of mandatory training.

**5. Who conducts the Equal Opportunities monitoring?**

We collate EDI data based on staff sharing their personal information and this is reviewed monthly and provided at strategic boards. This data can also be used as part of Equality Impact statements when considering change in the workforce.

## **6. Which characteristics/groups are included in the Equal Opportunities monitoring?**

MDP focus on information relating to Gender, Ethnicity, Sexual Orientation and Disability.

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**