



# Ministry of Defence Police

Freedom of Information Manager

Ministry of Defence Police

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Our Ref: eCase: FOI 2022/15077

RFI: 286/22

Date: 31<sup>st</sup> January 2023

Dear [REDACTED]

**FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: BAME POLICE WORKFORCE SNAPSHOT 22/23.**

We refer to your email dated 17<sup>th</sup> December 2022 to the Ministry of Defence Police which was acknowledged on the 29<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) **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) **What local plans do you have to implement the Police Race Action Plan developed by the National Police Chiefs' Council (NPCC) and the College of Policing?**
- 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 and I can confirm that we do hold information in scope of your request.

Please note that it is personal choice whether to disclose one's ethnicity.

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

Yes and there are other Ministry of Defence networks that are available to all Officers and Staff outside of the Ministry of Defence Police.

- 2) **What is it called?**

REACH (Race, Ethnicity and cultural heritage) network

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

Police Officers – 2600  
 Support Staff – 212  
 PCSOs – 0

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

Police Officers – 77  
 Support Staff – 7  
 PCSOs – 0

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

Total – 71  
 White – 51  
 BAME – 1  
 Not recorded – 19

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

Total - 3

White – 2  
Not recorded – 1

**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)?**

Total - 9  
White – 3  
Not recorded - 6

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

Total – 11  
White – Officers - 4  
Support Staff – 2

Not recorded – Officers – 5  
Support Staff – 0

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

Total – 12  
White – 5  
Non recorded - 7

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

Total – 202  
White – 156  
Not recorded – 40  
BAME - 6

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

0

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

0

**13)What local plans do you have to implement the Police Race Action Plan developed by the National Police Chiefs' Council (NPCC) and the College of Policing?**

An action to review and implement details from the Race action plan has been incorporated within our annual overall Diversity and inclusion Action plan and is being managed alongside our other key diversity priorities.

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

Senior Executive Officer – Female

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**