



Ministry of Defence Police

Freedom of Information Manager
Ministry of Defence Police
Palmer Pavilion,
Building 666,
RAF Wyton, Huntingdon,
Cambs, PE28 2EA

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

Our Ref: eCase: FOI 2023/13510

RFI: 242/23

Date: 14 December 2023

Dear [REDACTED]

**FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: EQUALITY
IMPACT ASSESSMENTS CONDUCTED REGARDING THE REFURBISHMENT OF
PALMER BUILDING FOR MDP STAFF**

We refer to your email dated 08 November 2023 to the Ministry of Defence Police which was acknowledged on the 09 November 2023.

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 could you arrange for copies of any Equality Impact assessments conducted regarding the internal design and subsequent refurbishment of the Palmer building for MDP staff occupation as part of the Operation Jute process to be supplied.**
- 2) Please could you provide a copy of the MDP policy document which made significant amendments to the MOD flexible working policy implemented between November 2022 and March 2023.**
- 3) Confirmation that the above MDP policy at (2) is now the accepted practice for flexible working applications, the decision making processes and appeals.**
- 4) A copy of the Equality impact assessment conducted prior to the implementation of the above amendments to MOD policy at (2) and the possible mitigations taken in order to satisfy obligations towards public sector equality duties.**

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

1) Please could you arrange for copies of any Equality Impact assessments conducted regarding the internal design and subsequent refurbishment of the Palmer building for MDP staff occupation as part of the Operation Jute process to be supplied.

No information held. Defence Infrastructure Organisation undertake all necessary assessments to progress infrastructure through scrutiny. There is no requirement to undertake Equality Impact assessments of a facility that is being delivered according to customer requirement and Joint Service Publication scales.

2) Please could you provide a copy of the MDP policy document which made significant amendments to the MOD flexible working policy implemented between November 2022 and March 2023.

MDP does not have a separate policy and has applied the MOD policy on flexible working patterns:

- **The needs of the organisation are key in deciding where to approve a request for flexible working.**
MDP complied with the MOD flexible working policy principle of ensuring business needs are met through a panel of managers and staff associations, chaired by the Chief Constable and requests were assessed against business need by line managers.
- **Managers should discuss this with a senior manager/head of section before responding to the employee.**
The Chief Constable and her flexible working panel members fulfilled the senior manager/head of section role of discussing employee flexible working patterns with the managers before responding to the employee.
- **The Department is committed to adopting hybrid working, and encourages employees to consider this working arrangement, providing this meets the requirements of the Department, and that it is in keeping with their particular role.**
The MDP, in line with the wider Department, has adopted hybrid working and approved hybrid working, in some form, for every single member of staff who requested it taking into account where it needs to meet the needs of the organisation or suits the particular role of the individual.
- **Employers have a statutory duty to consider such requests in a reasonable manner and can only refuse where there is a clear business reason for doing so.**
The MDP, on behalf of the employer, considered all requests from employees in a reasonable manner with the support of trade unions and Defence Police Federation. The MDP also provided employees the opportunity to independently appeal any decision to the MOD Civilian Human Resources department. The MDP did not refuse any request for hybrid working but did make adjustments taking into consideration the principles in MOD policy around business need, wellbeing and performance .

3) Confirmation that the above MDP policy at (2) is now the accepted practice for flexible working applications, the decision making processes and appeals.

There is no MDP policy on flexible working it follows the MOD policy and complies with the policy principles as described above.

4) A copy of the Equality impact assessment conducted prior to the implementation of the above amendments to MOD policy at (2) and the possible mitigations taken in order to satisfy obligations towards public sector equality duties.

There is no MDP policy on flexible working it follows the MOD policy and complies with the policy principles as described above. The MOD policy has its own Equality Impact Assessment.

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