



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 2024/16179

RFI: 139/24

Date: 14 October 2024

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: WOMEN IN POLICE INTELLIGENCE ROLES.

We refer to your email dated 30 August 2024 to the Ministry of Defence Police (MDP), which was acknowledged on 02 September 2024.

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 the current number and percentage of women in intelligence leadership roles within your police service intelligence operation units. For example, analysts, intelligence managers, senior intelligence managers and other supervisory roles.**
- 2. What efforts are being made to ensure gender diversity in these positions within the services intelligence unit?**
- 3. What specific programs/initiatives or policies does your police service have in place to promote gender diversity and support women in advancing to leadership roles, specifically within the intelligence units?**
- 4. Those in intelligence roles such as covert/overt surveillance operations, undercover operations officer, field intelligence officers etc- what is the current number and percentage of women in these roles?**
- 5. Over the past 5 years how has the number and percentage of women in intelligence leadership roles within your police service changed?**

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

- 1. Please provide the current number and percentage of women in intelligence leadership roles within your police service intelligence operation units. For example, analysts, intelligence managers, senior intelligence managers and other supervisory roles.**

To protect personal information governed by Data Protection legislation, Section 40(2) has been applied to the information by supplementing numbers less than 5 with <5. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

Section 40(2) requires the MDP to conduct a balancing exercise. This exercise involves balancing the rights and interests of individuals against the legitimate interests in disclosure. The balancing exercise is conducted to decide whether the absolute exemption in section 40(2) is engaged. There is no assumption of disclosure in the legitimate interests test, as there is with qualified exemptions. The outcome of the balancing exercise is to withhold the information requested as releasing an annual breakdown might enable members of the public to identify employees due to low numbers in some years.

Rank	Number	Percentage
Detective Inspector	<5	33%
Detective Sergeant	<5	20%
Analyst	<5	50%

- 2. What efforts are being made to ensure gender diversity in these positions within the services intelligence unit?**

No information held. There are no specific gender diversity efforts for intelligence roles. All roles are subject to open competition with positive action to develop a more diverse workforce as we recognise the importance of our organisation being representative of the people and communities we serve.

- 3. What specific programs/initiatives or policies does your police service have in place to promote gender diversity and support women in advancing to leadership roles, specifically within the intelligence units?**

No information held. There are no gender diversity programs, initiatives or policies to promote gender diversity and support women in advancing to leadership roles, specifically within intelligence roles.

We recognise the importance of our organisation being representative of the people and communities we serve and we support gender diversity and the development of staff by following wider Ministry of Defence policy and programs.

https://assets.publishing.service.gov.uk/media/5f2d68ee8fa8f57ad042910f/20180806-MOD_DI_Plan_A4_v14_Final-U.pdf

We also follow the National Police Chiefs' Council Diversity, Equality and Inclusion Strategy.

<https://www.npcc.police.uk/SysSiteAssets/media/downloads/publications/publications-log/2018/npcc-diversity-equality--inclusion-strategy-2018-2025.pdf>

4. Those in intelligence roles such as covert/overt surveillance operations, undercover operations officer, field intelligence officers etc- what is the current number and percentage of women in these roles?

The MDP does not have overt operations of the type described.

For covert / undercover operations, MDP can neither confirm nor deny that it holds any information relevant to your request as the duty in Section 1(1)(a) of the FOIA does not apply by virtue of the exemptions in Section 24 (2) – National Security and Section 31 (3) – Law Enforcement.

These are prejudice based qualified exemptions and there is a requirement to articulate the harm that would be caused in confirming or denying that information is held by carrying out a public interest test.

The balance of this test strongly favours neither confirming or denying that the MDP holds any information. No inference can be taken from this response that information relating to your request does or does not exist.

Section 24 (2) is applied because confirming, or not, that information exists could compromise national security.

Section 31(3) is applied because confirming, or not, that information is held would risk undermining law enforcement.

5. Over the past 5 years how has the number and percentage of women in intelligence leadership roles within your police service changed

Rank	Number	Percentage change
Detective Chief Inspector	<5	0%
Detective Inspector	<5	100%
Detective Sergeant	<5	0%

To protect personal information governed by Data Protection legislation, Section 40(2) has been applied to the information by supplementing numbers less than 5 with <5. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

Section 40(2) requires the MDP to conduct a balancing exercise. This exercise involves balancing the rights and interests of individuals against the legitimate interests in disclosure. The balancing exercise is conducted to decide whether the absolute exemption in section 40(2) is engaged. There is no assumption of disclosure in the legitimate interests test, as there is with qualified exemptions. The outcome of the balancing exercise is to withhold the information requested as releasing an annual breakdown might enable members of the public to identify employees due to low numbers in some years.

If you are not satisfied with 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