

Diversity and Inclusion

...it's about all of us



Our Commitment

The Ministry of Defence Police (MDP) has a fundamental commitment to diversity and inclusion which is underpinned by our **Policing Style, Code of Ethics and Leadership Standard**. We recognise that our ability to provide an effective service depends on the capabilities of all our people, and by having a diverse workforce this means the organisation benefits from a wider range of skills, abilities and experiences. We have an inclusive approach to how we carry out our work which means that we value everyone's differences. We seek to understand and address issues faced by all our people and we aim to help every member of staff realise their potential and contribute fully to the performance of the Force.

Overall our work on diversity is aimed at ensuring that, as a police force, we are capable of meeting our Purpose of achieving the requirements of the MOD by:

- **Recruiting, developing, retaining and promoting the best people from the widest pool of talent; and**
- **Understanding the needs of our customers and delivering services which meet the diverse needs of those we serve**

Our functions, policies and procedures are regularly reviewed to ensure they are compliant with the Equality Act 2010 and do not adversely impact on our people. The MDP also recognises that people perform better when they can be themselves and when they are able to work in an environment where they are treated with dignity and respect. For these reasons the MDP has a zero tolerance stance regarding all forms of harassment, bullying, and discrimination. We will not tolerate any practice which causes an employee, or user of our services, to receive unfavourable treatment particularly on the grounds of a protected characteristic; this includes age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation. Any violations are regarded as potential misconduct and may lead to proceedings that could result in dismissal.

Our ultimate aim therefore is to create an inclusive culture that:

- **Encourages and enables people throughout society to join us, and remain with us**
- **Encourages and enables people to make distinctive contributions and achieve their full potential**

- **Ensures each individual is treated fairly with dignity and respect**
- **Eliminates all barriers of harassment, bullying, discrimination and victimisation**

The MDP has established a unique structure to progress diversity and inclusion within the organisation and ensure it is championed at all levels, starting from the very top.

This includes the MDP Diversity and Inclusion Board (DIB), which is chaired by the Chief Constable and supported by Champions (from the Chief Officer team), Ambassadors (Superintendent rank/B2 grades) and Allies (all other ranks/grades).

As the overall Force Lead for Diversity and Inclusion, and the Chair of the Diversity and Inclusion Board, I recognise that our best performance is achieved through having a workforce which is representative of the people and the communities we serve. That is why one of our Policing Plan Key Objectives is to 'improve the diversity of the MDP work-force at all levels of the organisation'. As Chief Constable I can impact upon this and I am personally committed to:

- **Valuing the differences between people, and the benefits that can be gained from those differences through active role modelling of the right behaviour**
- **Actively working with others to challenge discrimination wherever we find it**
- **Ensuring that development opportunities are fair, open to all and free from prejudice or unconscious bias, by including independent assessors and a mix of gender representation in all selection and moderation processes**
- **Committing the Chief Officer Group to delivering specific actions within the Diversity and Inclusion Action Plan**
- **Introducing the use of positive action in the recruitment process for the Force with the aim of increasing representation**

It is my responsibility and that of the Chief Officer Group to ensure the Force meets its commitment to diversity and inclusion and we expect every member of staff to help us do this.

Chief Constable
Ministry of Defence Police

OUR POLICING STYLE: PROFESSIONAL, RESPECTFUL AND ADAPTABLE