

MINISTRY OF DEFENCE POLICE RECRUITMENT: Positive Action

Becoming a police officer in the Ministry of Defence is a challenging and rewarding career, but it is not just any job. Our officers work directly with and make a very positive contribution at Defence establishments and sites of national importance across the UK, so it is vitally important that these officers are representative of the communities they may be working in.

We have a strong commitment to diversity and inclusion, both within the organisation and in the service we provide. We therefore use positive action initiatives, in accordance with the Equality Act 2010, to encourage applicants from under-represented groups.

What is positive action?

Positive action is used by an employer, in respect of recruitment or promotion, to address a situation where protected groups are disproportionately under-represented in an organisation. Positive action is used as a tool to encourage and increase participation in recruitment activity by people from those under-represented groups.

Positive action is often mistaken with positive discrimination. Positive action is lawful and positive discrimination is unlawful.

Positive action refers to a range of measures and initiatives that employers can lawfully use to actively encourage individuals from under-represented groups to apply and progress through the recruitment process, whilst still employing people on merit. However, positive discrimination means employing someone because they come from an under-represented group, regardless of whether they can demonstrate that they have the relevant skills for the job; this is unlawful.

We use positive action, not positive discrimination. Our selection processes are based solely on merit. Positive action does not seek to remove competition and we will only accept applicants for training who meet the required standard.



**Ministry
of Defence
Police**

How do we use positive action?

Positive action can be used wherever an under-represented group is identified. Females, people from black, Asian and minority ethnic backgrounds and members of the LGBT community are currently under-represented in the MDP and we therefore use positive action initiatives, which include:

- Targeted advertising of jobs
- Offering pre-application support where needed. For example, assistance in relation to the application, fitness test, vetting form and interview.

We treat all applicants fairly and in accordance with employment legislation and the Equality Act 2010.

If you define yourself as a member of an under-represented group and would like to talk about how we may be able to assist you in the application process, please send us an e-mail, ideally before submitting your application, to: MDP-PositiveActionGMB@mod.gov.uk



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