

Reference: 01535156

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Information Rights Advisor
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14 December 2022

Freedom of Information: Right to know request

Thank you for your request for information in relation to expenditure on equality, diversity, and inclusivity at Ofcom. We received this request on 17 November 2022. We have considered it under the Freedom of Information Act 2000 (the "FOI Act").

Your request and our response

If your organisation does not hold information in relation to any of the letters please file as N/A and provide the rest of the information that you do hold.

Please can your organisation provide the following information:

a) The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "EDI officers" or "diversity and inclusion project managers" but would not include general HR managers.

3 FTE.

b) Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.

In relation to question (b) above, we are unable to disclose the level of these roles in combination with specific salary information, as we consider that this information is personal data and is exempt from disclosure under Section 40(2) of the FOI Act. Section 40(2) provides that personal information about persons other than the requester is exempt where its disclosure would contravene any of the data protection principles in the UK General Data Protection Regulation and the Data Protection Act 2018. This includes the principle that personal data must be processed fairly and lawfully. Section 40 is an absolute exemption under the FOI Act and does not require a public interest test.

We can however confirm that salary band information has been requested in a previous Freedom of Information request which is online and contains the salary bands for roles with this specific focus set out under Business Support/Customer Services. The [request](#) and the attached [annex](#) can be found on our website.

c) In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course). If unable to provide please mark as N/A in your return.

Upon joining, all colleagues complete modules in Diversity and Inclusion, Unconscious Bias and Equality in the Workplace and then refresh this learning annually. Over the past 12 months 1225 colleagues have completed this training, that equates to 142 days.

Colleagues in our Diversity and Inclusion (D&I) group and in our networks have spent 27.5 days completing additional diversity and inclusion training.

This gives an overall total of 169.5 days.

I hope this information is helpful. If you have any queries, then please contact information.requests@ofcom.org.uk. Please remember to quote the reference number above in any future communications.

Yours sincerely,

Temiloluwa Dawodu

If you are unhappy with the response you have received in relation to your request for information and/or consider that your request was refused without a reason valid under the law, you may ask for an internal review. If you ask us for an internal review of our decision, it will be subject to an independent review within Ofcom.

The following outcomes are possible:

- the original decision is upheld; or
- the original decision is reversed or modified.

Timing

If you wish to exercise your right to an internal review, **you should contact us within two months of the date of this letter**. There is no statutory deadline for responding to internal reviews and it will depend upon the complexity of the case. However, we aim to conclude all such reviews within 20 working days, and up to 40 working days in exceptional cases. We will keep you informed of the progress of any such review. If you wish to request an internal review, you should contact information.requests@ofcom.org.uk.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF