

Reference: 01552065

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Freedom of Information request: Right to know request

Thank you for your request for information concerning the Online Safety Policy team salaries. Your request was received on 5 January 2023 and we have considered it under the Freedom of Information Act 2000 (the 'FOI Act').

Your request

After reading Ofcom's senior salary disclosure information I would like to know more about the pay in the Online Safety Policy team.

https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ofcom.org.uk%2F_data%2Fassets%2Fpdf_file%2F0030%2F247269%2Fsenior-salary-disclosure-2022.pdf&data=05%7C01%7Cinformation.requests%40ofcom.org.uk%7C708ba5bce9b5461f7cae08daef1f6c5f%7C0af648de310c40688ae4f9418bae24cc%7C0%7C1%7C638085215484756633%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCI6Mn0%3D%7C2000%7C%7C&sdata=Wz7tqnsHoqMojSpDUyyzyy8kCi0ZdvCjhacnp25R4%3D&reserved=0

Please provide the minimum and maximum salaries, and average salaries by job grade for the Online Safety Policy team, broken down by gender where possible.

For convenience I have suggested a table which can be completed to provide the information requested:

Job level	Gender	Minimum salary	Maximum salary	Mean salary	Mode salary	Median salary
Associate	Overall					
	Male					
	Female					
Senior Associate	Overall					
	Male					
	Female					
Principal	Overall					
	Male					
	Female					

Director	Overall					
Team	Overall					

Note I am categorically not interested in linking salaries to individuals or in any sensitive personal information. I want to know the salary figures, not who is paid what.

In the event that a data point is not available please provide a detailed explanation of the reasons you do not believe you can provide it.

Our response

Below we have provided the salary ranges for our Online Safety Policy team at the various levels where we are able to do so.

In relation to the Senior Associate and Principal levels we are unable to disclose salary information in combination with the gender split. We are also unable to disclose salary information at Director level given the low number of individuals employed at this level.

We consider that the above 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 requestor 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 also consider that other exemptions may be applicable.

You may find it helpful to review our [gender pay gap report](#), the most recent of which was published in July 2022.

Job level	Gender	Min salary	Max salary
Associate	Overall	£ 29,664	£ 44,450
	Male	£ 30,000	£ 44,290
	Female	£ 29,664	£ 44,450
Senior Associate	Overall	£ 45,000	£ 64,890
Principal	Overall	£ 76,000	£ 100,000
Director	Overall	NA	NA
Team	Overall	£ 29,664	£ 100,000

I hope this information is helpful. If you have any further queries, then please send them to information.requests@ofcom.org.uk quoting the reference number above in any future communications.

Yours sincerely

Zach Westbrook

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. Further information about this, and the internal review process can be found on the Information Commissioner's Office [here](#). Alternatively, the Information Commissioner can be contacted at:

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