

Reference: 01793378

Information Requests
information.requests@ofcom.org.uk

10 April 2024

Freedom of Information request: Right to know request

Thank you for your request for information about staff networks.

We received this request on 13 March 2024 and we have considered your request under the Freedom of Information Act 2000 (“the FOI Act”).

Your request and our response

This is an information request relating to staff networks.

1. *Please include the following information for the following years, 2019/20, 2020/21, 2021/22 and 2022/23:*

A list of all the staff networks at the organisation.

OWN (Women’s Network); RACE (Raising Awareness of Culture and Ethnicity); Affinity Network (LGBTQ); Parents and Carers Network; Sound Network (Disability and Neurodiversity - since 2021); Social Inclusion Group (since 2021); Faith Network (since 2020).

2. *Whether each network receives internal funding and, if so, how much (please express annually for the last four financial years)*

The networks do receive internal funding. Each network is not allocated a specific amount, rather it depends on the specific activities of the particular network. We are therefore able to provide a total networks figure for the requested years.

2019-2020 £12k

2020-2021 £12k

2021-2022 £9.6k

2022-2023 £9.6k

3. *How much FTE equivalent staff time each network is entitled to. For example, a staff network may have a chair who’s entitled to spend 10% of their working hours devoted to the network (please express annually for the last three financial years)*

A network chair can allocate up to 20% of their time to the network.

4. *A list of events that each network has held in this financial year so far (April to the present day), including the title of the event, information on any guest speakers and the time of the event.*

Please see Annex A for a list of events including title, date, subject of the event and which network it was held by. We are unable to disclose any personal names as we consider this information is exempt from disclosure under Section 40 of the FOI Act which provides that such information is exempt for the purposes of the Act. Section 40 is an absolute exemption under the Act and does not require a public interest test.

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

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Annex A

List of network-organised events

Date	Event details	Network
26 April 2023 3 - 4pm	Celebrating contributions of lesbians No external speaker.	Affinity
11 May 2023 3 - 4pm	Celebrating Eid with our colleagues No external speaker	RACE Faith
8 June 2023 2 - 3pm	Talk for Carers External speaker	PAC
14 June 4 - 5pm	Queer Culture Club: Pride special No external speaker	Affinity
21 June 2023 4 - 5.30pm	Women's experiences in the workplace No external speaker	Ofcom Women's Network (OWN)
29 June 2023 2:30 – 3:30pm	RACE Network Windrush 75 Celebratory Quiz No external speaker.	RACE
4 July 2023 11 - 12pm	Menopause panel event No external speaker	Ofcom Women's Network (OWN)
19 July 2023 12 - 2pm	South Asian arts and crafts workshop No external speaker	RACE

9 August 2023 12 - 1pm	South Asian mental health event External speaker	RACE
17 August 2023 2.30 - 3.30pm	Chai time quiz No external speaker.	RACE
6 Sept 2023 12.30 - 1.30pm	Women in business speaker event External speaker.	RACE and OWN
14 Sept 2023 12.30 - 1.30pm	Making Ofcom accessible for everyone No external speaker	SOUND
4 Oct 2023 2 - 3pm	Event for Black History Month External speaker.	RACE
11 Oct 2023 11.30 - 12.30	OWN Allies Film club No external speaker	OWN
19 th Oct 2023 3 – 4pm	Black History Month Film Screening - Hidden Figures No external speaker	RACE
26 Oct 2023 3.30 - 4.30pm	Black History Month Quiz No external speaker.	RACE
30 Oct 2023 11 - 12pm	SOUND turns up the volume No external speaker.	SOUND
7 Nov 2023 1 - 2pm	Affinity Winter Walk: Edinburgh No external speaker.	Affinity
8 Nov 2023 12 - 1pm	Removing barriers to workplace inclusion External speaker.	RACE
21 Nov 2023 2 - 3pm	Creating an inclusive workspace External speaker.	RACE
27 Nov 2023 12 - 1pm	Women's self-defence class No external speaker	OWN
6 th Dec 2023 3 - 4pm	End of Year Quiz No external speaker.	RACE
11 Jan 2024 4 - 5pm	Fireside chat with Network sponsor No external speaker.	Affinity
6 Dec 2023 11.30-12.30pm	OWN Allies Film Club: No external speaker	OWN
14 Dec 2023	Affinity festive quiz	Affinity

4 - 5pm	No external speaker.	
7 Dec 2023 3 - 4pm	OWN members Christmas event No external speaker	OWN
18 Jan 2024 11 - 12pm	Holocaust Memorial Day event External speaker.	Faith
6 Feb 2024 6 - 9pm	Cinema visit No external speaker	Affinity
14 Feb 2024 12 - 2pm	Love is lunch No external speaker	Affinity
20 Feb 2024 3 - 4pm	Understanding HIV External speaker	Affinity
20 Feb 2024 1pm – 1.45pm	Book chat External speaker	Social Inclusion Group (SIG)
23 Feb 2024 5 - 7pm	Trip to Tate Modern No external speaker	Affinity
6 March 2024 1 - 1.45pm	International Women’s Day Event: Disparity between male and female user experiences online No external speaker	OWN
7 March 5 - 7pm	LGBTQ+ History Walking Tour No external speaker	Affinity
13 March	Manchester Office Iftar No external speaker	Faith / RACE
19 March 2024	Young people, social mobility and the metaverse External speaker	Social Inclusion Group (SIG)

Request an internal review

If you are unhappy with the response you have received to your request for information, or think that your request was refused without a reason valid under the law, you may ask for an internal review. If you do, it will be subject to an independent review within Ofcom. We will either uphold the original decision, or reverse or modify it.

If you would like to ask us to carry out an internal review, you should get in touch within two months of the date of this letter. There is no statutory deadline for us to complete our internal review, and the time it takes will depend on the complexity of the request. But we will try to complete the review within 20 working days (or no more than 40 working days in exceptional cases) and keep you informed of our progress.

Please email the Information Requests team (information.requests@ofcom.org.uk) to request an internal review.

Taking it further

If you are unhappy with the outcome of our internal review, then you have the right to [complain to the Information Commissioner's Office](#).