

Reference: 01960526

Information Requests  
[information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk)

14 March 2025

## Freedom of Information request: Right to know request

Thank you for your request for information concerning equality, diversity and inclusion roles within Ofcom.

We received this request on 17 February 2025 and we have considered your request under the Freedom of Information Act 2000 (“the FOI Act”).

### Your request & our response

---

*This is an information request relating to Equality, diversity and Inclusion roles in your organisation.*

*Please include the following information for each of the following financial years; 2021-22, 2022-23, and 2023-24:*

*\* Total number of EDI staff employed for each financial year*

3 in 2021-22, 5 in 2022-23 and 3 in 2023-24.

*\* A breakdown of the staff employed including:*

*\* The job titles*

*\* The pay band associated with each role.*

The Diversity and Inclusion team sit within the professional specialists and business support job families.

Ofcom salary bands were most recently produced in 2012 and these are published [here](#). However, it should be noted that there will be cases outside of these ranges given the time elapsed since these were produced. You may find it useful to know that work is ongoing to update Ofcom’s salary bands and these will be published in due course.

We are unable to disclose further specific salary information of the Diversity and Inclusion employees given the low number of individuals employed within the team. 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 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.

If you have any further queries, then please send them to [information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk) – quoting the reference number above in any future communications.

Yours sincerely,

## Information Requests

### **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](mailto: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](#).