

Reference: 1968329

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

31 March 2025

## Freedom of Information request: Right to know request

Thank you for your request for information about graduate salary.

We received this request on 3 March 2025 and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

### Your request

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*I would like a full breakdown of the base salary offered to Graduates on Ofcom's Graduate scheme since the scheme began. In addition, I would like to know the annual increase in graduate salary over the course of the scheme for each year since the scheme began.*

### Our response

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Disclosing the information requested would mean disclosing the exact salary paid to each of the present and past individuals on the Ofcom graduate scheme, in a specific year and their specific salary increases. We consider that this is personal data that is exempt from disclosure under the FOI Act.

Section 40(2) of the FOI Act provides that personal information about persons other than the requester is exempt where, among other things, 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(2) of the FOI Act is an absolute exemption under the FOI Act and does not require a public interest test.

We have published general salary bands here: [ofcom-salary-bands-attachment.pdf](#) and are working on updating this published information in due course.

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](#).