Freedom of Information request: Right to know request

Thank you for your request for information about staff networks.

We received this request on 17 April and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

Your request and our response

Please include the following information for the financial years 2023/24 and 2024/25:

1. *A list of all the staff networks at the organisation*

   OWN (Ofcom Women's Network); RACE (Raising Awareness of Culture and Ethnicity); Affinity Network (LGBTQ); PAC (Parents and Carers Network); Sound Network (Disability and Neurodiversity); Social Inclusion Group; Faith Network.

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

   By way of background, Ofcom is funded by a levy on the industries we regulate rather than by taxes. You can find more information here.

   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.

   2021-2022 £9.6k

   2022-2023 £9.6k

   2023-2024 £9k

   2024-2025 9k

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 date/time, title/subject of the event and which network it was held by for financial year 24/25 and up to the date of your request. 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.

Please refer here to a previous FOI response for the same information for the Financial Year 2023-24.

We 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,

Information Requests

Annex A

List of network-organised events

Date/Time AM/PM	Title/subject of Event	Network
16, 19, 30 April **11-12**	**Internal menopause awareness sessions**	**OWN**
16 April **1-2**	**External speaker event**	**OWN**
18 April **1:30-3**	**Eid-ul-Fitr Celebration (drop in session)**	**RACE**
23 April **11-12**	**Internal OWN/PAC panel discussion event**	**OWN**
21 May **10:30-12**	**Internal networking session for carers in the workplace event**	**PAC**
25 April **1-2:30**	**Career development workshop Session with external speaker**	**RACE**
23 May	**Session with external speaker**	**RACE**

3-4		
3 June

2-3 | External speaker event with coach | OWN |
| 27 June

4-5:30 | Pride event (Edinburgh) | Affinity |
| 17 July

11-12 | RACE Network welcome for interns | RACE |
| 18 July

1-2 | South Asian Heritage Month – talk by external speaker | RACE |
| 23 July

5-7:30 | Pride Panel | Affinity |
| 22 August

10:30-11:30 | Saying Goodbye to our interns | RACE |
| 6 Sept 2024

2-4 | Joint event with the pensions regulator on pensions | OWN |
| 7 October 2024

1-2 | External speaker presentation | OWN |
| 16 (2-3), 22 October (10-11) | 2 events for Breast Cancer Awareness month - including an external speaker event and an information event with our health provider | OWN |
| 17 October

1-2 | Black History Month- talk from external speaker | RACE |
| 22 October

10-2 | Diwali Food charity fundraiser (drop in session) | Faith |
| 24 October

3:15-4:15 | Black History Month event | RACE |
| 19 November

12-1:30 | Islamophobia Awareness Event. External speaker panel | Faith |
| 3 December

12:30-1:45 | Grief during the Holiday season. External speaker | Faith |
| 3 Dec 2024

3-5 | Christmas annual charity donation event | OWN |
| 5 December | RACE Network End of Year event | RACE |

12-1		
21 January 11:30-1	Health workshop	Affinity
23 January 4-5	RACE Network networking event	RACE
30 January 1-2	Holocaust Memorial Event - Inviting external speaker to discuss 2nd generation survivor testimony of the Holocaust	Faith
6 February 1-2	Race Equality Week: Q&A and drop-in session	RACE
3 March 1-2	External speaker event	Affinity
4 March 2-3	External charity event	OWN
10 March 12-1	External speaker event	OWN
13 March 5-7	Iftar Night - Celebration	Faith
14 March 3-4	IWD event	OWN x RACE
25 March 2-3	External guest speaker event	RACE
27 March 1:30-2:30	Joint RACE and Faith meeting/ Ramadan event	RACE x Faith
15 April 2-3	OWN group training	OWN

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.