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for Environment  
Food & Rural Affairs

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**Your ref:**  
**Our ref:** RFI 6850  
**Date:** 08/10/2014

Dear,

### **REQUEST FOR INFORMATION: BAME DIVERSITY WITHIN THE CIVIL SERVICE**

Thank you for your request for information BAME diversity within the Civil Service, which we received on 18 August 2014. As you know, we have handled your request under the Freedom of Information Act 2000 (FOIA). I apologise for the delay, we are currently experiencing a high number of EIRs/FOIA requests making it difficult to respond within the deadlines.

You asked:

1. *How many BAME staff do you currently employ within your organisation?*
2. *How many women do you currently employ within your organisation?*
3. *How many BAME staff do you currently employ in senior management positions i.e. over pay grade 6?*
4. *How many women do you currently employ in senior management positions i.e. over pay grade 6?*
5. *Could we please have a breakdown of the different ethnic groups within your senior management positions?*
6. *Of the BAME people you have in senior management positions how long have they been employed by you?*
7. *How many active schemes to improve diversity do you have within your workplace and how many schemes to encourage future senior BAME employees?*

Following careful consideration, we have decided not to disclose some of this information.

The information that can be disclosed covering questions 1, 2 and 4 is available in Defra's Workforce Monitoring Report 2013:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/267183/Workforce-monitoring-2013.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/267183/Workforce-monitoring-2013.pdf)



The answers to question 1 and 2 are shown in Appendix 2 of the report, and the answer to question 4 is at page 15 (tables 5 and 5a). The information is provided in percentage terms, but actual numbers of staff can be calculated using the information in paragraph 2.3 on page 11.

Please note that the percentages of BAME staff are based on staff who have declared their ethnicity. Declaration rates are shown in paragraph 2.4 on page 11.

The answer to question 7 is as follows:

- A. **Whitehall Internship Programme** – offered by the Civil Service as part of the Government’s Social Mobility Strategy  
<https://www.gov.uk/government/news/social-mobility-strategy-launched>
  - **College level Internship Programme** - offers 16-18 Year olds, from lower socio-economic and minority ethnic backgrounds a fully funded two week placement in the Civil Service. The programme has been designed to showcase the Civil Service, increase professional experience and workplace skills.
  - **Summer Diversity Internship Programme** - offers university students and recent graduates from low socio-economic or minority ethnic backgrounds the chance to work in a government department for six to nine weeks during the summer, delivering meaningful work and gaining skills and experience to support them in securing employment.
- B. **Minority Ethnic Talent Association programme, ‘Growing Talent’** - provides opportunities for minority ethnic employees at Grade 6 and Grade 7 level, to receive high level mentoring and development of leadership skills. The programme supports participants to realise their ambition and potential to become future leaders in the Civil Service.
- C. **Positive Action Pathway ‘levelling the playing-field’** – a development programme targeted at existing Civil Servants in under-represented groups, including women, minority ethnic and disabled staff. The programme is pitched at all grade levels from Administrative Assistant up to Grade 6 and provides participants with the skills and confidence to realise their full potential and assist with career progression.
- D. **Crossing Thresholds Programme** – a year-long career mentoring programme for women who want to develop their career in a structured and supportive environment. The mentoring partnerships are underpinned with themed group modules, peer support groups and individual assignments.

I confirm that Defra does hold the information that you have requested at questions 3, 5 and 6, but we have decided that the information should be withheld under section 40(2) (third party personal data) of the FOIA, as the information constitutes personal data relating to a third parties. Section 40(2) of the FOIA provides that personal data relating to third parties is exempt information if disclosure would breach the Data Protection Act 1998 (DPA). Even anonymous data about individuals amounts to personal data in the hands of the department if the department can identify the data subject to whom it relates. Where there are fewer than five cases, the precise figure is withheld as it could result in individuals being identified.

We consider that disclosure of this information is likely to breach the first data protection principle in Schedule 1 to the DPA, which relates to the fair and lawful processing of personal data, in two ways. First, disclosure would not constitute 'fair' processing of the personal data, second, disclosure would not satisfy any of the conditions for data processing set out in Schedule 2 to the DPA. Therefore, we have concluded that this information is exempt from disclosure under section 40(2) of the FOIA.

In keeping with the spirit and effect of the FOIA, all information is assumed to be releasable to the public unless exempt. Therefore, the information released to you may now be published on our website together with any related information that will provide a key to its wider context.

I attach Annex A, which explains the copyright that applies to the information being released to you.

I also attach Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter, please contact me.

Yours sincerely,

**Defra FOIA and EIRs Team**

**Email** [informationrequests@defra.gsi.gov.uk](mailto:informationrequests@defra.gsi.gov.uk)

## **Annex A**

### **Copyright**

The information supplied to you continues to be protected by copyright. You are free to use it for your own purposes, including for private study and non-commercial research, and for any other purpose authorised by an exception in current copyright law. Documents (except photographs or logos) can be also used in the UK without requiring permission for the purposes of news reporting. Any other re-use, for example commercial publication, would require the permission of the copyright holder.

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## **Annex B**

### **Complaints**

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 18 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Mike Kaye, Head of Information Standards, Area 4D, Nobel House, 17 Smith Square, London, SW1P 3JR (email: [requestforinfo@defra.gsi.gov.uk](mailto:requestforinfo@defra.gsi.gov.uk)) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our [website](#).

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner for a decision. Please note that generally the Information Commissioner cannot make a decision unless you have first exhausted Defra's own complaints procedure. The Information Commissioner can be contacted at:

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