Summary:
Information in relation to BAME diversity within the Civil Service.

Response:

Request for information under the Freedom of Information Act 2000

Thank you for your e-mail of 26th August 2014 asking for information from the Competition and Markets Authority (CMA). Under the FoIA the CMA has a duty to confirm the existence of information requested and to supply that information unless there are good reasons for not doing so. I can confirm that the CMA holds information within the scope of your request and I have set this out below.

The CMA has 505 staff records in scope for this response. Of these, 130 have not answered our disclosure questionnaire and we do not have anything recorded against their record. We have six staff who have actively marked that they do not wish to disclose their status.

1. How many BAME staff do you currently employ within your organisation?

We employ 65 staff or 17.6% (using 369 as a base).

2. How many women do you currently employ within your organisation?

248 staff or 49% are women (using 505 as a base).

3. How many BAME staff do you currently employ in senior management positions i.e. over pay grade 6?

We have 73 members of the Senior Civil Service (SCS), however 21 have not completed our disclosure questionnaire. Of the remaining 52, 5.8% are from a BAME.

4. How many women do you currently employ in senior management positions i.e. over pay grade 6?

From the full SCS of 73, 28 are women (38.4%)

5. Could we please have a breakdown of the different ethnic groups within your senior management positions?

Of those who disclosed their group in the SCS, they list:
- Other mixed ethnicity
- Indian
- Mixed black Caribbean/other

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<th>6. Of the BAME people you have in senior management positions how long have they been employed by you?</th>
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<td>The CMA is a new non-ministerial department created on 1 April 2014. All the staff covered by this data return started with us on 1 April 2014.</td>
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<th>7. How many active schemes to improve diversity do you have within your workplace and how many schemes to encourage future senior BAME employees?</th>
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<td>The CMA is currently working on its Equality and Diversity strategy and action plan for publication to comply with the specific and general requirements of the Equality Act 2010. This strategy, due to be published in December 2014, will cover the overall aims of the CMA and set out activities and schemes including talent schemes to help create future leaders within the CMA and wider Civil Service. The underpinning principle of all activities will be that there should be fair access to all opportunities.</td>
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