



Foreign &
Commonwealth
Office

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FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0493-16

Thank you for your email of 12 May 2016 asking for information under the Freedom of Information Act (FOIA) 2000. You asked a number of questions about the Fletcher Review, Youth Inspiration Group and FCO Cultural Review.

I am writing to confirm that we have now completed the search for the information which you requested and that the Foreign and Commonwealth Office (FCO) does hold information relevant to your request. I have answered your questions in turn below.

1. The full cost to the FCO of the Fletcher review, including internal staff costs and external fees.

The Fletcher Review was fully funded by existing departmental budgets.

The project team was in place for 11 weeks. It was staffed as follows:

Grade	Number of staff	Full time equivalent (FTE)	Average annual salary costs per FTE
D7	1	1	£58,811
D6	6	6	£49,253
C5	1	1	£36,124
C4	3	1.8	£29,785
A2	1	1	£21,088

The only external cost was the pro-rata salary paid to Tom Fletcher to lead the review, who was asked to return to the FCO from special unpaid leave. Further details are provided in the answer to question two.

2. The fees charged by Tom Fletcher or any associated company for the review.

Tom Fletcher was paid on a pro-rata basis within the SMS2 salary band. He worked on the report for 45 days. The average annual salary for an SMS2 officer is £90,849 per FTE.

His exact salary is personal data relating to third parties, the disclosure of which would contravene one of the data protection principles. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed fairly and lawfully. It is the fairness aspect of this principle, which, in our view, would be breached by disclosure. In such circumstances, s.40 confers an absolute exemption on disclosure. There is, therefore, no public interest test to apply.

3. Details of the procurement process for appointing Tom Fletcher (or any associated company) to conduct the review.

Tom Fletcher was asked by the Permanent Under Secretary to return temporarily from Special Unpaid Leave (SUPL) in order to conduct the review. As the review was an internal process, no procurement process was necessary.

4. The full cost to the FCO, including internal staff costs and external fees of the Youth Inspiration Group.

In 2014/15 and 2015/16 respectively, the YIG had an annual budget of £5,000 which covered travel expenses, event costs and promotional material.

The FCO does not hold the costs of the YIG prior to 2014 as the cost was built into a wider departmental budget.

The FCO does not hold information regarding the internal staff costs of the YIG.

5. Any documents relating to the recruitment process for the members of the Youth Inspiration Group.

Members of the YIG have never been subject to a formal recruitment process. In 2012 the FCO identified volunteers by approaching various charities and organisations which promoted the success and development of young people from diverse backgrounds.

The same volunteers remained part of the group until March 2015, at which point existing members organised and delivered their own recruitment campaign. The FCO therefore does not hold the information you have requested.

6. The full cost to the FCO of the Cultural Audit (2008).

The total cost to the FCO, including VAT, was £73,437. The Cultural Audit was commissioned to examine how the FCO was performing against its diversity aims.

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Yours sincerely,

Communication Directorate



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