



Ministry of Defence

Ministry of Defence
 Main Building (06/K)
 Whitehall
 London SW1A 2HB
 United Kingdom +44 (0)20 721 89000
 Telephone [MOD]: +44 (0)20 721 89000
 E-mail: [REDACTED]

Ref: [REDACTED]

[REDACTED]

17 September 2014

Dear [REDACTED],

Thank you for your email dated 26 August in which you requested the following information:

We would like to request information about BAME diversity within the civil service. 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?

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). A search for the information has now been completed within the Ministry of Defence. In regard to Qs 1 – 4, the information is exempt under Section 21 of the FOIA, because it is reasonably accessible to you by other means, as it is already in the public domain in Defence Statistics publication, "Civilian Personnel Biannual Diversity Dashboard", found at <https://www.gov.uk/government/collections/mod-diversity-dashboard-index> valid as at 1 April 2014. Current diversity data can be found in Table 4 of the July 2014 "Quarterly Civilian Personnel Report", found at <https://www.gov.uk/government/collections/mod-civilian-personnel-quarterly-statistics-index>

Please refer to the table below in regard to Q5:

Ethnicity Declaration of Senior Civil Service Personnel - 1 April 2014	
	Headcount
	Total
White	205
Indian-Asian or Asian British	~
Source: Defence Statistics (Civilian)	
1. All totals have been individually rounded to the nearest 5, and may not sum to overall total, ~ indicates a value of less than 5 personnel which cannot be reported.	
2. Data is based on grade of personnel recorded on the Human Resources Management System (HRMS) as being in the Senior Civil Service within a MOD Main Top Level Budget and excludes personnel employed within Trading Funds for which data is not held.	

In regard to Q6, Section 40(2) of the FOIA provides an exemption from disclosing information about identifiable individuals where it would breach the Data Protection Act 1998. The Act contains a number of exemptions from the right of subject access to personal data which is information about a living individual from which that individual can be identified. In this case because the number of individuals is below 5, there is a risk that disclosure may cause these persons to be identified.

In regard to Q7, the MOD participates in a Civil Service-wide positive action programme called 'Levelling the Playing Field', aimed at under-represented groups below Senior Civil Service level who have the potential to progress, including women, minority ethnic and disabled staff. Set up in conjunction with Civil Service Learning, the programme provides structured development to increase skills, knowledge and confidence. The aim is for staff to compete on a level playing field for progression to the next grade. The MOD also offers a range of mentoring schemes to staff, including participation in the Race for Opportunity BAME Mentoring Circle and Stonewall Mentoring programmes. MOD also actively support the wider Civil Service Summer Internship Programme that offer placements from two weeks to two months for students ranging from school age (15) through to undergraduates. In addition a Defence Diversity and Inclusion Programme has been established recently in order to improve the diversity of the workforce, both civilian and military. Work is in hand to identify the actions that will need to be taken under the programme to meet this aim.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>. I hope this information is helpful.

Yours sincerely,

Defence Personnel Secretariat