

15th September 2014

RE: Freedom of Information request – 14/19225

Thank you for your email of 26 August 2014. You have requested the following information:

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?*

Under the Freedom of Information Act 2000 ('the Act'), you have the right to:

- **know whether we hold the information you require**
- **be provided with that information (subject to any exemptions under the Act which may apply).**

I can confirm that the Department holds the information you have requested. The information you requested is as follows:



Q1. There are currently 166 DECC staff who have declared that they belong to a BAME group on our online HR system.

Q2. Currently, 743 staff in DECC are female.

Q3, Q5 and Q6. The department currently employs fewer than ten BAME people in senior management positions. We do not provide information about groups of fewer than ten people because this could allow individuals to be identified. We are withholding this information under Section 40(2) of the Freedom of Information Act. Section 40(2) provides an absolute exemption for personal data which then falls to be dealt with under the Data Protection Act. Personal data of third parties can only be disclosed in accordance with the data protection principles. In particular, the first data protection principle requires that disclosure must be fair and lawful and must comply with one of the conditions in Schedule 2 of the Data Protection Act. We therefore do not think that it is fair to release information on the breakdown of the different ethnic groups represented within DECC senior management nor do we believe it is fair to release the time of employment of those BAME staff and we do not think that any of the relevant conditions of Schedule 2 apply.

Q4. 36 women are currently employed in senior management positions.

Q7. The department has a number of on-going active schemes aimed at improving diversity. These include:

- ❖ the promotion of Civil Service wide learning and development channels to develop staff in at grades below the SCS
- ❖ the use of targeted advertising for DECC roles including specialist segmented media channels

This list is not prescriptive and the department is currently developing new initiatives aimed at improving diversity.

In addition, the department has promoted a number of internal and Civil Service-wide schemes aimed at encouraging future senior BAME employees. These include:

- ❖ **Diversity Day (Internal)** - A day of talks, presentations and workshops within DECC aimed at raising staff awareness of the business benefits of employing a diverse workforce helping. This event took place on the 7th March 2013.
- ❖ **The DECC Mentoring Scheme – (internal)** A scheme developed to provide a confidential one-to-one relationship in which one person (the mentor) acts as a guide and support, allowing them to share their knowledge with another person (the mentee). The scheme is actively promoted to minority ethnic staff in conjunction with the department's Religion and



Ethnic Minority staff network and has the involvement of DECC's senior leaders who act as mentors.

- ❖ **Summer Diversity Internship Programme – SDIP (Civil Service-wide)** - 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. DECC employ a number of interns from the SDIP every year.
- ❖ **Positive Action Pathway ‘Levelling the Playing-Field’ (Civil Service-wide)** – 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.
- ❖ **Crossing Thresholds Programme (Civil Service-wide)** – 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.
- ❖ **The Minority Ethnic Talent Association (META) Programme (Civil Service-wide)** - an 18 month development programme for high potential black and minority ethnic staff at grade 6 and grade 7 levels from across the civil service. It 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. The department's Permanent Secretary and a number of Director Generals have volunteered to support the programme as mentors.

Appeals procedure

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to the Security & Information Rights Unit (foi@decc.gsi.gov.uk).

Information Rights Unit

Department for Business, Innovation & Skills

1 Victoria Street

London

SW1H 0ET

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

DECC HR Management Information