

We were asked:

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?

We replied:

A1. The Wales Office is not an employer in its own right. Ministry of Justice provide employment services on our behalf.

The information you require is exempt from disclosure under section 40(2) of the FOIA. The information held relates to five or fewer members of staff, therefore there is a risk that individuals subject to this information could be identified.

We are not obliged, under section 40(2) of the Act, to provide information that is the personal information of another person if releasing it would contravene any of the Data Protection Principles under the Data Protection Act 1998 (DPA) for example, if disclosure would be unfair within the terms of the First Principle.

The terms of this exemption in the Freedom of Information Act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

I can however provide the percentage of staff working at the Wales Office on Ministry of Justice payroll who have declared themselves as BAME as at 31 Aug 2014 which is presented in the table below.

| | |
|------------|-----|
| BAME | 7% |
| White | 50% |
| Not stated | 2% |
| Undeclared | 41% |

A2. At 31 August, 27 women were employed by the Wales Office. 57% of our organisation are female.

A3. The information you require is already published and available to you.

We are not obliged to provide information if it is reasonably accessible to you by other means (section 21(1) of the Act). The terms of this exemption in the Freedom of Information Act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

The latest information about BAME diversity at senior management level within the Wales Office is as it was at 31 March 2014 and can be found in the following link:

<https://www.gov.uk/government/publications/wales-office-annual-report-2013-14-published>

A4. Please see response to Q3.

A5. Please see response to Q3.

A6. Please see response to Q3.

A7. We are not an employer in our own right - we utilise schemes operated by the Ministry of Justice.