



Foreign & Commonwealth Office

Human Resources Directorate
Foreign and Commonwealth Office
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FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0545-17

Thank you for your email of 5 June 2017 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

What the average hourly earnings were of the Department's (a) BME and (b) non-BME employees in (i) 2016 and (ii) 2017. I would like this information broken down by civil service pay band.

Please can you also provide details of the average hourly earnings for the i) women working for the department and ii) men working in the department in 2016 and 2017 broken down by civil service pay band.

I am writing to confirm that we have now completed the search for the information which you requested.

Earnings can include other net income as well as salary payments, and we do not hold recorded figures for the average hourly earnings of the FCO's BME, non-BME, men or women employees for 2016.

I can confirm that information on equality of pay using annual salaries is available on this link:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/567044/FCO_Equality_Report_2016.pdf

This salary information is exempt from release under Section 21 as it is reasonably accessible to you on the gov.uk public website.

The information you have requested relating to the average hourly earnings for the i) women working for the department and ii) men working in the department in 2017 broken down by civil service pay band is exempt from release under Section 22 of the Freedom of Information Act as the information on the average hourly earnings for the i) women working for the department and ii) men working in the department in 2017 broken down by civil service pay band is information intended for future publication. Section 22 provides that:

1. Information is exempt information if -
 - (a) the information is held by the public authority with a view to its publication, by the authority or any other person, at some future date (whether determined or not),
 - (b) it is reasonable in all the circumstances that the information should be withheld from disclosure until the date referred to in paragraph (a).

Information on average hourly earnings for women and men will be published under the provisions of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We plan to publish this information by the 31st December 2017.

The exemption under Section 22 of the Freedom of Information Act recognises that it must be reasonable in all the circumstances to withhold the information until the date of publication. Given the necessary preparation and administration involved in publishing the information we consider that our publication timetable is reasonable.

Yours sincerely,

Human Resources Directorate



We keep and use information in line with the Data Protection Act 1998. We may release this personal information to other UK government departments and public authorities.