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Our ref: FOI2019/16800
3 September 2019

REQUEST FOR INFORMATION: Race/ethnicity

Thank you for your request for information of 6th August about race/ethnicity. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Your request was as follows:

Please provide a breakdown of what number of your staff identify as which ethnicities/races.

Please provide this information for your staff as a whole, giving numbers for each ethnicity which add to the total number of staff working for you.

Then please break this down by seniority levels. Please identify the seniority bands into which you break your staff (eg, grade 7, grade 6, deputy director, etc). Then for each seniority band please provide the total number of people in that band who identify with each ethnicity. I should be able to add the numbers for each ethnicity within each band to establish the total number of people in that band.

Please note that this is for staff working for your department, not for any agencies or other bodies which might sit under your department.

We can confirm that we have searched our records, and can provide the information below. This data is at the end of quarter one, 30th June 2019.

Data as 30 June 2019	AA/AO	EO	HEO	SEO	G7	G6	SCS	Total
BAME	55	111	117	73	71	11	13	451
White	97	370	727	701	690	231	119	2935
Prefer not to say or unknown	45	154	290	275	267	79	35	1145
Grand Total	197	653	1134	1049	1028	321	167	4531
*There are an additional 32 staff at Defra who do not have grade recorded in the system and have an unknown declaration.								

BAME relates to members of staff from Black, Asian and Minority Ethnic backgrounds. Our HR data base asks for diversity information from staff, but it is not compulsory to declare it.



We have provided the data in this way, as this is how we report on ethnicity and diversity internally, and in data published online.

Defra is committed to having a truly diverse workforce that represents the communities we live in and serve, providing and creating a culture where everyone can bring their whole self to work, can use their whole range of talents and their uniqueness is truly valued.

The Defra Equality, Diversity and Inclusion (EDI) strategy identifies the priorities and actions that Defra will take to become an equal, diverse and inclusive place to work. Our people strategies, policies and EDI aspirations across the Defra group embrace the four themes of Respect, Support, Include and Engage, ensuring that all employees feel genuinely included, valued and supported at work.

In Defra you have the right to a working environment free from discrimination, harassment, bullying and victimisation regardless of age, disability, ethnic or national origin, gender identity, marital status, race, religion, sex, sexual orientation, working hours, trade union membership or trade union activity.

We know we have an under representation of people from minority ethnicities in Defra and that our employees from ethnic minorities are in predominantly lower graded roles. We have set up a project to address this which has three objectives; create a more inclusive culture for BAME employees, support junior BAME employees into middle management and increase BAME representation at SCS.

For more information about Defra diversity information please see information published online here: <https://www.gov.uk/government/publications/defra-group-equality-diversity-and-inclusion-strategy-2017-to-2020> and here: <https://www.gov.uk/government/publications/civil-service-diversity-inclusion-dashboard/civil-service-diversity-and-inclusion-dashboard>

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on [GOV.UK](https://www.gov.uk), together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

We attach Annex A, explaining the copyright that applies to the information being released to you, and Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter please contact me.

Yours sincerely

Information Rights Team
InformationRequests@defra.gov.uk

Annex A

Copyright

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Annex B

Complaints

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 11 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Andrew Mobsby, Head of Information Rights, Area 5B, Nobel House, 17 Smith Square, London, SW1P 3JR (email: InformationRequests@defra.gov.uk) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our [website](#).

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner's Office (ICO) for a decision. Please note that generally the ICO cannot make a decision unless you have first exhausted Defra's own complaints procedure. The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF