



Homes England

Date: 11 January 2024

Our Ref: RFI4563

Tel: 0300 1234 500

Email: infogov@homesengland.gov.uk

[REDACTED]
By Email Only

Dear [REDACTED]

RE: Request for Information – RFI4563

Thank you for your request for information which was processed in accordance with the Freedom of Information Act 2000 (FOIA).

You requested the following information:

This is an information request relating to Diversity, Equality and Inclusion roles:

Please include the following information for the following years, 2019/20, 2020/21, 2021/22 and 2022/23:

- **A list of all the staff networks at Home England**
- **Whether each network receives funding from Home England and, if so, how much (please express annually for the last four financial years)**
- **How much FTE equivalent staff time each network is entitled to. For example, a staff network may have a chair who's entitled to spend 10% of their working hours devoted to the network (please express annually for the last three financial years)**
- **A list of events that each network has held in this financial year so far (April to the present day), including the title of the event, information on any guest speakers and the time of the event**

Response

We can confirm that we do hold some of the requested information. We do not hold information relating to all the financial years specified in the request. We will address each of your queries in turn below:





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A list of all the staff networks at Home England

We do not hold a list for all the years specified in the request as we do not record this information historically. We can provide a list of staff networks for the current financial year 2023/24. They are entitled as follows:

- Disability & Carers
- Neurodiversity
- Build Together and Friends
- Lead Together
- BAME
- Women in Digital
- Faith
- Women's Inclusive

Whether each network receives funding from Home England and, if so, how much (please express annually for the last four financial years)

No funding is received although requests can be made for specific events. This information is not recorded in a way that could be distinguished from other event expenditure.

How much FTE equivalent staff time each network is entitled to. For example, a staff network may have a chair who's entitled to spend 10% of their working hours devoted to the network (please express annually for the last three financial years).

We can confirm there are no formal arrangements in place.

A list of events that each network has held in this financial year so far (April to the present day), including the title of the event, information on any guest speakers and the time of the event.

Please see the table below for a list of events held by our staff networks.

Section 40 – Personal information

We are withholding some information on the grounds that it constitutes third party personal data and therefore engages section 40(2) of the FOIA. Specifically, we are withholding the names of staff who have been a guest speaker at network held events.





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To disclose personal data, such as names, contact details, addresses, email addresses and personal opinions could lead to the identification of third parties and would breach one or more of the data protection principles.

Section 40 is an absolute exemption which means that we do not need to consider the public interest in disclosure. Once it is established that the information is personal data of a third party and release would breach one or more of the data protection principles, then the exemption is engaged.

The full text in the legislation can be found on the following link:

<https://www.legislation.gov.uk/ukpga/2000/36/section/40>

Please note that the networks often promote broader events hosted by third parties, we have also provided this information for full transparency on a discretionary basis.

Network	Event held by the network	Event hosted by third party
Disability and Carers	No events. Regular routine drop-in meetings held.	
Neurodiversity	No events. Regular routine drop-in sessions.	
Build Together and Friends	LGBT+ Inclusive Retirement Communities. 27 April 13:00. Guest Speaker Anna Kear. Pride Lunch (Newcastle). 6 June 2023 Pride Lunch (Liverpool). 13 June 2023. Pride Lunch (Manchester). 14 June 2023. Pride Lunch (Coventry). 15 June 2023.	





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	<p>Pride Lunch (London). 16 June 2023.</p> <p>Power of Allyship. 27 June 2023 12:30. Guest speaker Josh Willacy.</p> <p>Tonic Housing site visit. 9 November 2023.</p> <p>Wear it Red Day. 7 December 2023.</p>	
<p>Lead Together</p>	<p>Let's Talk Coaching. 17 May 2023 14:00 - 14:45 Internal staff only in attendance, no guest speaker</p> <p>Let's Talk Leadership. 13 July 2023 12:00 - 13:00 Internal staff only in attendance, Guest speaker was internal member of staff from the exec team</p> <p>Let's Talk Leadership – 'Being a leader at any level'. Joint event with the Women's Inclusive Network. 13 September 2023 12:00 - 13:00 Guest speaker Keela Shackle-Smith MBE</p>	





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	<p>Let's Talk Leadership with the Shadow Leadership Board. 9 November 2023 13:30 – 14:30 Internal staff only in attendance, Guest speakers were internal members of staff from the Shadow Leadership Board</p>	
<p>BAME</p>	<p>No events</p>	<p>Birmingham Race Impact Group "Housing Race Summit". 15th June 2023 - all day event https://www.wearebrig.co.uk/ Key guest speakers were: Prof. Martin Levermore DL - Vice-Chairman of Nehemiah Housing Association Mushtaq Khan - Former President Birmingham Law Society and Non-Executive Director & Chair of Homes & Communities Committee at Accord Group Jagwant Johal – Co-founder of Birmingham Race Impact Group</p> <p>We encourage colleagues to join the plethora of events organised by the cross-government Civil Service Race Forum https://civilservice.blog.gov.uk/civil-service-race-forum/</p> <p>Tuesday 3 October, 12:00 – 13:00: An interview with Abigail Agyei, MBE - 'Learning to Love My Brain'</p>





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		<p>Wednesday 4 October, 13:00 – 14:00: Celebrating Black History Month as Black Queer Women</p> <p>Thursday 5 October, 12:00 – 13:00: Cross government Race Network Leaders panel discussion</p> <p>Monday 9 October 2023, 12:00 – 13:00: Black Women living with long term health conditions</p> <p>Tuesday 10 October, 13:00 – 14:00: An interview with Funke Oham</p> <p>Wednesday 11 October, 13:15 – 14:30: National Coming Out Day panel discussion</p> <p>Thursday 12 October, 13:00 – 14:00: Black women and wellbeing</p> <p>Monday 16 October, 13:00 – 14:00: Sister’s wellbeing safe space listening circle [Open to only Black and mixed heritage women]</p> <p>Wednesday 18 October, 12:00 – 13:00: An interview with Grace Moronfolu</p> <p>Wednesday 18 October, 17:00 – 19:00: YDWC Debate – Meritocracy is Flawed (In person event)</p>
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		<p>Thursday 19 October, 12:00 – 13:00: Spotlight on the Civil Service Languages Network</p> <p>Thursday 19 October, 13:30 – 14:30: An interview with Natasha Harris</p> <p>Wednesday 25 October, 12:00 – 13:00: An interview with Yasmina Hedhli</p> <p>Wednesday 25 October, 13:00 – 14:00: SCS Race to The Top – New Leadership</p> <p>Thursday 26 October, 12:00 – 13:00: Experiences of Black Women in the Foreign Office of the UK During the Post-Colonial Era</p> <p>Tuesday 31 October, 12:30 – 13:30: ‘Black Joy’ Celebrating the women that inspire us</p>
<p>Women in Digital</p>	<p>No events. Informal drop in sessions held.</p>	<p>From Self Criticism to Inner Wisdom. 26 April 2023 18:30.</p> <p>Trailblazing Women. 25 May 2023 10:30.</p> <p>Muslim Tech Festival. 27 May 2023. Accent Bias. Tech Talent Charter. 11 May 2023 13:00.</p> <p>Career Q&A. Hosted by Reed. Various dates.</p>





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		<p>Taking CTRL: From Potential to Power. NMEs Black History Month. 4 October 2023 13:00.</p> <p>Embracing Introversion. Tech Talent Charter Event. 15 November 2023 13:00</p>
Faith	<p>Problems of a debt based housing sector and ideas for reform. 30 November 13.00 – 14.00. Guest speaker Dr Paul Mills.</p>	
Women’s Inclusive	<p>Let’s Talk Leadership – 'Being a leader at any level'. Joint event with the Lead Together Network. 13 September 12:00 - 13:00 Guest speaker Keela Shackle-Smith MBE</p>	

Right to Appeal

If you are not happy with the information that has been provided or the way in which your request has been handled, you may request an internal review. You can request an internal review by writing to Homes England via the details below, quoting the reference number at the top of this letter.

Email: infogov@homesengland.gov.uk

Information Governance Team
Homes England
Windsor House
6th Floor
42-50 Victoria Street

6th Floor
Windsor House
42 - 50 Victoria Street, Westminster
London, SW1H 0TL

0300 1234 500
@HomesEngland
www.gov.uk/homes-england





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London

SW1H 0TL

United Kingdom

Your request for review must be made in writing, explain why you wish to appeal, and be received within 40 working days of the date of this response. Failure to meet this criteria may lead to your request being refused.

Upon receipt, your request for review will be passed to an independent party not involved in your original request. We aim to issue a response within 20 working days.

You may also complain to the Information Commissioner's Office (ICO) however, the Information Commissioner does usually expect the internal review procedure to be exhausted in the first instance.

The Information Commissioner's details can be found via the following link:

<https://ico.org.uk/>

Please note that the contents of your request and this response are also subject to the Freedom of Information Act 2000. Homes England may be required to disclose your request and our response accordingly.

Yours sincerely,

The Information Governance Team

For Homes England

