



Government Legal Department

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[REDACTED]

Ref No: FOI 25_083

2nd May 2025

Dear [REDACTED]

Thank you for your email of 29 April 2025 containing your request for information. The Government Legal Department ("GLD") have considered your request under the Freedom of Information Act 2000 ("the Act", "FOIA).

Request

1. Does your department/ public body know what its ethnicity pay gap was for the reporting years April 2023 to 31 March 2024, April 2022 to 31 March 2023 or April 2021 to May 2022, please?

1a. If it did monitor the ethnicity pay gap in any or all of these years, please share the results with me.

(For the avoidance of doubt, I want to know what the ethnicity pay gaps were for these years. Please provide me with any written outcomes of this monitoring, even if these are internal documents.)

2. Is your department/public body currently monitoring its ethnicity pay gap for the April 2025 to March 2026 reporting period, please?

2a. If it is monitoring this, does it currently intend to publish the results?

3. How many FTE employees currently work for your department/ non-governmental public body?

3a. If possible, please provide an ethnicity breakdown for these employees.

If you need any further information from me in order to deal with my request, please let me know.

If you are encountering practical difficulties with complying with this request, please contact me as soon as possible (in line with your duty under section 16 to advise and assist requesters), so that we can discuss the matter and if necessary I can modify the request.

If you are able to supply some of this information more quickly than other items, please supply each item when you can rather than delay everything until it is all available.

If it is necessary for any reason to redact any personal information, please redact the minimum necessary and send me the rest of the material, explaining the legal grounds for each redaction.

Response

Pursuant to Section 1(1)(a), GLD confirms that it partially holds the information you have requested. Please see our response below:

1. **“Does your department/ public body know what its ethnicity pay gap was for the reporting years April 2023 to 31 March 2024, April 2022 to 31 March 2023 or April 2021 to May 2022, please?”**

We do not hold this information.

1a. “If it did monitor the ethnicity pay gap in any or all of these years, please share the results with me.”

Non-Applicable.

2. **“Is your department/public body currently monitoring its ethnicity pay gap for the April 2025 to March 2026 reporting period, please?”**

At this time, GLD is not monitoring the ethnicity pay gap for the April 2025 to March 2026 reporting period.

2a. “If it is monitoring this, does it currently intend to publish the results?”

Non-Applicable.

3. **“How many FTE employees currently work for your department/ non-governmental public body?”**

As of 31st March 2025, GLD had 3080.20 FTE employees.

3a. “If possible, please provide an ethnicity breakdown for these employees.”

Ethnicity Grouped	GLD - FTE	Percentage of FTE
Ethnic Minority	711.12	23.09%
Not Declared	45.11	1.46%
Not Reported	697.42	22.64%
White	1626.56	52.81%
Total	3080.20	100.00%

Ethnicity	GLD - FTE	Percentage of FTE
Asian	335.83	10.90%
Black	216.44	7.03%
Chinese	20.20	0.66%
Mixed	103.51	3.36%
Not Declared	45.11	1.46%
Not Reported	697.42	22.64%
Other	35.15	1.14%
White	1626.56	52.81%
Grand Total	3080.20	100.00%

Please note: The above figures include employees on career breaks, unpaid leave, and special leave, but exclude agency and contractor workers, as well as those not on the payroll. These numbers are accurate as of 31st March 2025, and represent the FTE of employees rather than headcount.

Your Rights

If you are dissatisfied with the handling of your request, you have the right to ask GLD for an internal review. Internal review requests should be submitted to GLD within two months of the date of receipt of the response to your original correspondence. Please use the contact details provided at the top of this letter in order to request an internal review relating to your original request.

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
www.ICO.org.uk

Yours sincerely,

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