

JUNE 2021 FREEDOM OF INFORMATION RESPONSES

Year	Month	FOI Reference	Topic
2021	Jun	FOI/21/080	Lost or stolen mobile phones: disciplinary action against staff
2021	Jun	FOI/21/081A	Archival file request: Stalker / Sampson Inquiry
2021	Jun	FOI/21/082	Staff retention
2021	Jun	FOI/21/083	Permanent Secretary meetings
2021	Jun	FOI/21/084	Staff satisfaction surveys
2021	Jun	FOI/21/085	Hosting contracts
2021	Jun	FOI/21/086	Ministerial meeting with the Loyalist Community Council and paramilitary representatives
2021	Jun	FOI/21/087	Spending on magazine and television channel subscriptions
2021	Jun	FOI/21/088	Staff complaints: bullying and racist behaviour
2021	Jun	FOI/21/089	Special Advisers' WhatsApp messages
2021	Jun	FOI/21/092	Staff complaints: sexual harassment
2021	Jun	FOI/21/093	Prisoners' voting rights
2021	Jun	FOI/21/094	Spending on Stonewall Equality Limited
2021	Jun	FOI/21/096	Bridge or tunnel project between Northern Ireland and Great Britain
2021	Jun	FOI/21/097	Brexit preparations: trade impact in Northern Ireland
2021	Jun	FOI/21/099	Staffing: ethnicity and gender breakdown
2021	Jun	FOI/21/103	Staff retention
2021	Jun	FOI/21/110	Procurement

FOI Request Reference	FOI/21/080
Month Issued	June 2021
Request	1. <i>How many members of staff, and at what grade, have been disciplined for the loss or theft of officially issued mobile phones, laptops or tablets in the NIO for each of the last five years?</i> 2. <i>What punishment was given?</i>
Response	Question 1: In response to your first question I have considered your request and I can confirm that the department holds information that you have asked for, but in this case we will not be providing it to you as it is exempt from disclosure. Due to the small number involved and the potential to identify individual staff member(s) 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 2018 (DPA). In this instance we believe that the release of this information would contravene the first data protection principle and therefore section 40(2) is engaged. 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. Question 2: All instances of loss or theft are assessed on a case by case basis and, where appropriate, the department's disciplinary procedures are enacted.

FOI Request Reference	FOI/21/081A
Month Issued	June 2021
Request	<i>I am writing to request, under the Freedom of Information Act 2000, the release of four Northern Ireland Office records which were originally retained by your department under Section 3(4) of the Public Records Act 1958, and were all due for reconsideration in 2018.</i> <i>These records are:</i> • <i>CJ 4/6274</i> • <i>CJ 4/6275</i> • <i>CJ 4/6276</i> • <i>CJ 4/6277</i> <i>I have checked on your website and in the National Archives catalogue and none of these records has been released yet.</i>

Response	We have handled your request under the Freedom of Information Act 2000. We do hold information that you requested, however the files you have requested have been retained by the NIO under S22 due for future publication at The National Archives. The Advisory Council on National Records & Archives (ACNRA) accepted the NIO's case for retaining these files in-house because of the clear possibility of the Northern Ireland Coroner requiring them to assist in his inquests into Troubles-related deaths. This material may also be needed by Police Scotland for a parallel criminal investigation. The dates for the inquests have yet to be set; and Police Scotland's investigations have not yet concluded. In the light of this, the NIO is unable to make records publicly available. At the point when this does become possible, we will take all necessary steps to ensure that the files are transferred to The National Archives promptly. It is possible that the files contain further redactions or may be fully closed for a period of time depending on the sensitivity of the information contained within the files.
-----------------	---

FOI Request Reference	FOI/21/082
Month Issued	June 2021
Request	<i>I am writing under the Freedom of Information Act and would like to know the following:</i> <i>1. Who is your longest-serving member of staff?</i> <i>2. How long has your longest-serving member of staff worked for your department for?</i> <i>3. What is your average employee retention rate?</i>
Response	In response to questions one and two, we are not obliged, under section 40(2) of the Act, to provide information that is the personal information of another person if releasing this would contravene any of the Data Protection Principles under the Data Protection Act 2018 (DPA). In this instance, we believe the release of this information would contravene the first data protection principle and therefore section 40(2) is engaged. 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. In response to question three. The request is significantly broad, we therefore ask for the question to be refined and to include a specific period.

FOI Request Reference	FOI/21/083
Month Issued	June 2021
Request	<i>It appears your department released a transparency document on 7th May 2021 for the meetings of senior staff.</i>

	<i>In relation to the two meetings detailed below could the department provide all information held relating to these meetings, including communications, a full list of attendees and minutes of the meetings?</i> <i>Madeline Alessandri on 2020-10-20</i> <i>Madeline Alessandri on 2020-11-02</i>
Response	We have handled your request under the Freedom of Information Act 2000. I can confirm that the Northern Ireland Office holds information that you have asked for. On 9 December 2020, Minister Walker answered a written question in relation to one of the meetings you refer to. You can find the answer on the Parliament website here. However, the information you have requested is exempt under section 35(1)(a) and (b) of the Freedom of Information Act, which protects the formulation of policy and communications between Ministers. Disclosure would weaken Ministers' ability to discuss controversial and sensitive topics free from premature public scrutiny. Section 35 is a qualified exemption and I have considered whether the balance of the public interest favours our release of this material. There is a general public interest in disclosure of information and I recognise that openness in government may increase public trust in and engagement with the government. I recognise that the decisions Ministers make may have a significant impact on the lives of citizens and there is a public interest in their deliberations being transparent. These public interests have to be weighed against a strong public interest that policy-making and its implementation are of the highest quality and informed by a full consideration of all the options. Disclosure of this information for public scrutiny would impact the candour of concerned parties in future meetings, with the result that these would no longer serve as a useful forum for debate free from public scrutiny. This in turn would lead to poorer outcomes at the level of ministerial discussion, and thus poorer policy outcomes. It is important that ministers in both the Northern Ireland Executive and the UK Government are able to discuss associated funding, as well as formulate associated policy, without premature public scrutiny. Ministers must be able to discuss policy freely and frankly, exchange views on available options and understand their possible implications. The candour of all involved would be affected by their assessment of whether the content of the discussions will be disclosed prematurely. If discussions were routinely made public there is a risk that Ministers may feel inhibited from being frank and candid with one another. As a result the quality of debate underlying collective decision making would decline, leading to worse informed and poorer decision making. Taking into account all the circumstances of this case, I have concluded that the balance of the public interest favours withholding this information.
FOI Request Reference	FOI/21/084

Month Issued	June 2021
Request	<i>I am making a request under the Freedom of Information Act.</i> <i>Please provide me with the results of any and all departmental staff surveys carried out in the last 18 months.</i> <i>For clarity, I am looking for surveys related to staff satisfaction - and the overall results of answers to each question in such surveys.</i> <i>If possible, please provide me with copies of the reports/memos these results were presented in But if not, I'm happy just to receive the results of answers to questions</i>
Response	I can confirm that the department holds information that you have asked for. The information is exempt under section 21 of the FOI Act because it is reasonably accessible to you, and I am pleased to inform you that you can access it via the following links: NIO People Survey Report 2019 Report (publishing.service.gov.uk) NIO People Survey Report 2020 https://www.gov.uk/government/publications/civil-service-people-survey-2020-results Please note that the results of the NIO 2020 Survey Report have been merged together with the other Territorial Offices; Scotland and Wales.

FOI Request Reference	FOI/21/085
Month Issued	June 2021
Request	<i>I wish to submit a request to the organisation around their hosting contract(s) with 3rd party providers.</i> <i>The type of contract I wish to see is below:</i> <i>1. Dedicated hosting- Managed environment</i> <i>2. Co-Location- hosting allows a business to still own their own server equipment; however, instead of storing it in their own data centre, they instead are able to store it in rented space in a colocation hosting centre.</i> <i>3. Cloud Hosting- Cloud hosting services provide hosting for websites on virtual servers, which pull their computing resource from extensive underlying networks of physical web servers.</i> <i>Not all of these will be applicable to the organisation.</i>

	<i>For the different types of hosting services, can you provide me with the following information:</i> <i>1. Type of hosting – Dedicated, Co-Location, Cloud Hosting, Other?</i> <i>2. Who is the supplier of the contract? If possible can you also provide me with the name of the vendor, if applicable?</i> <i>3. What is the annual contract value for each contract?</i> <i>4. What type of cloud environment?</i> Private Cloud- <i>a distinct and secure cloud based environment in which only the specified client can operate.</i> Public Cloud - <i>where cloud services are provided in a virtualized environment, constructed using pooled shared physical resources, and accessible over a public network such as the internet.</i> Hybrid- <i>integrated cloud service utilising both private and public clouds to perform distinct functions within the same organisation.</i> <i>5. What is the original start date of the contract agreement? If there are more than one contract please provide me with the start date for each contract.</i> <i>6. What is the actual expiry date of the contract agreement? If there are more than one contract please provide me with the expiry date for each contract.</i> <i>7. When will the organisation plan to review this contract? If there are more than one contract please provide me with the review date for each contract.</i> <i>8. What is the contract period in years? Please include whether the agreement has any extension periods?</i> <i>9. What services are provided under the contract? Please do not put hosting information such as web hosting, file storage, hosted application. The more information the better,</i> <i>10. Can you please provide me with the contract officer responsible for this contract? Complete contact details if possible name, title, contact email and number.</i>
Response	In response to your enquiry: - The Northern Ireland Office receives managed ICT services from IT Assist (ITA), which is a service provided by Enterprise Shared Services, a body within the Department of Finance, Northern Ireland. The information requested is, therefore, not held by this Department. This information may be available from the Department of Finance, Northern Ireland who can be contacted at foi@finance-ni.gov.uk.

FOI Request Reference	FOI/21/086
Month Issued	June 2021
Request	<i>If you could provide all information relating to the meeting between Brandon Lewis and the Loyalist Communities Council and Paramilitary Representatives held earlier this month. As part of this could you provide the names and organisations represented for all attendees as is expected under government transparency rules and notes of the meeting.</i>
Response	The information you have requested is exempt under section 35(1)(a) of the Freedom of Information Act, which protects the formulation of policy and communications between Ministers. Disclosure would weaken Ministers' ability to discuss controversial and sensitive topics free from premature public scrutiny. Section 35(1)(a) is a qualified exemption, which means that the decision to disclose the requested material is subject to the public interest test. When assessing whether or not it was in the public interest to disclose the information to you, we took into account the following factors: • Public interest considerations favouring disclosure • The public having a greater understanding of Government policy; • Greater transparency of Government policy. These public interests have been weighed against a strong public interest that policy-making and its implementation are of the highest quality and informed by a full consideration of all the options. Ministers must be able to discuss policy freely and frankly, exchange views on available options and understand their possible implications. The candour of all involved would be affected by their assessment of whether the content of the discussions will be disclosed prematurely. If discussions were routinely made public there is a risk that Ministers may feel inhibited from being frank and candid with one another. As a result the quality of debate underlying collective decision making would decline, leading to worse informed and poorer decision making. This could potentially damage the Government's policy-making process for economic investment, which remains ongoing. Taking into account all the circumstances of this case, we reached the view that, on balance, the public interest favours withholding this information at this time.

FOI Request Reference	FOI/21/087
Month Issued	June 2021
Request	• <i>Could you please tell me what subscriptions to magazines and television channels your Department funds?</i> • <i>And what is the annual cost of each of those subscriptions?</i>

Response	In response to your query I can confirm that the Northern Ireland Office does not subscribe to any magazines or television channels.
FOI Request Reference	FOI/21/088
Month Issued	June 2021
Request	<i>I am writing to you under the freedom of information act 2000 to request the following</i> <i>1. How many reports/ complaints have been made about bullying by a member of your staff against a co-worker in the last three financial years (2018-19, 2019-2020, 2020-2021)?</i> <i>Please break it down by year and say whether there was an investigation into the complaint and if so what the outcome was i.e. disciplinary action was taken.</i> <i>2. How many reports/ complaints have been made about racism/ racist behaviour by a member of your staff against a co-worker in the last three financial years (2018-19, 2019-2020, 2020-2021)?</i> <i>Please break it down by year and say whether there was an investigation into the complaint and if so what the outcome was i.e. disciplinary action was taken.</i>
Response	The Northern Ireland Office operates a zero tolerance policy towards bullying and racism/racist behaviour. The policies and procedures followed by the department are designed to ensure all staff are treated with dignity and respect, to which the Department is fully committed. In Response to Q1, as there were fewer than five reports/complaints made about bullying by a member of NIO staff, against a co-worker in the last three financial years (2018/19, 2019/20 and 2020/21), we are not obliged, under section 40(2) of the Act, to provide information that is the personal information of another person if releasing would contravene any of the provisions in the Data Protection Act 1998 (DPA). In this instance we believe that the release of this information would contravene the first data protection principle and therefore section 40 (2) is engaged. 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. In response to Q2, there have been no complaints/reports made about racism/racist behaviour by a member of NIO staff against a co-worker in the last three financial years (2018/19, 2019/20 and 2020/21).

FOI Request Reference	FOI/21/089
Month Issued	June 2021
Request	<i>I would like to submit a Freedom of Information request please in relation to WhatsApp messages.</i> <i>1. Can you please tell me how many WhatsApp messages that Special Advisors working in your department sent as part of their work as civil servants on the 26th May, 2021.</i> <i>2. Can you also provide me with copies of those messages on WhatsApp sent on that day by your Special Advisors that were specifically discussing Mr Dominic Cummings?</i>
Response	We are writing to advise you that the Northern Ireland Office is unable to confirm or deny whether the information you have requested in your request 1 is held under section 31(3) of the Freedom of Information Act 2000 ('the Act'). We consider that confirming or denying that such information is held would be likely to prejudice (a) the prevention or detection of crime, (b) the apprehension or prosecution of offenders and (c) the administration of justice. A confirmation or denial that Northern Ireland Office officials used WhatsApp would provide information as to which messaging service those officials used. It would either confirm that those officials use WhatsApp (which is neither confirmed nor denied) or it would deny that those officials use it, which leaves open the possibility that it uses other messaging services. It would then be open to other requests for information as to whether Northern Ireland Office officials use those other messaging services. We can confirm that special advisers receive appropriate advice on the security of their Communications.

FOI Request Reference	FOI/21/092
Month Issued	June 2021
Request	<i>I am writing to you under the freedom of information act 2000 to request the following:</i> <i>1. How many reports/ complaints have been made about sexual harassment or misconduct by a member of your staff against a co-worker in the last three financial years (2018-19, 2019-2020, 2020-2021)?</i> <i>Please break it down by year and say whether there was an investigation into the complaint and if so what the outcome was ie disciplinary action was taken.</i>

	<i>I am defining sexual misconduct as a range of behaviours including sexual assault, harassment, stalking, voyeurism, and any other conduct of a sexual nature that is non-consensual or has the purpose or effect of threatening, intimidating, or coercing a person.</i>
Response	In response to your question, there have been no reports or complaints from staff members against co-workers surrounding sexual harassment or misconduct for the periods requested.

FOI Request Reference	FOI/21/093
Month Issued	June 2021
Request	<i>In November 2017, the UK Government submitted its 'concrete proposals' to the Council of Europe to address the case of HIRST (No. 2) v. the United Kingdom. Alongside plans to allow prisoners granted temporary release to vote and a commitment to provide clearer guidance to those released on Home Detention Curfew, the UK Government proposed to amend 'the standard warrant of committal to prison' and to ensure that the 'UK Judiciary' 'is aware that the loss of the right to vote is a consequence of a custodial sentence'. While the UK Government is responsible for these matters in Wales and England, it also stated its intention to liaise with the authorities in Scotland and Northern Ireland in order to resolve this issue for the whole of the UK. See Communication from the United Kingdom concerning the case of HIRST (No. 2) v. the United Kingdom (Application No. 74025/01):</i> https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680763233 <i>In accordance with the Freedom of Information Act 2000, can you please provide me with the following information:</i> <i>1. Can you please provide me with a copy of the guidance that was issued to ensure that the Judiciary of Northern Ireland is aware that the loss of the right to vote is a consequence of a custodial sentence?</i> <i>2. Can you please tell me when this guidance was issued to the Judiciary of Northern Ireland?</i> <i>3. Can you please confirm if the proposed changes to the 'standard warrant of committal to prison' (to inform prisoners that they have lost their right to vote) have been made?</i> <i>4. Can you please tell me when the changes to the 'standard warrant of committal to prison' (to inform prisoners that they have lost their right to vote) were made?</i> <i>5. Can you please provide me with a copy of (i) the standard warrant of committal to prison before the change was made and (ii) the standard warrant of committal to prison since the change has been made?</i>
Response	We have considered the request and given its content our assessment is this should be treated as a Freedom of Information request under the Freedom of Information Act 2000 (FOIA).

	The information you have requested is not held by the Northern Ireland Office. Under normal circumstances the Department's advice would be to contact the Department of Justice as their records may better reflect your area of study; however I note in your original enquiry that you have already contact them. Therefore, unfortunately, as the Department holds no relevant in-scope information either I am unable to offer further potential public authorities whom might hold this information.
--	---

FOI Request Reference	FOI/21/094
Month Issued	June 2021
Request	1. <i>What payments, if any, you made to Stonewall (officially Stonewall Equality Limited) in the financial year 2019/20.</i> 2. <i>What payments, if any, you made to Stonewall (officially Stonewall Equality Limited) in the financial year 2020/21.</i> 3. <i>What payments, if any, you expect to make to Stonewall (officially Stonewall Equality Limited) in the current financial year.</i>
Response	Your request has been handled under the Freedom of Information Act 2000 (FOIA) and I can confirm that the following payments have been made to Stonewall Equality Limited: • 2019/20: £0.00 • 2020/21: £3,000.00 • 2021/22: £3,000.00 These payments are for NIO's participation in the Diversity Champions programme run by Stonewall. Participation in the scheme gives the NIO access to training, resources and advice on good practice on inclusivity. The programme also gives us access to the annual Workplace Equality Index run by Stonewall.

FOI Request Reference	FOI/21/096
Month Issued	June 2021
Request	<i>This is a request under the Freedom of Information Act for any records generated in 2020 and 2021:</i> • <i>Has the department carried out or commissioned any feasibility studies in relation to constructing a bridge or tunnel between Northern Ireland and Britain?</i> • <i>Please provide the dates of such studies and names of any consultants involved</i> • <i>Please provide copies of the studies</i>
Response	I can confirm that, following a review of all held information, the Northern Ireland Office holds no information in-scope of your enquiry.

	You may be interested to know that there is currently an independent Union Connectivity Review being carried out, which was commissioned by the Prime Minister. Sir Peter Hendy CBE is the Chair of the Review. The secretariat for the Review is provided by the Department for Transport. The UCR interim report, published on 10 March 2021, gives further details of the progress of the Review and makes specific reference to a fixed link on page 11: <i>The Terms of Reference of the Review require Sir Peter to consider transport links between Northern Ireland and Great Britain. A key part of this consideration is the possible development of a fixed link. In order to effectively deliver recommendations on a technical project of this nature Sir Peter has procured the services of Doug Oakervee CBE and Professor Gordon Masterson who will be considering the feasibility, cost and timescales for this specific proposal.</i> The final UCR report is due to be published in the summer. You may therefore, if you have not already done so, wish to contact the Department of Transport as their records may better reflect your area of study. I trust that this information is of at least some use to you and I wish you all the best with your research.
--	--

FOI Request Reference	FOI/21/097
Month Issued	June 2021
Request	<i>I am writing to make a request for all the information to which I am entitled under the Freedom of Information Act 2000.</i> <i>Please send me:</i> <i>a. Any documents, analysis reports or electronic correspondence from October 2019 and November 2019 held by this department relating to the risk of chilled meat products being banned from import to Northern Ireland from Great Britain as a result of the Northern Ireland Protocol within the Withdrawal Agreement from the EU</i> <i>b. Any other documents, analysis reports or electronic correspondence from October 2019 and November 2019 held by this department in relation to any other potential impacts on trade between Northern Ireland and Great Britain as a result of the Northern Ireland Protocol within the Withdrawal Agreement from the EU</i>
Response	a. With regards the first part of your request, the information requested is not held by this department.

	b. I can confirm that the Northern Ireland Office holds information that you have asked for. However, section 12(1) of the FOIA allows us to decline to answer FOI requests when we estimate it would cost us more than £600 (equivalent to 3.5 working days' worth of work, calculated at £25 per hour) to identify, locate, extract and then provide the information that has been asked for in a request . We have made the decision to decline your request, as to comply with it, officials would be required to open and read several thousand records individually stored in a number of locations, and given the broad scope of your request we consider this would cost over £600. You should not infer from this that the Northern Ireland Office holds a large amount of information relating to the subjects you have asked about, only that we would need to search through a large number of records in order to find out whether we hold any information relevant to your request. Although we cannot answer your request at the moment, we might be able to answer a further refined request within the cost limit. You may wish to reconsider the scope of your FOI request and submit a revised and more targeted request by providing a more specific type of correspondence.
--	--

FOI Request Reference	FOI/21/099
Month Issued	June 2021
Request	<i>Please provide a breakdown of what number of your staff identify as which ethnicities/races. I have broken my request down into three parts.</i> <i>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.</i> <i>E.g.: Race A - 15 people; Race B - 10 people. Total staff = 25 people</i> <i>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, 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.</i>

	<i>E.g.: Senior Management: Race A - 10 people, Race B - 20 people, Total in this band = 30 people etc Upper middle management: Race A - 5 people, Race B - 25 people, Total in this band 30 people, etc. And so on.</i> 3. <i>Then if possible please can you present the same information as in 2 but now also broken down by gender.</i> <i>E.g.: Senior management: Race A - 10 people (3 men and 7 women), Race B - 20 people (15 men and 5 women) etc. Upper middle management: Race A - 5 people (2 men and 3 women), Race B 25 people (5 men and 20 women) etc. And so on.</i> <i>Please note that while I am aware that data around this issue is published, it does not have the level of granularity I am asking for here so there is no argument that the information is already in the public domain.</i> <i>Please note that I am specifically asking about the department's staff and not about any agencies that sit under you. If you are able to provide data for any agencies that sit under you, within the time/cost limit of this request then please do this as well, but if you do so please can you separate these out from the data relating to your department.</i>
Response	Please see the tables below which set out the information you have requested. This information represents only the Northern Ireland Office (NIO) staff who have chosen to declare their ethnicity. We would not group the respective grades as set out in your examples but rather as SCS (Senior Civil Service) grade, which represents NIO staff at Deputy Director, Director and Permanent Secretary level and then respective grades in descending order of seniority. The NIO takes its HR services from the Ministry of Justice who provide the diversity monitoring criteria, systems and reporting tools. The information is provided as of June 2021. Q1 Table Total numbers of staff who identified with specific ethnicities <5 = Between 1 and 5 people Staff are provided with a range of options to identify their ethnicity, and have an option to not declare their ethnicity, or to declare a preference not to disclose their ethnicity. The full list of options available to staff are: • Arab • Asian Bangladeshi • Asian Indian

- Asian Pakistani
- Black Caribbean
- Black African
- Chinese
- Mixed Asian & white
- Mixed black African & white
- Mixed black Caribbean & white
- Other Asian background
- Other black background
- Other ethnic background
- Other mixed ethnic background
- Prefer not to say
- White

Of these, staff declared the following as at June 2021:

Ethnicity declared	White	Arab	Black-Caribbean	Mixed - Black Caribbean and White	Prefer not to say	Ethnicity not declared
Number of Staff	95	<5	<5	<5	<5	57

Q2 Table

SCS :- defined as Deputy Directors, Directors and Permanent Secretary

Ethnicity declaration by grade

<5 = Between 1 and 5 people

Ethnicity declared by grade	White	Arab	Black-Caribbean	Mixed - Black Caribbean and White	Prefer not to say	Ethnicity not declared

SCS	11	0	0	0	<5	<5
Grade 6	<5	0	<5	0	<5	<5
Grade 7	27	0	0	0	<5	18
Band B/SEO	24	0	0	0	<5	18
Band C/HEO	13	<5	0	0	<5	7
Band D/EO	12	0	0	0	<5	6
Band E/AO	5	0	0	<5	<5	<5

Q3 Table

By grade and gender

Female (F)

Male (M)

<5 = Between 1 and 5 people

Ethnicity declared by grade	White	Arab	Black-Caribbean	Mixed - Black Caribbean and White	Prefer not to say	Ethnicity not declared
SCS	7 F & <5 M	0	0	0	<5	<5
Grade 6	<5 F	0	<5 M	0	<5	<5
Grade 7	27 people - 13 F & 14 M	0	0	0	<5	9M & 9F
Band B/SEO	24 people - 14 F & 10 M	0	0	0	<5	7F 11M
Band C/HEO	9 F & <5 M	<5 M	0	0	<5	<5
Band D/EO	10 F & <5 M	0	0	0	<5	<5
Band E/AO	<5 F & <5 M	0	0	<5 M	<5	<5

In response to certain aspects of the information you have requested in Q1, 2 and 3, I can confirm that the department holds information that you have asked for, but as there are fewer than 5 people in some of the categories covered, we will not be providing it to you as it is exempt from disclosure.

	We are not obliged, under section 40(2) of the Act, to provide information that is the personal information of another person if releasing would contravene any of the provisions in the Data Protection Act 1998 (DPA). In this instance we believe that the release of this information would contravene the first data protection principle and therefore section 40 (2) is engaged. 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. We are unable to provide the ethnicity data in respect of agencies which the NIO sponsors as we do not hold this information.
--	---

FOI Request Reference	FOI/21/103
Month Issued	June 2021
Request	<i>I would like to know the average staff retention rate from the last 20 years i.e. 2010-2020.</i>
Response	The NIO does not keep information regarding retention rates for the period you have specified and we are therefore unable to provide you with the information you have requested.

FOI Request Reference	FOI/21/110
Month Issued	June 2021
Request	<i>I recently saw an advertisement for UKG Northern Ireland Office campaign- supporting Northern Ireland business to help communicate the UK Government's financial support to businesses in Northern Ireland during COVID-19.</i> <i>Please can you provide me the information around the procurement process for these campaigns and how I might access the tender documentation moving forward for similar campaigns for NIO?</i>
Response	<u>Financial support to businesses in Northern Ireland during COVID-19</u> We have handled your request under the Freedom of Information Act 2000. I can confirm that following a review of all electronic and paper based records it has been responsibly determined that the Northern Ireland Office does not hold information that you have asked for. The above mentioned campaign is, in fact, operated by the Cabinet Office. Therefore may I suggest, if you have not already done so, that you contact the Cabinet Office as their records may better suit your area of study: Freedom of information requests FOI Team Cabinet Office Room 405

70 Whitehall
London
SW1A 2AS
United Kingdom

Email foi-team@cabinetoffice.gov.uk

Accessing tender documentation moving forward for similar campaigns for NIO?

As with the above mentioned current tender all other future tendering documentation for similar Northern Ireland Office campaigns would be held by the Cabinet Office's Communications Directorate. For further information on public sector tendering please use the following link:

<https://www.gov.uk/guidance/public-sector-procurement-policy#the-legal-framework---international-obligations>