

Annex A

Request

Number of employees

As of 31 March 2019 (end of the 2018/19 financial year) may you please provide the total number of employees working in the department

May you please provide the total number of black and minority ethnic (BAME) employees within the department as of 31 March 2019

Only if possible, under the constraints of FOI, may you please provide the number of employees in full and part time employment broken down by white and BAME staff

Pay grades

As of 31 March 2019, may you please provide the total number of employees working within each of the following pay bands: AO, EO, HEO, SEO, Grade 6, Grade 7, SCS 1, SCS 2 and SCS3. Note these pay bands have been taken from the department's 2019 gender pay gap reporting. See here -

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/919196/FSA_GPG_report_2019.pdf

May you please highlight how many black and minority ethnic (BAME) employees are working within each of the above pay bands

Mean and median pay

May you please provide the mean hourly pay for a full time white British employee within the department (based on data from 31 March 2019)

The mean hourly pay for a full time BAME employee within the department (based on data from 31 March 2019)

May you please provide the average annual salary for a full time white British employee within the department (based on data from 31 March 2019)

May you please provide the average annual salary for a full time BAME employee (based on data from 31 March 2019)

The median hourly pay for a full time white British employee within the department (based on data from 31 March 2019)

The median hourly pay for a full time BAME employee pay for a full time white British employee within the department (based on data from 31 March 2019)

Please note

MEAN: The mean hourly rate is the average hourly wage across the entire organisation

MEDIAN: The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle

BAME: Black and minority ethnic (used to refer to members of non- white communities in the UK)

By: "As of 31 March 2019" or "from 31 March 2019" - I mean relevant data within the financial year 2018/19. While I appreciate that data from March 2020, would be more up to date, I have asked for data from the 2018/19 financial year, as I understand that the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) has suspended the enforcement of the gender pay gap deadlines for this reporting year (2019/20).

<https://www.gov.uk/government/news/employers-do-not-have-to-report-gender-pay-gaps>

If possible, it would be ideal to have the figures for BAME staff broken into sub categories to differentiate between for example, black British and British Indian employees. However, I understand if under the constraints of FOI this is not possible

Response

Where indicated, some of the information requested has been withheld under section 40. Details of the FSA's use of this exemption are provided in Annex B of this response.

Number of employees

As of 31 March 2019 (end of the 2018/19 financial year) may you please provide the total number of employees working in the department:

1195

May you please provide the total number of black and minority ethnic (BAME) employees within the department as of 31 March 2019:

Asian or Asian British	44
Black or Black British	37
Mixed	25
Other Ethnic Groups	17
Total BAME	123

Please note 100 employees have not declared their ethnicity

Only if possible under the constraints of FOI, may you please provide the number of employees in full and part time employment broken down by white and BAME staff:

Please note that sub-category information for the number of employees in full and part time employment is being withheld from disclosure under section 40 (personal information) of the Act. Further details about our use of this exemption has been provided in Annex B to the letter.

	Full time	Part time
White	877	95
BAME	116	7
Unknown	90	10

Pay grades

As of 31 March 2019 may you please provide the total number of employees working within each of the following pay bands: AO, EO, HEO, SEO, Grade 6, Grade 7, SCS 1, SCS 2 and SCS3. Note these pay bands have been taken from the department's 2019 gender pay gap reporting.

AO	8
EO	455
HEO	246
SEO	285
G7	140
G6	39
SCS 1	14
SCS 2	7
SCS 3	1

May you please highlight how many black and minority ethnic (BAME) employees are working within each of the above pay bands

AO	fewer than 5
EO	32
HEO	38
SEO	36
G7	12
G6	fewer than 5
SCS 1	0
SCS 2	0
SCS 3	0

Please note that some of the information related to the question regarding pay grades is being withheld from disclosure under section 40 (personal information) of the Act. Further details about our use of this exemption has been provided in Annex B to the letter.

Please note 100 employees have not declared their ethnicity

Mean and median pay

May you please provide the mean hourly pay for a full time white British employee within the department (based on data from 31 March 2019)

Please note: Figures for mean and median pay exclude employees who have not declared their ethnicity.

£17.86

The mean hourly pay figure provided is for employees who have declared their ethnicity as White. Individuals included in the calculation may not identify as British / be British nationals)

The mean hourly pay for a full time BAME employee within the department (based on data from 31 March 2019)

Asian or Asian British	£17.83
Black or Black British	£16.45
Mixed	£20.14
Other Ethnic Groups	£16.87
Total BAME	£17.85

May you please provide the average annual salary for a full time white British employee within the department (based on data from 31 March 2019)

£34,112

The average annual salary provided is for employees who have declared their ethnicity as White. Individuals included in the calculation may not identify as British / be British nationals)

May you please provide the average annual salary for a full time BAME employee (based on data from 31 March 2019)

Asian or Asian British	£33,967
Black or Black British	£31,328
Mixed	£38,647
Other Ethnic Groups	£32,403
Total BAME	£34,089

The median hourly pay for a full time white British employee within the department (based on data from 31 March 2019)

£15.33

The mean hourly pay figure provided is for employees who have declared their ethnicity as White. Individuals included in the calculation may not identify as British / be British nationals)

**The median hourly pay for a full time BAME employee within the department
(based on data from 31 March 2019)**

Asian or Asian British	£16.47
Black or Black British	£15.81
Mixed	£18.96
Other Ethnic Groups	£17.47
Total BAME	£16.92

Annex B

Some of the information requested has been withheld under section 40 of the FOI Act as follows:

a) Section 40(2) exempts personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would, amongst other things, contravene one of the data protection principles in Article 5(1) of the General Data Protection Regulations and section 34(1) of the Data Protection Act 2018.

In this case, we believe disclosure would contravene the first data protection principle, which provides that processing of personal data is lawful and fair. We have considered the legitimate interests of all parties in disclosure of this information and have found that on balance there is not an overriding legitimate interest in disclosure that outweighs the reasonable expectations of privacy of the individual concerned.

Section 40(2) is an absolute exemption and the FSA is not obliged to consider whether the public interest favours disclosing the information.

b) Some of the information you requested is being withheld under section 40(2) of the Freedom of Information Act 2000 because the numbers in those categories are fewer than five. We cannot provide details where the numbers are fewer than five as the individuals concerned in these groups could be identifiable.