UK Research and Innovation

[redacted]

7 October 2026

Dear [redacted]

Freedom of Information request: FOI2026/00785

Thank you for your Freedom of Information Act (FOIA) request received on the 31 August in which you requested the following:

Your request:

Please provide details of any events, external speakers, awareness sessions, talks, workshops, webinars, conferences, networking events or other events organised, hosted, or attended by the following staff networks since 23 September 2025.

- *Multifaith Network*
- *Pride Network*
- *Racial Inclusion and Striving for Equity (RISE) Network*
- *Socio-economic Opportunity, Access and Representation (SOAR) Network*

For each event or session, please provide, where held:

- *the date;*
- *the staff network involved;*
- *the title or subject;*
- *the name and organisation of any external speaker, facilitator or provider;*
- *whether it took place during normal working hours;*
- *the number of staff who attended, if recorded;*
- *any recorded cost, including speaker fees, expenses, materials, room hire or refreshments; and*
- *any slides, agenda, poster, promotional email, Teams or Outlook invitation, or event description.*

Our response:

I can confirm that UK Research and Innovation (UKRI) does hold some information relevant to your request.

Please see the requested information for the Pride, Racial Inclusion and Striving for Equity (RISE) and Socio-economic Opportunity, Access and Representation (SOAR) Networks in Annex 1 at the end of this response.

Where attendance figures were formally recorded, these have been provided. For certain events, attendance was not formally recorded. In those cases, attendance information is marked as "Not recorded". Where possible, UKRI has additionally provided informal estimated attendance figures; these estimates are not recorded information held by UKRI.

The Multifaith Network has not held any formal events since 23 September 2025. They do, however, hold an informal monthly recurring internal coffee meet during work hours with an estimated attendance of less than 5.

In relation to the final point of your request, for promotional items or invitations relevant to each event, due to the size of UKRI it was not possible to conduct a search of all our systems without exceeding the appropriate limit for an FOI request, as set out under Section 12 of the FOIA.

We therefore conducted searches of each network's mailbox and that of their primary event organiser using the event title as the keyword for the search, between the dates of your request; from 23 September 2025 to 31 August 2026. Where these searches identified a relevant event invitation or promotion, this is indicated in the 'Invite Held' column in Annex 1.

These documents are attached in *"FOI2026_00785 - Event Invites_Redacted"*.

The following documents are held and in scope of your request in relation to the EDI Workforce event 'Staff Network Celebration and Development Day':

- *FOI2026_00785 - UKRI Staff Network Celebration and Development Day April 2026 - Event Information_Redacted*
- *FOI2026_00785 - Welcome slide*
- *FOI2026_00785 – Celebration_Redacted*
- *FOI2026_00785 - Networks - Values & Quote*
- *FOI2026_00785 - Radius Final UKRI Deck - 29 Apr 26_Redacted*

A set of presentation slides are also held for the 'SOAR Staff Network Launch Webinar' and are provided in the attached *"FOI2026_00785 - SOAR and Social Mobility Day launch event intro slides"*.

We have determined that some of the information contained in the event invites, event information and two of these slide decks fall under Section 40 of the FOIA. In additional, Section 31(1)(a) applies to meeting and website links included in the meeting invites, and Section 41 and Section 43(2) applies to information contained in the Radius slide deck. Please see below for details of each exemption.

Section 31 – Law Enforcement

Some of the event invites contain links to internal UKRI systems or meeting links. These have been removed or redacted as we consider that releasing this information would prejudice the prevention or detection of crime, as per Section 31(1)(a) of the FOIA. However, we believe these redactions do not detract from the content or understanding of the information provided. Section 31(1)(a) is a qualified exemption and therefore subject to a public interest test. UKRI applied the Public Interest Test to this request as set out below:

Public interest in favour of disclosure

- There is a public interest in favour of release of the information, to uphold the principles of transparency and accountability.

Public interest test in favour of withholding the information

- The release of this information would make UKRI more vulnerable to crime, specifically a malicious attack on UKRI's computer infrastructure and systems.

- There is an overwhelming public interest in keeping public authority computer systems secure, which would be served by non-disclosure.

- We believe that disclosing this information would not provide any material benefit or greater insight into the information already being disclosed in this response.

UKRI has concluded that, on balance, the public interest is better served by withholding the selected information under Section 31(1)(a).

Section 40 – Personal Information

We are exempting the names, images and personal information of individuals under Section 40(2) of the FOIA. Disclosing this information would contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK General Data Protection Regulation (UK GDPR).

Section 40(2) is an absolute exemption and does not require a public interest test.

Section 41 – Information provided in confidence

We believe that some information contained within the Radius slide deck falls under Section 41, information provided in confidence.

To explain further, the workshop exercises, facilitation materials and associated resources were provided to UKRI by Radius as part of a commercial training engagement and were not intended for general public distribution. The information was shared for the limited purpose of delivering the agreed programme, with a reasonable expectation that the proprietary training content would remain confidential. If the information was released, we believe it would result in an actionable breach of confidentiality.

Section 41 is an absolute exemption and does not require a public interest test.

Section 43 – Commercial interests

We also believe that some of the information in the Radius slide deck falls under the scope of Section 43(2) of the FOIA. This exemption is used where disclosure would likely result in a person's (an individual, a company, the public authority itself or any other legal entities) commercial interests being prejudiced.

This is a qualified exemption, and a test was carried out to determine whether the public interest in maintaining the exemption outweighs public interest in disclosure.

Public interest in favour of disclosure

- There is a general public interest in the disclosure of this information to ensure transparency and openness of a public organisation.

- There is also a public interest in transparency in order to ensure the accountability of public organisations and how they spend public funding.

Public interest in favour of withholding the information

- Protecting the legitimate commercial interests of external suppliers supports the continued provision of specialist training and facilitation services to public authorities. The workshop exercises, facilitation materials and associated resources contained within the presentation were developed by Radius as part of its commercial training offering and were supplied to UKRI for the specific purpose of delivering the agreed programme, rather than for general public distribution. Disclosure would therefore undermine the commercial value of materials that form part of a paid-for service.

- It is in the public interest to ensure that commercially developed training content is not made available in a manner that enables third parties to reproduce, adapt or make use of it without commissioning the supplier. Disclosure would prejudice Radius' ability to derive commercial value from materials that it has invested time and expertise in developing.

- Maintaining fair competition within the training and consultancy market also carries significant public interest weight. Disclosure of proprietary workshop content would reduce Radius' competitive advantage by allowing competitors or other organisations to benefit from its materials without incurring equivalent development costs.

- Consideration should also be given to the ongoing commercial value of the information. The workshop materials form part of Radius's commercially supplied training programme and continue to have value beyond the specific UKRI engagement for which they were provided.

- There is a public interest in public authorities being able to maintain effective working relationships with external suppliers and partners. Disclosure of commercially sensitive information provided in confidence could undermine trust in UKRI's ability to handle such information appropriately, making organisations less willing to share proprietary materials in future. This could adversely affect UKRI's ability to carry out its functions, manage current and future investments, and access specialist expertise from external providers.

Taking the above arguments into consideration, we have reached the decision that the need for commercial confidentiality outweighs the public interest in disclosure; therefore the information is exempt from disclosure.

Your rights

If you have any queries regarding our response please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

Head of Information Governance
Email: foi@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: www.ico.org.uk.

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see UKRI's complaints procedure[1].

Yours sincerely,

[redacted]
Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

[1] https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target

Annex 1: Events held or attended by UKRI staff networks – Multifaith, Pride, RISE and SOAR Networks

All staff networks attended the following event held by the EDI Workforce team:

Date	Event Title/Subject	External Organisation	During Work Hours	Attendance	Cost	Invite Held
29/04/2026	Staff Network Celebration and Development Day	Radius	Yes	72	£7,922	Yes

Pride Network

Date	Event Title/Subject	External Organisation	During Work Hours	Attendance	Cost	Invite Held
01/10/2025	Staff Network Market Stalls - ESRC 60th Anniversary	None	Yes	Not recorded	£0	No
22/10/2025	UKRI Pride Network Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	No
06/11/2025	Queer Parenting Webinar[1]	None	Yes	Not recorded	£0	Yes
19/11/2025	UKRI Pride Network Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	Yes
17/12/2025	UKRI Pride Network Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	Yes
25/02/2026	UKRI Pride Network Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	No
18/03/2026	UKRI Pride Network Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	Yes
15/04/2026	UKRI Pride Network Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	Yes
20/05/2026	UKRI Pride Network Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	Yes
10/06/2026	Pride Potluck Picnic	None	Yes	10	£0	Yes
15/07/2026	UKRI Pride Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	Yes
19/08/2026	UKRI Pride Coffee Meet - Swindon	None	Yes	Estimated 5-10	£0	Yes

[1] The Queer Parenting Webinar was organised with the UKRI Parenting Network

Racial Inclusion and Striving for Equity (RISE) Network

Date	Event Title/Subject	External Organisation	During Work Hours	Attendance	Cost	Invite Held
24/04/2026	RISE Network April Coffee Catch Up	None	Yes	9	£0	No
21/07/2026	Lunch & Learn: South Asian Outside the Workplace	None	Yes	48	£0	No

Socio-economic Opportunity, Access and Representation (SOAR) Network

Date	Event Title/Subject	External Organisation	During Work Hours	Attendance	Cost	Invite Held
11/06/2026	SOAR Staff Network Launch Webinar on Social Mobility Day 2026	None	Yes	Estimated 60	£0	Yes