



[REDACTED]

21 November 2023

Dear [REDACTED],

Freedom of Information request: FOI2023/00822

Thank you for your Freedom of Information request received on the 17 October in which you requested the following:

Your request:

I am writing here to ask whether we can receive the equality and [diversity] data that EPSRC has [for internal staff in the head office], when it comes to staff recruitment.

I am looking for EDI specifics on the current head count staff in EPSRC head office. We are especially looking for data on gender, ethnicity, disability status, sexual orientation as these are the ones we may like to benchmark. It's ideal if they are dated recently between 2022-2023.

Our response:

I can confirm that UK Research and Innovation (UKRI) hold information relevant to your request. Please see the information below.

Collecting workforce diversity data is in fulfilment of UKRI's public sector equality duty under the Equality Act 2010. Our workforce diversity data (March 2023) is published in our [Annual Reports and Accounts](#)¹ (pages 89-90). This specifically provides data on sex, ethnicity and disability.

The information in Tables 1 to 4 below contains EPSRC Head Office staff data on sex, disability, ethnicity, and sexual orientation as of 30 September 2023.

In preparing this response we have considered the risks of identifying individuals from small numbers and in line with standard statistical reporting practice, data has been suppressed to mitigate against the disclosure of personal data.

Under Section 40(2) of the FOIA, this data is exempt where it relates to fewer than five members. We consider that to disclose information relating to small numbers of individuals 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) of lawfulness, fairness and transparency.

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

Members in each category have been rounded to the nearest value of five. As mentioned above, information relating to less than five individuals is suppressed as personal information under section 40(2) of the FOIA and indicated by < 5. Where there are no members within a category, a count of zero would be included.

Withheld indicates where individuals have actively chosen this option when providing their information. Not Reported indicates where the information has been left blank.

¹ <https://www.ukri.org/wp-content/uploads/2023/08/UKRI-02082023-8563-UKRI-Annual-Report-2022-23-Acc.pdf>

Table 1: EPSRC Head Office staff by sex

Sex	Count
Female	165
Male	80

Table 2: EPSRC Head Office staff by disability

Disability	Count
Yes	10
No	65
Withheld	<5
Not Reported	165

Table 3: EPSRC Head Office staff by ethnicity

Ethnicity	Count
Black, Asian, Mixed and minority ethnic	15
White	155
Withheld	5
Not Reported	65

Table 4: EPSRC Head Office staff by sexual orientation

Sexual Orientation	Count
Bi-Sexual	< 5
Gay/Lesbian	< 5
Heterosexual/Straight	125
Withheld	40
Other	< 5
Not Reported	75

The UKRI EDI Strategy commits to enhancing our data analytics to inform all our decisions and improve our performance. This creates the right environment for how we improve our data collection, analysis, quality and insight consistently across UKRI to build a strong evidence base for EDI. Through our Workforce EDI plan we are developing our diversity monitoring questions, improving our diversity data collection infrastructure and taking actions to improve our diversity sharing rates.

If you have any queries regarding our response or you are unhappy with the outcome of your request and wish to seek an internal review of the decision, please contact within the next 40 working days:

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 policy: <https://www.ukri.org/about-us/policies-and-standards/complaints-policy/>

Yours sincerely,


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