



[REDACTED]

20 October 2022

Dear [REDACTED],

Freedom of Information request: FOI2022/00297

Thank you for your Freedom of Information request received on the 12 September in which you requested the following:

Your request:

I wish to make an FOI request, as set out under the Freedom of Information Act 2000.

Please can your organisation provide in Excel CSV format, the following information:

- a) The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "EDI officers" or "diversity and inclusion project managers" but would not include general HR managers.*
- b) Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.*
- c) In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).*
- d) The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.*
- e) In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance).*
- f) The costs of attending these conferences.*
- g) Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.*

Please can this information be returned to me, via email, [REDACTED] within 20 working days.

The most desirable csv layout would be the letter (a-g) in column A and then the information you hold in column B. If your organisation does not hold information in relation to any of the letters please file as N/A.

Our response

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

We note that you sent the same request to several research councils, BAS and BGS; please note that all research councils, Innovate UK and Research England have been brought together under UK Research and Innovation (UKRI) as of April 2018. As this is the case, all your requests have been collated into a single request under UKRI.

Information in relation to questions 'a', 'b', 'c' and 'd' of your request is available in the attached spreadsheet '*FOI2022/00297 Response*'.

On question 'a' there are 25 (22.6 FTE) people who are mainly or exclusively focussed on EDI across all of UKRI in Teams such as UKRI Strategy EDI, UKRI HR Workforce EDI and Operational Workforce EDI programmes that sit within Councils.

On question 'b' the amount in the spreadsheet represents the actual total combined salary (due to some of them working part-time).

On question 'c' the figure in the spreadsheet refers to centrally managed EDI training courses, based on a standard full time working day of 7.4 hours. Some research councils/CIUs run individual EDI training activities and we can confirm as follows:

- BGS – 7 days
- BAS – 30 days
- MRC – 136 days

On question 'd' – the figure represents information from the following:

- BAS do not hire consultants but have used external providers for some training and specialist staff support.
- UKRI - An external contractor was used for the analysis of the draft EDI Strategy consultation.
- MRC - external providers used to run training for the EDI Advocates Programme and for Active Bystander Training.
- Innovate UK - support for reasonable adjustments.
- BGS – training on certificate of inclusion

For questions 'e' and 'f', we have determined that the cost of complying would exceed the appropriate statutory limit as specified within Section 12 of the FOIA, which for UKRI is set at £450. This represents the estimated cost of 18 hours of staff resource on locating, retrieving and extracting the information.

We are not able to provide the information requested at questions 'e' and 'f' as there is no central repository of this information, and we would need to contact all colleagues to determine attendance at EDI conferences. While we accept that some research councils, centres, institutes or units (CIUs) may hold this information, it would sit with numerous members of staff, in various different aspects of the business, making its collection too onerous. It would simply not be possible to scope a research council-wide request and compile meaningful results within the costs limit.

We have tried to identify a way in which you could refine your request to bring it under the appropriate cost limit which would enable us to comply with this request, however due to the volume of work required this has not been possible. Consequently, UKRI is not obliged under Section 12 of the FOIA to comply with your request.

On question 'g' UKRI is not a member of equality charters, however some centres, institutes and units (CIUs) may be. For example, BAS is a member of Advance HE (Athena SWAN) costing £3000 plus £500 every 3-4 years for application submission and BGS pay directly for 1 membership of the Athena SWAN Charter at a cost of £3000 per year, plus £500 if submitting an application for assessment.

We can however confirm that UKRI is a member of Inclusive Employers, which is not a charter and UKRI have bronze accreditation. Accreditation cost £2,250 in 2021 and the membership cost annually is £4,500.

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:

Head of Information Governance

Email: foi@ukri.org or infogovernance@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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Information Rights Team
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