

Reference: 630959

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Information Rights  
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12 November 2018

### **Freedom of Information: Right to know request**

Thank you for your request for information where you asked about employment data.

This was received by Ofcom on 15 October 2018 and it has been considered under the Freedom of Information Act 2000 (FoIA).

You asked:

*I have set out requests numbered from 1 to 8 below. I ask that Ofcom answers each of these questions:*

- i) For Ofcom as a whole;*
- ii) For the Market Developments and Market Research Team collectively;*
- iii) For the Market Developments Team (formerly Market Intelligence, comprising Media and Post, Telecoms, and Audience Measurement); and*
- iv) For the Market Research Team*

*I request the following information in respect of each of the departments/teams/categories above:*

*1. Details of the annual number of applicants to positions within Ofcom at Associate level or above from the period 2013 to present for the following categories of persons: -*

- a) Total number of applicants;*
- b) Applicants of white Caucasian background;*
- c) Applicants of an ethnic minority background;*
- d) Female applicants*
- e) Applicants known to Ofcom to be of Muslim faith.*

*2. With regard to 1 above, for each of the departments the numbers of applicants within each category of person who were successfully appointed to the positions for which they submitted applications;*

3. Details of the number of employees within Ofcom who have been promoted from the position of Associate to the position of Senior Associate and from Senior Associate to Principal in the period 2013 to present for each of the following categories of persons: -

- a) Total number of employees;
- b) Employees who have taken a period of maternity leave whilst employed by Ofcom;
- c) Female employees;
- d) Employees of an ethnic minority background;
- e) Employees of Caucasian background; and
- f) Employees known to Ofcom to be of Muslim faith

4. Please provide details of the number of employees at Associate and Senior Associate level with tenure of not less than 1 year who left the employment of Ofcom in the period 2013 to present for each of the following category of persons:

- a) Total number of employees;
- b) Employees who have taken a period of maternity leave whilst employed by Ofcom;
- c) Female employees;
- d) Employees of Caucasian background;
- e) Employees of an ethnic minority background;
- f) Employees who are known by Ofcom to be of Muslim faith.

5. In respect of each of the categories of persons identified in 4 above, please provide the numbers of employees who left by reason of resignation.

6. Please provide details of the average time taken for an employee to progress within Ofcom from the level of Associate to the level of Senior Associate for the following categories of persons: -

- a) Total number of employees;
- b) Employees who have taken a period of maternity leave whilst employed by Ofcom;
- c) Female employees;
- d) Employees of Caucasian background;
- e) Employees of an ethnic minority background;
- f) Employees known to Ofcom to be of Muslim faith

7. Please provide details of the average time taken for an employee to progress within Ofcom from the level of Senior Associate to Principal and all positions above the level of Principal for the following categories of persons:-

- a) Total number of employees;
- b) Employees who have taken a period of maternity leave whilst employed by Ofcom;
- c) Female employees;
- d) Employees of Caucasian background;

- e) Employees of an ethnic minority background;
- f) Employees known to Ofcom to be of Muslim faith

Organisations are required to provide information under FoIA legislation if it is held, unless an exemption applies to the information that is held. They are not required to create information. With this in mind, we are able to provide responses to questions 1 and 2.

Response to questions 1 and 2

Data held on our recruitment system dates from June 2014. We do not hold information prior to this. With regard to the team categories you specified, vacancies held in the system are recorded under Market Intelligence and Market Research, therefore we have been unable to break the information down to the level of detail that you requested. However we have been able to break it down into the three team categories set out in the tables below. You should note that not all applicants choose to disclose their information, and where we have used an external recruitment agency they may not have captured the data for Ofcom. Therefore, the data may not be complete. We have taken the number of candidates successfully appointed to be those that we offered a role to and who accepted our offer.

As you asked for information concerning particular racial group classifications, we have interpreted ethnic minority in line with our standard reporting approach and this category includes Asian ethnic, Black ethnic, Mixed ethnic and Other ethnic

You can find general information on diversity in our annual reports which are published on our website: <https://www.ofcom.org.uk/about-ofcom/what-is-ofcom/corporate-responsibility/diversity-and-equality>

1. *Details of the annual number of applicants to positions within Ofcom at Associate level or above from the period 2013 to present for the following categories of persons: -*

- a) Total number of applicants;

	No. of applicants
For Ofcom as a whole	10,237
For the Market Intelligence Team	137
For the Market Research Team	243

- b) Applicants of white Caucasian background;

	No. of applicants
For Ofcom as a whole	6021
For the Market Intelligence Team	73
For the Market Research Team	163

- c) Applicants of an ethnic minority background;

	No. of applicants
For Ofcom as a whole	3318
For the Market Intelligence Team	41
For the Market Research Team	64

d) Female applicants

	No. of applicants
For Ofcom as a whole	3900
For the Market Intelligence Team	38
For the Market Research Team	100

e) Applicants known to Ofcom to be of Muslim faith.

This information is not held.

2. *With regard to 1 above, for each of the departments the numbers of applicants within each category of person who were successfully appointed to the positions for which they submitted applications;*

a) Total number of applicants;

	No. of applicants	Successfully appointed
For Ofcom as a whole	10,237	495
For the Market Intelligence Team	137	11
For the Market Research Team	243	3

b) Applicants of white Caucasian background;

	No. of applicants	Successfully appointed
For Ofcom as a whole	6021	298
For the Market Intelligence Team	73	6
For the Market Research Team	163	2

c) Applicants of an ethnic minority background;

	No. of applicants	Successfully appointed
For Ofcom as a whole	3318	102
For the Market Intelligence Team	41	2
For the Market Research Team	64	1

d) Female applicants

	No. of applicants	Successfully appointed
For Ofcom as a whole	3900	202
For the Market Intelligence Team	38	4
For the Market Research Team	100	3

e) Applicants known to Ofcom to be of Muslim faith.

This information is not held.

We do not hold information for questions 3- 7 that falls within scope of the FoIA. This would require analysis to be carried out thereby creating information.

If you have any queries, then please contact [information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk). Please remember to quote the reference number above in any future communications.

Yours sincerely,

**Julia Snape**

If you are unhappy with the response or level of service you have received in relation to your request from Ofcom, you may ask for an internal review. If you ask us for an internal review of our decision, it will be treated as a formal complaint and will be subject to an independent review within Ofcom. We will acknowledge the complaint and inform you of the date by which you might expect to be told the outcome.

The following outcomes are possible:

- the original decision is upheld; or
- the original decision is reversed or modified.

**Timing**

If you wish to exercise your right to an internal review **you should contact us within two months of the date of this letter**. There is no statutory deadline for undertaking internal reviews and it will depend upon the complexity of the case. However, we aim to conclude all such reviews within 20 working days, and up to 40 working days in exceptional cases. We will keep you informed of the progress of any such review. If you wish to request an internal review, you should contact:

Jacqui Gregory  
The Secretary to the Corporation  
Ofcom  
Riverside House  
2a Southwark Bridge Road  
London SE1 9HA

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow

Cheshire  
SK9 5AF