

Reference: 2109163

Information Requests
information.requests@ofcom.org.uk

11 December 2025

Freedom of Information request: Right to know request

Thank you for your request for information about Equality Diversity and Inclusion events in staff calendars.

We received this request on 14 November 2025 and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

Your request

Please provide me with the following:

Any Pride month events in staff calendars

Any mental health awareness days in staff calendars

Any national or personal identity (religious, sexual identity) days in staff calendars

If available, a copy of the calendar listing all of the above events

Please provide the data for the 2024 and 2025 calendar years.

Our response

We consider that this request it is very broad in scope and a considerable amount of time would be required to locate, retrieve, identify and extract the information requested as we would need to check every individual staff calendar for 2024 and 2025 to obtain the information.

We often provide information on our internal website for events going to be held and this information allows staff to opt for the event(s) they would like to attend and get the calendar invitation themselves on an entirely voluntary basis. Some events are also held by certain networks in Ofcom and staff that are members of those networks might get calendar invites automatically.

Often the events are not automatically added to staff calendars, the events might not be titled with the specific words e.g. 'mental health awareness' and some might be external events (with external invitations). Given this, we would need to review every person's calendar to determine which events are in staff calendars and we consider it would take a substantial amount of time to do this.

Section 12 of the FOI Act provides that we are not obliged to comply with a request for information if we estimate that the cost of complying with the request would exceed the "appropriate limit". The appropriate limit is set out in the Freedom of Information and Data Protection (Appropriate Limit

and Fees) Regulations 2004 (the “Regulations”), and is, for Ofcom, £450. That sum is intended to cover the estimated costs involved in determining whether Ofcom holds the information requested, locating, retrieving and extracting the information from any document containing it. The Regulations provide that costs are to be estimated at a rate of £25 per person per hour, which equates to 18 hours of time.

We estimate that it would take over 18 hours to locate, identify and extract the information you requested due to the number of individual staff accounts we would have to search through to determine the information you have requested.

You may wish to consider submitting a narrower request and we would be happy to consider this under the FOI Act - for example, you could request for events held by Ofcom relating to mental health or events held by Ofcom during certain months (specify the months). Should you decide to make a further request for information, please note that other exemptions may apply.

We hope this information is helpful. If you have any further queries, then please send them to information.requests@ofcom.org.uk – quoting the reference number above in any future communications.

Yours sincerely,

Information Requests

Request an internal review

If you are unhappy with the response you have received to your request for information, or think that your request was refused without a reason valid under the law, you may ask for an internal review. If you do, it will be subject to an independent review within Ofcom. We will either uphold the original decision, or reverse or modify it.

If you would like to ask us to carry out an internal review, you should get in touch within two months of the date of this letter. There is no statutory deadline for us to complete our internal review, and the time it takes will depend on the complexity of the request. But we will try to complete the review within 20 working days (or no more than 40 working days in exceptional cases) and keep you informed of our progress. Please email the Information Requests team (information.requests@ofcom.org.uk) to request an internal review.

Taking it further

If you are unhappy with the outcome of our internal review, then you have the right to [complain to the Information Commissioner’s Office](#).