

Our Ref: FOI2014-065

Date: September 2014

Subject: Diversity

This request asked:

- *How many BAME staff do you currently employ within your organisation?*
- *How many women do you currently employ within your organisation?*
- *How many BAME staff do you currently employ in senior management positions i.e. over pay grade 6?*
- *How many women do you currently employ in senior management positions i.e. over pay grade 6?*
- *Could we please have a breakdown of the different ethnic groups within your senior management positions?*
- *Of the BAME people you have in senior management positions how long have they been employed by you?*
- *How many active schemes to improve diversity do you have within your workplace and how many schemes to encourage future senior BAME employees?*

Some of the information below is based on what has been declared by staff in their HR records. Staff are encouraged to, but under no obligation, to declare information about ethnicity.

As of 31 July there were 63 staff on the SFO's payroll who have declared themselves as being from a BME background. There are 84 staff on the payroll who are undeclared.

As of 31 July there were 140 women on the payroll.

There are currently 13 senior civil servants at the SFO. None has declared themselves as being from a BME background, four are women and nine have declared themselves as being from a white background.

The SFO has a number of schemes to ensure we offer equal opportunities to all groups in society, whether they be members of the public or staff progressing their careers. These include having: a diversity champion who is a senior civil servant; an Equality and Diversity Steering Group made up of senior members of staff; an Equality and Diversity Working Group made up of staff at all levels; and being a Stonewall Champion.
