



**From: Directorate of Civilian Personnel
MINISTRY OF DEFENCE
Level 6, Zone E, Main Building, Whitehall, London, SW1A 2HB.**

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Jeremy Roberts
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Your Reference
Our Reference: 01-06-2009-113100-003
Date: 10 August 2009

Dear Mr Roberts,

Your correspondence dated 1st June 2009 has been considered to be a request for information in accordance with the Freedom of Information Act 2000. You requested the following information:

In accordance with the Freedom of Information Act, I would like to know the percentage of all MoD full-time office-based employees from an Ethnic Minority Group, and whether there has been a policy put in place to raise this level in future employment.

Please find the information you requested at Annex A to this letter.

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In keeping with the spirit and effect of the Freedom of Information Act, all information is assumed to be releasable to the public unless exempt. The MOD therefore will be simultaneously posting the information you requested, together with any related information that will provide a key to its wider context, in our online FOI Disclosure Log at <http://www.foi.mod.uk>.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Head of Corporate Information, 6th Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>.

Annex A: Information Requested

As at 1st April 2009 (the most recent date for which statistics are available), 3.2% of non-industrial staff in the MOD were from an ethnic minority background. The MOD particularly welcomes applications for vacancies from all minority groups as we are seeking to raise the level of representation in our civilian workforce.

Our Equality and Diversity Scheme sets out how we intend to achieve this aim. It is publicly available on the Ministry of Defence website, alongside the latest annual report against the scheme, at:

<http://www.mod.uk/DefenceInternet/AboutDefence/CorporatePublications/PersonnelPublications/EqualityAndDiversity/EqualityAndDiversityPolicy/>

These documents should contain all the information that you need.

Please accept our apologies for the delay to this response. This was due to some difficulties caused by a member of our staff who dealt with FoI requests suffering a long term illness.