



HM Revenue & Customs

Amy Byram

By email:

request-816883-56bd3ca9@whatdotheyknow.com

Freedom of Information Team

S1715

6 Floor

Central Mail Unit

Newcastle Upon Tyne

NE98 1ZZ

Email foi.request@hmrc.gov.uk

Web www.gov.uk

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Dear Amy Byram

Freedom of Information Act 2000 (FOIA)

Thank you for your request, which was received on 16 December, for the following information:

"I am writing to you to request information on diversity within the fraud investigation and tax tribunal teams. How many non-white judges and officers do you employ and what is the proportion to white people? What is the proportion of women vs men?"

HMRC fraud investigation and tax tribunal teams

HMRC conducts both civil enquiries and criminal investigations in order to tackle fraud and other non-compliance, including error and failure to take reasonable care. Our Customer Compliance Group (CCG) houses the teams which undertake this work. Within CCG, the Fraud Investigation Service is the business area which tackles the serious fraud.

The following tables contain figures for Customer Compliance Group (CCG) and Fraud Investigation service (FIS) business area.

Gender	Number of staff		Staff percentage*	
	FIS	CCG	FIS	CCG
Female	2,047	13,417	45%	48%
Male	2,510	14,565	55%	52%

* Percentages have been rounded

Ethnicity	Number of staff		Staff percentage where ethnicity declared*	
	FIS	CCG	FIS	CCG
Ethnicity not stated	1,092	6,849		
Ethnicity provided	3,465	21,135		
White - any white background	2,957	17,267	85%	82%
Non-White / Mixed	508	3,868	15%	18%

* Percentages have been rounded

Our vision, values, strategic objectives and HMRC Charter describe the type of organisation we want to be – one that treats customers and colleagues fairly, protects society from harm and makes HMRC a great place to work. We ask every colleague to live our values every day, in every decision they make.

If you need extra support, for example if you have a disability, a mental health condition, or do not speak English/Welsh, go to www.gov.uk and search for 'get help from HMRC'.

Text Relay service prefix number – 18001 OFFICIAL

Our published [equality objectives](#) describe how we will continue making HMRC a more inclusive, respectful and representative organisation by: ensuring our processes are fair, supporting colleagues and future leaders to develop the knowledge and behaviours we expect, strengthening inclusion frameworks across the department, and communicating our expectations and challenges. We are improving the quality and transparency of our colleague diversity data and gathering qualitative insight to inform our evidence-based approach.

Judges

[HM Courts & Tribunals Service](#) (HMCTS), an executive agency sponsored by the [Ministry of Justice](#), is responsible for the administration of criminal, civil and family courts and tribunals in England and Wales. Questions about judges and tribunal staffing should therefore be directed to HMCTS. You can do this by emailing: data.access@justice.gov.uk

If you are not satisfied with our reply, you may request a review within 40 working days of receiving this letter by emailing foi.review@hmrc.gov.uk or by writing to our address at the top.

If you are not content with the outcome of an internal review you can [complain to the Information Commissioner's Office](#).

Yours sincerely,

HM Revenue and Customs