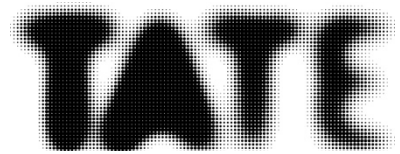


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1 April 2021

FAO: Ermine Amies

Sent via email to: [request-724650-39755ccd@whatdotheyknow.com](mailto:request-724650-39755ccd@whatdotheyknow.com)

Dear Ermine Amies

Freedom of Information Request [Tate Ref: 892]

Thank you for your request under the Freedom of Information Act received and acknowledged by us on 5 February 2021. I have repeated your enquiry and provided answers below.

*1. Any application you made in 2019 or 2020 to be a "Stonewall Diversity Champion" or to be included on Stonewall's "Workplace Equality Index," including any attachments or appendices to those applications. Please redact personal details if necessary.*

Tate did not submit an application to the Stonewall Equality Index for 2020 (documents are submitted in the preceding year, in this case 2019), or for 2021.

Membership of the Stonewall Diversity Champions programme does not require an application or submission.

*2. Any feedback you received in 2019 or 2020 from Stonewall in relation to either application or programme.*

Please see the response above.

*3. Any other communication you have received from Stonewall in 2019 or 2020 unless privileged or otherwise exempt from disclosure (but if you claim privilege or exemption in relation to any material, please say in broad terms what the material is and the basis on which you claim to be entitled to withhold it).*

As noted above, Tate did not submit an application to Stonewall's Workplace Equality Index in either 2019 or 2020. We confirm we that we do hold a small amount of correspondence that we received over the period 2019-20. This includes non-specific newsletters and webinar invites, and correspondence relating to the commercial aspects of the previous years. For the purposes of this request, we have taken the generic communication to be out of scope. Communications on commercial matters are withheld under the exemptions provided for by Section 43 (2) of the Freedom of Information Act. The relevant text is detailed in the appendix below (Appendix A). Tate's Freedom of Information Group recognises the public interest in your request, but consider that the rights of both communicating parties to conduct commercial discussions in private should be maintained.

4. Full details of any equality impact assessment you carried out connected with any of these applications (including any equality impact assessment carried out prior to an earlier application of the same kind, if no further assessment was done).

Tate's membership of the Diversity Champions programme is a paid-for service and did not require a EQIA.

5. Details of the total amount of money you paid to Stonewall (i) in 2019; (ii) in 2020, whether or not as payment for goods or services.

January 2019	Stonewall Equality Ltd	Diversity Champions Membership 13/3/19-12/3/20	£2,500.00
June 2020	Stonewall Equality Ltd	Diversity Champions Membership - 13/3/20 - 12/3/21	£2,500.00

6. Whether you intend to continue your membership of any Stonewall scheme in the future, and if so which.

We intend to renew Tate's membership of the Stonewall Diversity Champions programme for 2021-22.

If you are not satisfied with this response to your request for information, you may seek an internal review of this response by replying in writing to this letter. Tate will respond to your request for a review within 20 working days of the receipt of your request.

If you remain dissatisfied with Tate's response following an internal review, you may seek an independent adjudication on the matter from the Information Commissioner, who can be contacted at:

Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Or you may telephone on:  
Tel: 01625 545 745

Yours sincerely,

Jessica Clifford  
On behalf of the Tate Freedom of Information Group

## Appendix A

### Section 43

Commercial interests.

— (1) Information is exempt information if it constitutes a trade secret.

(2) Information is exempt information if its disclosure under this Act would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it).

(3) The duty to confirm or deny does not arise if, or to the extent that, compliance with section 1(1)(a) would, or would be likely to, prejudice the interests mentioned in subsection (2).