



BANK OF ENGLAND

Rabyah Khan
via e-mail to:
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4ae6a98e@whatdotheyknow.com

Information Access Team
Communications Directorate
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Please quote ref. CAS-41602-P9Z0K1 on all correspondence

Dear Rabyah Khan

Thank you for your email dated 7 February in which you ask for access to the following under the Freedom of Information Act 2000 ('FoI Act'):

- '1. How many British Muslim employees have you recruited? Please provide figures for every year since 2010.*
- 2. What is the average length of service?*
- 3. How many British Muslims have you employed in communications/media roles since 2010?'*

It is voluntary for Bank of England (the 'Bank') employees to declare their religion and nationality so please be aware that the information provided below only relates to those employees who have elected to declare their religion and nationality (and therefore may not necessarily reflect the total number of employees identifying as British Muslims joining the Bank each year).

The table below provides the numbers of Bank employees joining the Bank in each calendar year from 2010 to 2021 who have declared their religion as Muslim and their primary or secondary nationality as British. Please note, the numbers in the table may include employees who have joined the Bank on more than one occasion.

Calendar Year	Headcount
2010	0-10 per year*
2011	
2012	
2013	
2014	
2015	22
2016	28
2017	22
2018	23
2019	18
2020	18
2021	27

* The Bank is unable to provide the exact headcount because the number is low (less than 10 per year). Such information is exempt from disclosure under section 40(2) (personal information) of the FoI Act on the grounds that the information constitutes special category personal data and its disclosure would

contravene one or more of the principles in data protection legislation. In particular, having regard to the reasonable expectations of the individuals concerned that may potentially be identified if this low number were disclosed.

The average length of service of the above employees which includes those who have left the Bank and those that still remain working here is 2.83 years.

Turning to your third question, we are unable to provide the number of employees who have declared their religion as Muslim and their primary or secondary nationality as British and who have worked in the Bank's Communications Directorate during calendar years 2010 to 2021 as the number is less than 10 and is exempt under section 40(2) of the FoI Act (personal information) as explained above.

Yours sincerely

Heena Rabadia

Heena Rabadia
Information Access Team

Your right to complain under the FoI Act

If you are unhappy with the Bank's response, you may ask for that decision to be reviewed internally. Please note that this will be subject to the Bank having received your submission within two months of the date of this response. In order to submit an internal review, please set out the grounds for your appeal and send it to Wendy Galvin, Information Access Team (TS-Mz), Communications Directorate, Bank of England, Threadneedle Street, London, EC2R 8AH or by email to enquiries@bankofengland.co.uk for the attention of Wendy Galvin.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Privacy notice

When you contact us, the Bank collects information about you. This includes your name, contact details and anything you choose to disclose in your correspondence.

We collect your personal data to assess your request and prepare our response to you. Our basis to process this data is that it is necessary for us to satisfy a legal obligation.

We will keep your personal data for 10 years. You can request that we no longer use your personal data, by contacting us via the website link below.

You have a number of rights under data protection laws, for example you have the right to ask us for a copy of the personal data the Bank holds about you. This is known as a 'Subject Access Request'. You can ask us to change how we process or deal with your personal data, and you may also have the right in some circumstances to have your personal data amended or deleted. To find out more about those rights, to make a complaint, or to contact our Data Protection Officer, please see our website at www.bankofengland.co.uk/privacy