



BANK OF ENGLAND

Mr Abdul Hai
via e-mail to:
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Please quote ref. CAS-22533-R3R1C2 on all correspondence

Dear Mr Hai

Thank you for your email of 19 June in which you ask for access to the following under the Freedom of Information Act 2000 ('FoI Act') relating to the Bank of England's (the 'Bank's') statement in relation to its links to the slave trade in the eighteenth and nineteenth century:

'Can you publish documents associated with the decision to apologise about slavery and to remove statues and paintings?

*Mainly who came up with the policy?
Who approved it?
Who was consulted.'*

The Bank's statement sought to acknowledge and apologise for the inexcusable connections that former Governors and Directors had to the slave trade. The decision to publish a statement reflects the importance that the Bank places on diversity and the desire to be transparent about our history.

Understandably, this issue is emotive and the Bank was conscious of the need for it to be handled seriously and sensitively. The statement was therefore discussed by senior colleagues, including at executive director level, and approved by the Governor, Andrew Bailey. Representatives of the Bank's BEEM (Bank of England Ethnic Minorities) network, were also consulted on the content of the statement.

The Bank understands that actions speak louder than words. That is why the statement referred to the review of the Bank's collection of images of former Governors and Directors to understand any historical involvement in the slave trade, and explained that the Bank will remove from display any that do have those links. This review is ongoing.

The statement also referred to the Bank's wider work on improving diversity and fostering inclusion and our active engagement with colleagues across the Bank to look at what concrete steps we can take going forward.

In 2019, the Bank launched the BAME Taskforce in recognition of the need to improve the representation of BAME colleagues at senior levels and to improve both retention and the working environment for all BAME colleagues. The Taskforce has overseen a number of actions. These include rolling out Let's Talk About Race workshops, introducing enhanced objectives for people managers and expanding the Bank's sponsorship programme to more BAME colleagues. These are all important steps but the Bank acknowledges that there is more work to be done on diversity and inclusion. As the Governor commented, he has "always thought that our staff want — and deserve — a workplace where they can see role models and everyone has an opportunity. We need to work to make this happen."

I hope this response helps you to understand how seriously the Bank takes this issue. Further, we hope that the response provides sufficient information to answer your queries satisfactorily, but if there is an element that we have not addressed, we would be pleased to consider a clarified request from you.

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