**Date issued:** 27th of February 2023

**Freedom of Information Request** 24/23

We are writing in response to your Freedom of Information request. Your request has been considered in accordance with the requirements of the Freedom of Information Act and our Data and Information Management Policy.

**You asked for the following information:**

1. **Can you tell me what proportion of the highest paid 10% of people on your payroll are from BAME backgrounds?**
2. **Furthermore, what proportion are women?**

**RESPONSE**

**Question 1**

Transport for Wales are not able to provide any data on Black, Asian and Minority Ethnic colleagues (Transport for Wales (TfW) no longer use the term BAME as an organisation)

This is an optional field for colleagues to complete and when looking at the top 10% of colleagues in terms of salary, less than half have completed this. As such, this figure is not held.

**Question 2**

The percentage of females in TfW’s top 10% of salary earners is 28.2%

We hope this information is of use to you.

Yours sincerely,

**Transport for Wales**

**Appeal Rights**

If you are unhappy with the way your request has been handled and wish to make a complaint or request a review of our decision, please write to the Head of Freedom of Information at either Transport for Wales, 3 Llys Cdwyn, Pontypridd, CF37 4TH or freedomofinformation@tfw.wales. Your request must be submitted within 40 working days of receipt of this letter. 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 (ICO) can be contacted at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or you can contact the ICO through the 'Make a Complaint' section of their website on this link: <https://ico.org.uk/make-a-complaint/>

The relevant section to select will be "Official or Public Information".