

Date issued: 28 June 2021

Freedom of Information Request

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 information access policy.

You asked for the following information:

“Can Transport for Wales provide a breakdown of the number and proportion of staff in managerial positions working for Transport for Wales from a BAME background?”

Having reviewed your questions, we are able to provide the following information:

Please see the table below outlining the Ethnic Origin breakdown of our employees. The onus to provide this information is on the employees. We do not ask for sensitive information during the job application phase, nor at the point of completing new-starter documentation with our employees. Instead, our employees choose to fill out their sensitive information once they have joined the organisation. Please note that this is not a mandatory requirement. As you will see from the data provided, the majority of our employees have not provided us with this information. It is also for this reason that we only have data representative of the entire organisation, rather than data specific to those in managerial positions.

Ethnic Origin	Male	Female	Gender withheld	Number of Employees
African	1	0	0	1
Any other Mixed background	2	0	0	2
Any other White background	3	1	0	4
Any other ethnic group	1	0	0	1
British	120	75	0	195
Caribbean	1	1	0	2
Not Stated	1	5	0	6
White and Asian	0	1	0	1
Withheld	191	110	3	304

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".