



Foreign & Commonwealth Office

29 July 2009

FOI Request, Ref: 0540-09

I am writing to inform you that the Foreign & Commonwealth Office (FCO) has now completed its search for the information which you requested on 10 July 2009. I can confirm that the FCO holds some information relevant to your request and have answered each of your questions in turn below:

1). For which of the diversity 'strands' do you currently have networks, and please can clarify what they are respectively named? If any networks have been dissolved, please state the date they were dissolved.

Details of the staff networks in the FCO and the number of members on each network distribution list as at 01 July 2009 is below. The Senior Womens' Forum & Gender Network merged in July 2009 to become the FCO Women's Network.

- Disability Action Group (DAG): 84
- Ethnic Diversity Advisory Group (EDAG): 48
- Ethnic Minorities Action Group (EMAG): 45
- Flexible Working Network (FWN): 184
- Foreign Office Lesbian and Gay Group (FLAGG): 186
- The FCO Women's network: 130
- Global Diversity Network: 110
- FCO Secondees Group: 118

2). Please state the number of staff members currently participating in each network. Please specify the total number of staff (I would prefer a headcount over full -time-equivalent figure, but please specify) you currently have in your public body.

The number of members on each network distribution list as at 01 July 2009 is given above. The full time equivalent number of staff employed by the FCO as at 01 July 2009 is 16525.55. This includes over 10,000 staff employed locally in our Posts overseas.

3). which networks currently have a diversity 'Champion' from your senior managers, if any? If there is a generic Diversity Champion for all 'strands' please clarify this. If any network does not currently have a Champion, please state the last Month and Year in which they had one (or please clarify if they have never had one).

Peter Ricketts, Permanent Under Secretary, is the FCO's overall Diversity Champion. In June 2007, FCO Board members volunteered to become a Board Champion for the following diversity strands:

- Age
- Disability
- Flexible Working
- Gender
- Race
- Sexual Orientation

Each Champion acts as a spokesperson and facilitator for his/her issue and a champion for the interests of all staff. Board Diversity Champions also have a regular working dialogue with the FCO's Diversity Strategy Unit, staff networks and other staff who, individually or as a group, have an interest in using diversity to help us work more efficiently in future, as an employer; a supplier of services; and developer of UK foreign policy.

We are currently reviewing Board Champion roles, to ensure that our efforts are focussed on the issues which have the highest priority in the FCO. This may mean changes to the strands championed at Board level.

4). If your diversity networks also include members of staff not in your direct employment (e.g. staff in Statutory Agencies/NDPBs, host Departments, or staff in subcontracted positions/employers), please state who directly employs these staff.

The FLAGG distribution list includes 20 members directly employed by the British Council.

5). Please clarify what definition of 'currently' (dates) you used in answering the above points.

Unless stated otherwise, all information is correct as at 01 July 2009.

6). Please provide any further information you may feel appropriate or relevant in understanding the information you are releasing.

For more information about the FCO's staff networks and diversity champions visit the "Diversity in the FCO" pages on our external website:

<http://www.fco.gov.uk/en/about-the-fco/diversity/>