

11/03/2015

**BY EMAIL**

Tel: 028 9536 3863  
Email: FOI.BSO@hscni.net

Our Ref: FOI 16-2015

Dear Mr [REDACTED],

Your request for information was received on February 23<sup>rd</sup> 2015 and was dealt with under the terms of the Freedom of Information Act 2000. Please be advised that the Business Services Organisation (BSO) has now completed its search for the information you requested with regards to the race/ethnicity breakdown in BSO.

The table below shows the race/ethnicity breakdown of all employees in BSO.

<b>Race/Ethnicity</b>	<b>Numbers of staff</b>
Indian	Less than 5
Not assigned	1033
White	310

The table below shows the race/ethnicity breakdown of BSO Senior Management.

<b>Race/Ethnicity</b>	<b>Numbers of staff</b>
Not assigned	15
White	7

Please note that for the purposes of identification of senior management employees, we have taken these to be at Band 8c and above. This will include Executive Directors and Heads of Service.

In relation to the categories in the tables above who are recorded as 'not assigned', I wish to advise that these are employees who have not advised us of their race/ethnicity. The BSO has a new Human Resources system which will enable employees to update these details via a self-service functionality. It is hoped that over time, employees will update these details.

To reduce the risk that individual employees could be identified the figures above have been quantified as 'less than 5'. In this regard it is believed that the release of exact figures would contravene both Section 40 of the Freedom of Information Act 2000 (Personal Information) and the Principle 1 of the Data Protection Act 1998 (Fair and Lawful Processing).



I hope that the information provided assists you. If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter.

In the event that you require a review to be undertaken, you can do so by writing to

Administrative Services Manager,  
2 Franklin Street,  
Belfast,  
BT2 8DQ

If, following an internal review, carried out by an independent decision making panel, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the BSO has complied with the terms of the Freedom of Information Act.

You can contact Information Commissioner at:

**Website:** [www.ico.org.uk](http://www.ico.org.uk)

**Phone:** 0303 123 1113

**Email:** [casework@ico.org.uk](mailto:casework@ico.org.uk)

**Post:** Information Commissioner's Office, 3rd Floor, 14 Cromac Place, Belfast, BT7 2JB

In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out. However the Commissioner has the option to investigate the matter at his discretion.

Yours Sincerely,

**David Bingham**  
Chief Executive