



Ministry
of Defence

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FOI2020/00583

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[REDACTED]
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12 February 2020

Dear [REDACTED],

Release of Information

Thank you for your correspondence of 15 January 2020 in which you requested the following information:

'A project requires some data, which I hope you can supply per the Freedom of Information Act. Please provide the means, samples sizes, and standard deviations for the subtests of the Naval Service Recruiting Test (NSRT) by narrow ethnic group for the last 5 years. Ethnicity should be as narrow as possible, e.g. Bangladeshi rather than Asian if that applies to your recording. If it is more convenient, please generate this data in a raw format for each individual with ethnicity in one column and subtest results in the other columns. This may be simpler and circumvent restrictions on generating new information.'

Your enquiry has been considered to be a request for information in accordance with the Freedom of Information (FOI) Act 2000.

A search for the information has now been completed within the Ministry of Defence and I can confirm that information in scope of your request is held which can be found detailed within the attached Annex to this letter.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

Navy Command Secretariat - FOI Section

Table 1. Recruitment Test Total Scores by Ethnicity

Ethnicity	Sample Size	Mean	Standard Deviation
Any Chinese Background	60	79.7	18.5
Any Other White Background	53380	72.5	19.5
Arab	20	61.0	17.9
Asian Bangladeshi	80	58.3	22.4
Asian Indian	280	70.9	20.4
Asian Pakistani	180	65.4	20.9
Black African	640	55.8	20.2
Black Caribbean	960	50.5	16.6
Mixed Asian And White	450	76.2	19.7
Mixed Black African And White	180	66.2	18.7
Mixed Black Caribbean And White	590	64.5	19.9
Other Asian Background	280	63.8	20.1
Other Black Background	80	53.7	15.9
Other Ethnic Background	170	65.2	21.1
Other Mixed Ethnic Background	330	71.6	21.6
White Irish	180	72.2	18.9
Unknown	260	67.8	23.0

Source: Captain Naval Recruiting

Table 2. Recruitment Test Literacy Scores by Ethnicity

Ethnicity	Sample Size	Mean	Standard Deviation
Any Chinese Background	60	19.6	6.2
Any Other White Background	53410	19.0	5.9
Arab	20	14.2	4.7
Asian Bangladeshi	80	14.5	6.8
Asian Indian	280	18.3	6.2
Asian Pakistani	180	16.9	6.6
Black African	650	15.9	6.2
Black Caribbean	960	14.4	5.2
Mixed Asian And White	450	20.1	5.9
Mixed Black African And White	180	18.0	5.7
Mixed Black Caribbean And White	590	17.6	6.1
Other Asian Background	280	15.9	6.3
Other Black Background	80	15.0	5.4
Other Ethnic Background	170	16.8	6.5
Other Mixed Ethnic Background	330	19.5	6.4
White Irish	180	20.0	5.9
Unknown	260	18.1	6.8

Source: Captain Naval Recruiting

Table 3. Recruitment Test Numeracy Scores by Ethnicity

Ethnicity	Sample Size	Mean	Standard Deviation
Any Chinese Background	60	23.6	5.9
Any Other White Background	53410	18.6	6.3
Arab	20	17.4	5.6
Asian Bangladeshi	80	17.5	7.0
Asian Indian	280	20.2	6.7
Asian Pakistani	180	18.4	7.1
Black African	650	15.4	6.9
Black Caribbean	960	13.2	5.7
Mixed Asian And White	450	20.1	6.4
Mixed Black African And White	180	16.7	6.3
Mixed Black Caribbean And White	590	16.3	6.2
Other Asian Background	280	18.0	6.5
Other Black Background	80	14.4	5.8
Other Ethnic Background	170	17.2	6.7
Other Mixed Ethnic Background	330	18.3	6.9
White Irish	180	18.4	6.5
Unknown	260	17.1	7.1

Source: Captain Naval Recruiting

Table 4. Recruitment Test Reasoning Scores by Ethnicity

Ethnicity	Sample Size	Mean	Standard Deviation
Any Chinese Background	60	19.8	5.5
Any Other White Background	53410	18.7	5.5
Arab	20	15.7	5.5
Asian Bangladeshi	80	13.8	6.9
Asian Indian	280	17.5	6.0
Asian Pakistani	180	16.0	6.2
Black African	650	12.7	5.7
Black Caribbean	960	11.9	4.9
Mixed Asian And White	450	19.2	5.7
Mixed Black African And White	180	17.1	5.6
Mixed Black Caribbean And White	590	16.3	5.9
Other Asian Background	280	15.7	6.0
Other Black Background	80	13.0	5.0
Other Ethnic Background	170	16.4	6.1
Other Mixed Ethnic Background	330	18.0	6.1
White Irish	180	18.1	5.8
Unknown	260	17.3	6.2

Source: Captain Naval Recruiting

Table 5. Recruitment Test Mechanical Ability Scores by Ethnicity

Ethnicity	Sample Size	Mean	Standard Deviation
Any Chinese Background	60	16.7	5.3
Any Other White Background	53390	16.2	5.1
Arab	20	13.7	5.5
Asian Bangladeshi	80	12.5	4.8
Asian Indian	280	14.9	5.0
Asian Pakistani	180	14.0	4.7
Black African	640	11.7	4.7
Black Caribbean	960	11.0	4.2
Mixed Asian And White	450	16.7	5.2
Mixed Black African And White	180	14.4	4.9
Mixed Black Caribbean And White	590	14.4	4.9
Other Asian Background	280	14.2	5.0
Other Black Background	80	11.4	4.3
Other Ethnic Background	170	14.7	5.0
Other Mixed Ethnic Background	330	15.8	5.3
White Irish	180	15.8	4.3
Unknown	260	15.2	5.9

Source: Captain Naval Recruiting

Notes

1. Analysis produced on recruitment tests undertaken between 1 April 2014 and 31 March 2019.
2. 'Any Other White Background' is comprised of applicants who declared an ethnicity of 'Any Other White Background', 'White English/Welsh/Scottish/Norther Irish/British' and 'White Gypsy or Irish Traveller'. Due to changes in how ethnicity was recorded with the introduction of the Defence Recruiting System (DRS), 'Any Other White Background' and 'White English/Welsh/Scottish/Norther Irish/British' have been grouped. Applicants with the ethnicity 'White Gypsy or Irish Traveller' are also included in this grouping due to a small sample size.
3. Sample size has been rounded to the nearest 10 in line with disclosure control policy. Figures ending in 5 are rounded to the nearest 20 to avoid bias.
4. Mean and Standard Deviation have been rounded to one decimal place. The recruitment test is scored using whole numbers.
5. Records that have a total score of zero are excluded from the analysis as the majority of these are considered to represent applicants who failed to attend. Where a score is higher than the maximum possible score for that section this is assumed to have been recorded in error, therefore these scores and the total scores for these records have been excluded.
6. Some records contain missing information for particular elements of the test. Therefore, the sample size may vary between test elements.

