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REDACTED

By email: REDACTED

Our ref:  
FOI2020/22047  
22 September 2020

Dear REDACTED

### REQUEST FOR INFORMATION: Shortlisting and Appointing Data

Thank you for your request for information of 24 August 2020 about shortlisting and appointing data. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Your information request and our responses are set out below:

*“Staff numbers as of 1 April 2020” (by ethnicity)*

Please note that it is not mandatory for current Defra staff or new employees to declare their ethnicity, therefore we do not hold information for those who have chosen not to disclose this information. This means the data supplied below is not a complete and accurate representation of ethnicity within the Department.

Additionally, where ethnicity is declared there are only two categories – ‘non-white’ and ‘white’.

The data in the table below is extracted from an HR system that cannot replicate the format requested so has been presented in a way that most closely matches the request.

	Those who have declared their ethnicity as being non-white	Those who have declared their ethnicity as being white	Those who have not declared their ethnicity
Administrative Officer	61	121	33
Executive Officer	116	387	120



Higher Executive Officer	143	838	250
Senior Executive Officer	107	838	214
Grade 7	86	859	234
Grade 6	18	294	67
SCS	13	124	30

Please note that the data in the tables below relating to job applications is extracted from a different HR system to that showing ethnicity of Defra employees. Again the system cannot match the exact format requested.

*“Applicants for Defra jobs in 2019-2020”*

	White	Black	Asian	Non-Black/Asian BAME
Administrative Officer	1724	251	342	124
Executive Officer	5126	599	1001	392
Higher Executive Officer	10808	1313	1767	818
Senior Executive Officer	6997	912	1345	457
Grade 7	6030	699	1197	392
Grade 6	2922	184	396	156
SCS	1124	62	166	65

*“Shortlisted applicants for Defra jobs in 2019-2020”*

	White	Black	Asian	Non-Black/Asian BAME
Administrative Officer	225	17	25	20
Executive Officer	455	44	79	37
Higher Executive Officer	1490	134	185	115
Senior Executive Officer	1288	88	173	65
Grade 7	1097	78	132	58
Grade 6	488	19	44	20
SCS	111	Witheld	6	Witheld

*“Average rating (1-7 scale) of those interviewed for Defra jobs in 2019-2020”*

	White	Black	Asian	Non-Black/Asian BAME
Administrative Officer	4.3	5.1	4.4	4.7
Executive Officer	4.6	4.6	4.4	4.6
Higher Executive Officer	4.1	3.5	3.5	4.0
Senior Executive Officer	4.4	3.4	3.8	3.9
Grade 7	3.9	3.2	3.5	3.9

Grade 6	4.1	3.7	4.1	3.9
SCS	3.9	5.1	4.4	Withheld

NB: where there were less than 5 individuals interviewed the average score has been withheld.

*“Appointees for Defra jobs in 2019-2020”*

	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Non-Black/Asian BAME</i>
Administrative Officer	39	Withheld	Withheld	Withheld
Executive Officer	130	6	14	6
Higher Executive Officer	326	23	25	24
Senior Executive Officer	348	10	26	15
Grade 7	338	16	12	15
Grade 6	145	Withheld	6	9
SCS	18	Withheld	Withheld	Withheld

After careful consideration, we have decided that some information, where the data is less than 5, the data should be withheld under sections 40(2) and 40(3A) of the FOIA, as the information constitutes personal data relating to persons other than you as it would, or would likely be possible to identify these individuals. These sections exempt personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would breach any of the data protection principles in Article 5(1) of the General Data Protection Regulation (GDPR).

We consider that disclosure of this information is likely to breach the first data protection principle, which provides that personal data must be processed lawfully, fairly, and in a

transparent manner. Disclosure would not constitute 'fair' processing of the personal data because the staff involved would not reasonably expect their identifiable information to be disclosed in relation to this request for information.

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on [GOV.UK](https://www.gov.uk), together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

We attach Annex A, explaining the copyright that applies to the information being released to you, and Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter please contact me.

Yours sincerely

REDACTED

**Information Rights Team**  
[InformationRequests@defra.gov.uk](mailto:InformationRequests@defra.gov.uk)

## **Annex A**

### **Copyright**

The information supplied to you continues to be protected by copyright. You are free to use it for your own purposes, including for private study and non-commercial research, and for any other purpose authorised by an exception in current copyright law. Documents (except photographs or logos) can be also used in the UK without requiring permission for the purposes of news reporting. Any other re-use, for example commercial publication, would require the permission of the copyright holder.

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## **Annex B**

### **Complaints**

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 11 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Andrew Mobsby, Head of Information Rights via email at [InformationRequests@defra.gov.uk](mailto:InformationRequests@defra.gov.uk) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our website.

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner's Office (ICO) for a decision. Please note that generally the ICO cannot make a decision unless you have first exhausted Defra's own complaints procedure.

The ICO's offices are currently closed so please visit their website on how to contact them during this period, here:

<https://ico.org.uk>