

Ref no: 12/1213

12 October 2012

Thank you for your email of 16 August 2012 when you requested the following information:

Disclosure of all analysis of differences in outcome for diversity groups (in other words, people sharing protected characteristics under the Equality Act) in:

- *performance management and appraisal processes for departmental staff,*
- *internal promotion outcomes and procedures,*
- *Departmental bonus schemes.*

since April 2009

Freedom of Information Act 2000

Your request has been handled under the Freedom of Information Act 2000 ('the Act'). Under the Act you have the right to:

- know whether we hold the information you have requested and;
- be provided with that information (subject to any exemptions under the Act which may apply).

We provided you with an initial response on 14 September 2012 where we explained that we needed more time to consider your request. I apologise for the delay but we are now in a position to provide you with a fuller response.

I can confirm that we do hold the information that you have requested.

The Department of Energy & Climate Change (DECC) has now published its analysis of the 2011/12 of Performance ratings. This can be found by following this hyperlink <http://www.decc.gov.uk/assets/decc/11/about-us/who-we-are/4218-decc-equality-performance-rating-analysis.pdf>. DECC has not previously published the analysis of its Performance Ratings. As the analysis for previous years that you have requested is available, I have attached this, in a zip file, for 2009/10 and 2010/11. Although not specifically referred to, there are bonus awards which are linked to the level of performance marks.

I have also attached a copy, in the zip file, of a response to an previous FOI request on an associated topic which also contains analysis of some limited Performance Appraisal markings.

Some information, which is within the scope of your request, has not yet been published. We are withholding this under section 22 of the FOI Act (information intended for future publication). Section 22 is a qualified exemption and we have therefore considered the public interest test. We acknowledge there is a public interest in making this information available as part of the wider Coalition Governments Transparency Agenda. However, we think the best use of public resources is to ensure the information is accurate and published in a consistent and comprehensive format, rather than issuing it in a piecemeal approach. This information is still being checked prior to publication. Please be assured that the Department is committed to publishing this information. Having considered the public interest, the Department's decision is to withhold the requested information.

If you are unhappy with the result of your request for information, you may request an internal review within two calendar months of the date of this email. If you wish to request an internal review, please contact me.

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 can be contacted at:

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Please do not hesitate to contact me if I can be of further assistance.

Yours faithfully,