



Your ref:
Our ref: RFI 6986
Date: 1 December 2014

Dear

REQUEST FOR INFORMATION: DISABLED JOB APPLICANTS AND EMPLOYMENT OF THOSE WITH A LEARNING DISABILITY

Thank you for your request for information about disabled job applicants and employment of those with a learning disability which we received on 30 October 2014. As you know, we have handled your request under the Freedom of Information Act 2000 (FOIA).

The information you requested is as follows:

1. *How many disabled people have applied for jobs in each of the last five years in your department?*

Defra does not have central records for disabled job applicants in 2010 and 2011 and therefore we are unable to provide this data as this information is not held. For 2012 and 2013 the figures are not available separately so we have combined the figures for these two years which are shown below:

Core Defra	Total
2010 and 2011	No data available
2012 and 2013	242
2014 (to 12 November)	294

2. *How many disabled people have been interviewed for jobs in each of the last five years in your department?*

Defra does not have central records for disabled applicants who have been interviewed for jobs in 2010 and 2011 and therefore we are unable to provide this data as this information is not held. For 2012 and 2013 the figures are not available separately so we have combined the figures for these two years which are shown below:

Core Defra	Total
2010 and 2011	No data available
2012 and 2013	60
2014 (to 12 November)	43

3. *How many disabled people have been employed in each of the last five years? How many of these are full-time, and how many part time? Please provide the number of people within each band in your department.*

The information you requested is as follows:

31 Mar 2010			
Grade Equivalent	Disabled		Total staff
	FT	PT	
AA	***	***	35
AO	23	***	340
EO	28	***	430
HEO	26	9	658
SEO	7	***	303
Grade 7	17	***	511
Grade 6	8	***	121
SCS	***	***	142
Total	116	22	2540

31 Mar 2011			
Grade Equivalent	Disabled		Total staff
	FT	PT	
AA	5	***	33
AO	29	***	355
EO	37	5	446
HEO	46	9	699
SEO	10	***	352
Grade 7	21	***	555
Grade 6	11	0	138
SCS	5	***	141
Total	164	27	2719

31 Mar 2012			
Grade Equivalent	Disabled		Total staff
	FT	PT	
AA	***	***	29
AO	26	***	306
EO	30	5	354
HEO	35	9	583
SEO	11	***	318
Grade 7	15	***	434
Grade 6	***	0	84
SCS	0	***	113
Unknown	***	***	100
Total	125	25	2321

31 Mar 2013			
Grade Equivalent	Disabled		Total staff
	FT	PT	
AA	***	***	20
AO	24	***	263
EO	30	5	345
HEO	31	11	569
SEO	13	0	348
Grade 7	20	***	428
Grade 6	5	0	92
SCS	***	***	97
Total	127	25	2162

31 Mar 2014			
Grade Equivalent	Disabled		Total staff
	FT	PT	
AA	0	***	12
AO	11	***	152
EO	33	***	331
HEO	34	11	593
SEO	12	0	353
Grade 7	22	***	428
Grade 6	***	0	98
SCS	***	***	95
Total	118	24	2062

Note; *** refers to data that is withheld,

I confirm that Defra does hold all the information that you have requested at question 3, but we have decided that part of the information should be withheld under section 40(2) (third party personal data) of the FOIA, as the information constitutes personal data relating to a third parties. Section 40(2) of the FOIA provides that personal data relating to third parties is exempt information if disclosure would breach the Data Protection Act 1998 (DPA). Even anonymous data about individuals amounts to personal data in the hands of the department if the department can identify the data subject to whom it relates. Where there are fewer than five cases, the precise figure is withheld as it could result in individuals being identified.

We consider that disclosure of this information is likely to breach the first data protection principle in Schedule 1 to the DPA, which relates to the fair and lawful processing of personal data, in three ways. First, disclosure would not constitute 'fair' processing of the personal data, second, disclosure would not satisfy any of the conditions for data processing set out in Schedule 2 to the DPA and, third, the disclosure of the information consisting of sensitive personal data would not satisfy any of the conditions for data processing set out in Schedule 3 to the DPA. Therefore, we have concluded that this information is exempt from disclosure under section 40(2) of the FOIA.

4. *How many people with a learning disability have applied for jobs in each of the last five years in your department?*
5. *How many people with a learning disability have been interviewed for jobs in each of the last five years in your department?*
6. *How many people with a learning disability have been employed in each of the last five years? How many of these are full-time, and how many part time? Please provide the number of people within each band in your department.*

For questions 4, 5 and 6 Defra does not record whether employees specifically have learning disabilities and, therefore, this data is not held.

In keeping with the spirit and effect of the FOIA, all information is assumed to be releasable to the public unless exempt. Therefore, the information released to you may now be published on our website together with any related information that will provide a key to its wider context.

I attach Annex A, which explains the copyright that applies to the information being released to you.

I also attach 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,

Defra FOIA and EIRs Team
InformationRequests@defra.gsi.gov.uk

Annex A

Copyright

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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 18 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Mike Kaye, Head of Information Standards, Area 4D, Nobel House, 17 Smith Square, London, SW1P 3JR (email: requestforinfo@defra.gsi.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 for a decision. Please note that generally the Information Commissioner cannot make a decision unless you have first exhausted Defra's own complaints procedure. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF