



Our ref: 2015/08359
Your ref:

Date 26 October 2015

Dear [REDACTED]

Thank you for your email of 27 September 2015 requesting the following information:

1. *The number of people registered disabled who were rated as "Must Improve", "Met" and "Exceeded" during the 2014/15 performance review.*
2. *The number of people considered to be an ethnic minority who were rated as "Must Improve", "Met" and "Exceeded" during the 2014/15 performance review. Please break this down into the ethnic category sub headings e.g. black, white, Asian etc.*
3. *The number of line managers (TL, GL, HoF and DM) who were rated as "Must Improve", "Met" and "Exceeded" during the 2014/15 performance review.*

We are treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed within the Ministry of Defence, and I can confirm that all the information in scope of your request is held.

The information you have requested can be found below:

1. *The number of people registered disabled who were rated as "Must Improve", "Met" and "Exceeded" during the 2014/15 performance review.*

People Registered as Disabled	Must Improve	Met	Exceeded
	10	39	10

2. The number of people considered to be an ethnic minority who were rated as "Must Improve", "Met" and "Exceeded" during the 2014/15 performance review. Please break this down into the ethnic category sub headings e.g. black, white, Asian etc.

People considered to be in an ethnic minority (voluntary disclosure)	Must Improve	Met	Exceeded
	~	64 (Within this figure, 25 fall within the Asian/Asian British Indian sub-category).	17

3. The number of line managers (TL, GL, HoF and DM) who were rated as "Must Improve", "Met" and "Exceeded" during the 2014/15 performance review.

Managers	Must Improve	Met	Exceeded
Department Manager	~	~	~
Group Leader	~	37	35
Team Leader	10	180	125
Head of Function	~	~	~

Figures lower than 10 have either been rounded or withheld (~) using government policy on statistical rounding so as not to compromise the Data Protection Act:

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <https://ico.org.uk/>.

Yours sincerely

Dstl Secretariat