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[Redacted]

By email: j[Redacted]

Our ref: FOI2019/07978  
9 May 2019

Dear [Redacted]

### **REQUEST FOR INFORMATION: Number of disabled staff**

Thank you for your request for information of 9 April 2019 about the number of disabled staff. We have handled your request under the Freedom of Information Act 2000 (FOIA).

The information you requested and our response is detailed below.

- 1. The number of disabled people who worked in the department in full-time roles in 2015, 2016, 2017, 2018 and 2019.*
- 2. The number of disabled people who worked in the department in part-time roles in 2015, 2016, 2017, 2018 and 2019.*
- 3. The number of non-disabled people who worked in the department in full-time roles in 2015, 2016, 2017, 2018 and 2019.*
- 4. The number of non-disabled people who worked in the department in part-time roles in 2015, 2016, 2017, 2018 and 2019.*
- 5. How many applications the department received from disabled people for full-time and part-time roles and how many were successful in 2015, 2016, 2017, 2018 and 2019.*
- 6. How many applications the department received from non-disabled people for full-time and part-time roles and how many were successful in 2015, 2016, 2017, 2018 and 2019.*

The information is taken as at 31 December for each year, except for 2019 which is taken at 31 March. The below table answers questions 1, 2, 3 and 4.



Year	Number of disabled staff in full time roles	Number of disabled staff in part time roles	Number of non-disabled staff in full time roles	Number of non-disabled staff in part time roles	Number of staff prefer not to say	Number of staff disability unknown	Total Number of staff
2015	210*		1,696*				1,906
2016	109	14	846	146	17	676	1,808
2017	154	29	936	181	23	2212	3,535
2018	302	48	1,784	328	108	1,634	4,204
2019	330	48	1,995	370	125	1,498	4,366

\*Unfortunately we are not able to provide a breakdown of figures for 2015, as the data is not held.

Disability is unknown for a number of staff because disability information provided throughout the recruitment process is not recorded in the HR system (SOP), although any reasonable adjustments will be made, and occupational health support provided if required before taking up employment. Therefore we are reliant on staff declaring this information on SOP for our records to be updated.

The information below is taken at 31 December for each year. The below 3 tables answer questions 5 and 6.

<b>Disabled Applicants</b>			
Year	Applicants	Passed Interview	Posted
2015	Withheld	Withheld	Withheld
2016	181	20	17
2017	606	44	35
2018	1,575	70	56
2019	744	24	Withheld

<b>Non-Disabled Applicants</b>			
Year	Applicants	Passed Interview	Posted
2015	Withheld	Withheld	Withheld
2016	2,888	363	308
2017	8,664	708	592
2018	21,221	1,330	1,135
2019	10,024	442	117

<b>Prefer not to Say</b>			
Year	Applicants	Passed Interview	Posted
2015	Withheld	Withheld	Withheld
2016	94	11	11
2017	314	25	21
2018	905	52	42
2019	444	20	Withheld

Defra does hold the information relating to 2015, as well as the data for 2019, that you have requested, we have decided that as the information involves five or less people it 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 this may identify the individual(s) involved any case(s).

Defra values equality and diversity in employment. We are committed to being an organisation in which fairness and equality of opportunity is central to the approach in business and working relationships and where the organisational culture reflects and supports these values. In Defra you have the right to a working environment free from discrimination, harassment, bullying and victimisation regardless of race, ethnic or national origin, age, religion, sex, gender identity, marital status, disability, sexual orientation, working hours, trade union membership or trade union activity.

As a Disability Confident employer, we positively welcome applications from disabled people. We are committed to making workplace adjustments wherever possible to ensure that disabled people can participate fully in the recruitment and selection process. We will also consider any workplace adjustments to enable applicants with a disability to meet the requirements of the post and strive to go beyond our legal requirements under the Equality Act 2010. We offer a Guaranteed Interview Scheme for all disabled applicants who provide evidence of meeting the minimum requirements necessary for the post.

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 Nick Teall, Head of Information Rights, Area 4a, Nobel House, 17 Smith Square, London, SW1P 3JR (email: [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 can be contacted at:

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