



Homes
England

Date: 21/04/2020

Our Ref: RFI2955

Tel: 0300 1234 500

Email: infogov@homesengland.gov.uk

Making homes happen

██████████
By Email Only

Windsor House
Homes England – 6th Floor
50 Victoria Street
London
SW1H 0TL

Dear ██████████,

RE: Request for Information – RFI2955

Thank you for your recent email, which was processed under the Freedom of Information Act 2000 (FOIA). For clarification, you requested the following information:

For each staff recruitment post for which applications closed in Nov 2019.

- 1. Reference/Description of each post advertised on CS Jobs.*
- 2. Ages of applicants: ie Applicant 1 = 45yrs, Applicant 2 = 34 years to Applicant N = NN years.*
- 3. Ages of applicants sifted for interview: ie Applicant 1 = 45yrs to Applicant N = NN years.*
- 4. Age of successful candidate ie Applicant 1 = 45yrs*

Response

- 1. Reference/Description of each post advertised on CS Jobs.***

&

- 2. Ages of applicants: ie Applicant 1 = 45yrs, Applicant 2 = 34 years to Applicant N = NN years.***

We can confirm that we do hold some of the requested information, which is provided as the attached Annex A.

For clarity, applicants are given the opportunity to select an age range as part of the diversity monitoring data on their application. The age ranges available to select are detailed in Annex A. However, this is optional and there are instances detailed in the attached where an applicant has chosen not to provide their age range. In those instances, Homes England does not hold the information requested.

The FOIA does not oblige a public authority to create information to answer a request if the requested information is not held. The duty under section 1(1) is only to provide the recorded information held.

The full text of section 1 in the legislation can be found here:

<https://www.legislation.gov.uk/ukpga/2000/36/section/1>

OFFICIAL



Date: 21/04/2020

Our Ref: RFI2955

Tel: 0300 1234 500

Email: infogov@homesengland.gov.uk

Where there are five or fewer applicants, we are withholding the information under S40 of the FOIA:

Section 40 – Personal information

We have redacted information on the grounds that it constitutes third party personal data and therefore engages section 40(2) of the FOIA.

To disclose personal data, such as names, contact details, addresses, email addresses and personal opinions could lead to the identification of third parties and would breach one or more of the data protection principles. To disclose both the job title and age of applicants where there are fewer than five applicants could lead to identification of an individual.

Section 40 is an absolute exemption which means that we do not need to consider the public interest in disclosure. Once it is established that the information is personal data of a third party and release would breach one or more of the data protection principles, then the exemption is engaged.

The full text in the legislation can be found on the following link;

<https://www.legislation.gov.uk/ukpga/2000/36/section/40>

3. Ages of applicants sifted for interview: ie Applicant 1 = 45yrs to Applicant N = NN years.

&

4. Age of successful candidate ie Applicant 1 = 45yrs

We are able to inform you that we do hold the information that you have requested. However, we rely on Section 40 (2) of the FOIA to withhold the information from disclosure.

Section 40 – Personal information

We are withholding information on the grounds that it constitutes third party personal data and therefore engages section 40(2) of the FOIA.

To disclose personal data, such as names, contact details, addresses, email addresses and personal opinions could lead to the identification of third parties and would breach one or more of the data protection principles. To disclose both the job title and age of applicants sifted and successful applicants could lead to identification of an individual due to the small numbers involved.

Section 40 is an absolute exemption which means that we do not need to consider the public interest in disclosure. Once it is established that the information is personal data of a third party and release would breach one or more of the data protection principles, then the exemption is engaged.

The full text in the legislation can be found on the following link;

<https://www.legislation.gov.uk/ukpga/2000/36/section/40>

Right to Appeal

If you are not happy with the information that has been provided or the way in which your request has been handled you may request an internal review by writing to;



Homes
England

Date: 21/04/2020
Our Ref: RFI2955
Tel: 0300 1234 500
Email: infogov@homesengland.gov.uk

Making homes happen

The Information Governance Team
Homes England – 6th Floor
Windsor House
50 Victoria Street
London
SW1H 0TL

Or by email to infogov@homesengland.gov.uk

You may also complain to the Information Commissioner however, the Information Commissioner does usually expect the internal review procedure to be exhausted in the first instance.

The Information Commissioner's details can be found via the following link

<https://ico.org.uk/>

Please note that the contents of your request and this response are also subject to the Freedom of Information Act 2000. Homes England may be required to disclose your request and our response accordingly.

Yours sincerely,

The Information Governance Team
For Homes England

OFFICIAL

RFI2955 - Annex A

Role Number	Number of Roles	Role Title	Number of Applicants	Applied (age)								Age data not collected		
				16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59		60-64	65+
D0088		Senior Manager - Joint Ventures	14							1	1			12
D0139		Senior Manager - Housing Guarantees	5											
E0068, E0098, E0128, E0130	4	Head - Disposals	49				3	3	2	5	4			33
E0069, E0097, E0099, E0132	4	Head - Planning and Enabling	75		1		1	2	2	2				67
K0072		Data Validation, QA and Modelling Expert	1											
K0079		Manager - Resource Planning	11			1								10
K0080		Officer - Business Support	45			1								44
G1400		Director - Operational Risk	65			5	12	14	11	8	6	1		10
G1130		Assistant Director - Consumer Risk	11			1		3	3	2	1			1
A1550		Assistant Director - Policy, Processes and Major Projects	25			3	4	4	4	4	3			3
D1601		Head - Risk Governance	20								2			18
C1500		Sector Lead - Affordable Housing	24				2	1	1					19
B1210		Chief Architect	35			1	8	5	8	6	4	2		1
K0014		Contracts Standards and Continuous Improvement Manager	6											6
K0020		Operations Data Manager - 3rd Party Data Flow and Analytics	6					1						5
A1530		Head of Business Management	15											15
K0012		Contracts Manager	15											15
K0029		Stakeholder Communication Officer	34											34
D1420		Assistant Director Housing Guarantees	15			1		1						13
D1750		Manager Development Finance	8				1	2	2	1				2
D1777		Manager Development Finance	7		1									6
C0107, C0104	2	Senior Economist	15			3	1		1	1				9