



Homes  
England

Date: 25 October 2022

Our Ref: RFI4076

Tel: 0300 1234 500

Email: [infogov@homesengland.gov.uk](mailto:infogov@homesengland.gov.uk)

Making homes happen

██████████  
By Email Only

Information Governance Team  
Homes England  
Windsor House – 6<sup>th</sup> Floor  
50 Victoria Street  
London  
SW1H 0TL

Dear ██████████

**RE: Request for Information – RFI4076**

Thank you for your request for information which was processed in accordance with the Freedom of Information Act 2000 (FOIA).

You requested the following information:

*Recently, the public servant position of HR Director (B1100N) was advertised on Civil Service Jobs*

*Please could you provide the following information:*

- 1. Do you hold a record of a job evaluation score assessment for this job role ?*
- 2. If you do hold a record of a job evaluation score assessment, then please tell me which job evaluation scheme did you use ?*
- 3. If you do hold a job evaluation score, then please can you provide me with the score?*

**Response**

We can inform you that we do hold the information that you have requested. We will address each of your questions in turn.

***1. Do you hold a record of a job evaluation score assessment for this job role?***

We can confirm that we do hold a record of the job evaluation score for the job role of HR Director.

***2. If you do hold a record of a job evaluation score assessment, then please tell me which job evaluation scheme did you use?***

We can confirm that Homes England use Korn Ferry (Hay) evaluation scheme which are used as the basis for our pay and grading framework.

***3. If you do hold a job evaluation score, then please can you provide me with the score?***

We can confirm that we do hold the job evaluation score given for the role of HR Director however, we rely on section 43 (2) of the FOIA to withhold the information from disclosure.

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#### Section 43 - Commercial interests

Under section 43(2) Homes England is not obliged to disclose information that would, or would be likely to, prejudice the commercial interests of any party.

The information requested relating to job evaluation score engages section 43(2) of the FOIA as it is commercial in nature and its release would be likely to prejudice the commercial interests of Homes England and Korn Ferry.

Homes England has identified that the information requested, if released, would be likely to prejudice the effective operation of the organisations pay and grading review.

Section 43 is a qualified exemption. This means that once we have decided that the exemption is engaged, Homes England must carry out a public interest test to assess whether or not it is in the wider public interest for the information to be disclosed.

#### Arguments in favour of disclosure:

- Homes England acknowledges there is a general public interest in promoting accountability, transparency, public understanding and involvement in how Homes England undertakes its work and how it spends public money.

#### Arguments in favour of withholding:

- It is possible to take the score and compare it to the standard Korn Ferry grading boundaries and make an assumption as to the job level it translates to. Releasing the score in the absence of our particular scoring boundaries/application could lead to an incorrect assumption being made about the job level and its comparability to roles in other organisations. Application of the methodology is specific to the organisational context, and it is for organisations to adopt and maintain the scheme, with some organisations over or under evaluating. These in turn would be likely prejudice the commercial interests of Homes England and Korn Ferry;
- While there is obviously a public interest in understanding the job evaluation scoring mechanism, releasing information that reveals Homes England's assessment and scoring criteria would be likely to distort our internal decision-making process, making it a robust process which would not be in the public interest. Further to this, the integrity of the job evaluation process could be undermined as the schemes provide a basis for a grading and pay structure, which in turn provides a means to check and demonstrate you are providing equal pay for equal work. Disclosure could lead to attempts to manipulate the system to achieve particular results and distortions and would expose Homes England's results of the evaluation to be influenced by subjective views, and be likely to prejudice this process;
- There are contractual obligations which prohibit Homes England from sharing this information with the public at large. This information was provided in a confidential manner and there was nothing within the process that would have explicitly led employees to believe that this information would be made public or that their own scores would be shared publicly. Additionally, disclosure would jeopardise the working relationship between Homes England and its employees and could lead to a potential loss of trust;
- To disclose this information would undermine and erode confidence in the scheme which Homes England uses for assessment, and would in turn adversely affect our position in the market for the purposes of



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recruitment. This could lead to a negative effect on Homes England's future recruitment activity if the job evaluation scores were to be subject to publication as this may result in a fewer number of applications which would have a negative effect on Homes England's ability to deliver its future commercial activity and compete with similar organisations; and

- Homes England has been unable to identify a wider public interest in disclosing the information requested.

Having considered the arguments for and against disclosure of the information, we have concluded that at this time, the balance of the public interest favours non-disclosure.

The full text of the legislation can be found on the following link:

<https://www.legislation.gov.uk/ukpga/2000/36/section/43>

### **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. You can request an internal review by writing to Homes England via the details below, quoting the reference number at the top of this letter.

Email: [infogov@homesengland.gov.uk](mailto:infogov@homesengland.gov.uk)

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

Your request for review must be made in writing, explain why you wish to appeal, and be received within 40 working days of the date of this response. Failure to meet this criteria may lead to your request being refused.

Upon receipt, your request for review will be passed to an independent party not involved in your original request. We aim to issue a response within 20 working days.

You may also complain to the Information Commissioner's Office (ICO) 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/>



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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

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