



Defence Business Services

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Ref: FOI2023/00010

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27 January 2023

Dear ██████████

Thank you for your email of 29 December 2022 to the Ministry of Defence (MOD) requesting the following information:

“Your department will keep records on those who applied for promotion and those who were promoted.

Therefore, for the calendar year 2022, how many non-white candidates applied for promotion for non-military civil service posts in your department and how many of those candidates were promoted.

For the same year, how many white candidates applied for promotion for non-military civil service posts in your department and how many of those candidates were promoted.”

I am 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 MOD and I can confirm that no information in scope of your request is held. This is because the majority of vacancies are posted externally, and the question regarding promotion is not asked, so there is no way of knowing. Adverts of this nature do not ask whether or not individuals are applying on promotion and as there is no direct link between applicant records in CS Jobs and employee records in MyHR, we have no means of knowing whether they are applying on promotion or not. The only reliable way to obtain the information would be to retrospectively contact all applicants and ask them the question.

Under Section 16 of the FOIA (Advice and Assistance) you may wish to note that as part of the application process, all candidates are asked a number of diversity type questions, including one around BAME. They obviously have the option to record this, including a Prefer not to Say answer, but they can also choose not to enter a response at all. However, we can report on the value that appears in that field at both the initial application stage and at the furthest point in the CS Jobs process of: Ready to Hire.

In the limited number of campaigns that are advertised internally and across government, applicants are asked whether they are applying for the post on promotion, so we will be able to

identify these and their ethnic group, where recorded, but this would be a very small proportion of the total number of vacancies advertised.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

A black rectangular redaction box covering the signature of the Defence Business Services Secretariat.

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