



Ministry
of Defence

Defence Business Services
Secretariat
Room 6303
Tomlinson House
Norcross
Thornton-Cleveleys
Lancashire FY5 3WP

Ref: FOI2024/00137

DBSRES-Secretariat@mod.gov.uk

12 February 2024

Dear [REDACTED]

Thank you for your email of 31 December 2023 to the Ministry of Defence (MOD), requesting the following information:

"Re: Freedom of Information request for staff, shortlisting and appointing data

Supplying only White and BAME data will not honour my Fol request. Please fully honour the request for information across the Ministry of Defence (excluding its agencies), as requested below:

Ministry of Defence (excluding its agencies) staff numbers as of 31 March 2023

Applicants for Ministry of Defence (excluding its agencies) jobs in the 2022-2023 financial year

Shortlisted applicants for Ministry of Defence (excluding its agencies) jobs in the 2022-2023 financial year

Appointees for Ministry of Defence (excluding its agencies) jobs in the 2022-2023 financial year"

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 information in scope of your request is held. This is presented in the attached tables at Annex A.

In order to protect personal information governed by Data Protection legislation, please note that Section 40(2) of the FOI Act has been applied to some information by supplementing numbers less than 5 with a X. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

In addition, it is important to make clear that the data presented in Annex A has been sourced from personnel records recorded on the Human Resources Management System/My HR and is based on **voluntary** Self Declarations for period 1 April 2021 to 31 March 2022.

As it is not mandatory to disclose this information, a number of employees either checked the "Prefer not to disclose" box or left it blank.

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.

Defence Business Services Secretariat

Ministry of Defence (excluding its Agencies) Staff Numbers as of 31 March 2023

Grade Grouping	White	Asian / Asian British	Black / African / Caribbean / Black British	Other Ethnicities
Senior Civil Service (SCS)	289	12	X	6
Grade 6	663	20	9	20
Grade 7	1687	66	24	53
Senior Executive Officer (SEO)	3948	203	105	86
Higher Executive Officer (HEO)	5152	199	107	106
Executive Officer (EO)	4829	159	70	100
Administrative Officer (AO)	4836	149	84	87
Administrative Assistant (AA)	2370	87	50	29

Applicants for Ministry of Defence (excluding its Agencies) Jobs - Financial Year 2022-2023

Grade Grouping	White	Asian / Asian British	Black / African / Caribbean / Black British	Other Ethnicities
Senior Civil Service (SCS)	15	X	0	X
Grade 6	944	113	53	60
Grade 7	3205	505	246	179
Senior Executive Officer (SEO)	5974	1218	582	355
Higher Executive Officer (HEO)	7575	1240	674	407
Executive Officer (EO)	6611	1032	490	296
Administrative Officer (AO)	5785	844	332	292
Administrative Assistant (AA)	2597	204	120	97

Shortlisted Applicants for Ministry of Defence (excluding its Agencies) Jobs - Financial Year 2022-2023

Grade Grouping	White	Asian / Asian British	Black / African / Caribbean / Black British	Other Ethnicities
Senior Civil Service (SCS)	X	X	0	0
Grade 6	288	18	11	19
Grade 7	1028	108	53	36
Senior Executive Officer (SEO)	2394	238	165	84
Higher Executive Officer (HEO)	3048	347	195	124
Executive Officer (EO)	26872	278	123	94
Administrative Officer (AO)	2449	205	87	100
Administrative Assistant (AA)	1377	109	47	49

Appointees for Ministry of Defence (excluding its Agencies) Jobs - Financial Year 2022-2023

Grade Grouping	White	Asian / Asian British	Black / African / Caribbean / Black British	Other Ethnicities
Senior Civil Service (SCS)	29	X	X	0
Grade 6	39	X	X	X
Grade 7	81	X	X	X
Senior Executive Officer (SEO)	192	16	14	11
Higher Executive Officer (HEO)	410	30	13	14
Executive Officer (EO)	443	25	X	14
Administrative Officer (AO)	415	20	9	12
Administrative Assistant (AA)	225	8	X	8

Notes:

- In order to protect personal information governed by Data Protection legislation, please note that Section 40(2) of the FOI Act has been applied, figures of five or under have been suppressed with an X.
- MOD Main Civilians only (excludes Agencies) Grades AA-Grade 6 .
- Civilians within "Non-Back/Asian BAME" include those with a declared ethnicity of "Mixed", "Other Ethnic Group", "Other Mixed" and "Other-Other Ethnic Groups".
- Intake records do not transfer over personnel declarations of diversity from their application, with records usually updating within six months as part of a live strength record rather than the intake record received.
- The data is based on the applied date, so includes anyone who applied within the 2021/22.

- Appointees also includes personnel transferring in directly from other Government Departments, individually or via transfer of an organisational area.
- CS Jobs status of "Sifted In" has been used as our interpretation of Shortlisted applicants (the wording from the FOI).
- Data presented has been sourced from personnel records recorded on the Human Resources Management System/My HR based on **voluntary** Self Declarations for period 1 April 2021 to 31 March 2022.
- As it is not mandatory to disclose this information, a number of individuals either checked the "Prefer not to disclose" box or left it blank.