



The Insolvency  
Service

**Information Rights Team**  
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[www.gov.uk/insolvency-service](http://www.gov.uk/insolvency-service)

Our ref: FOI25/26-135  
Date: 10 September 2025

Dear [REDACTED]

**Re: Freedom of Information Act 2000 (FOIA) Request**

Thank you for your email of 28 August 2025 in which you requested from the Insolvency Service (the agency):

*"I understand that the above vacancy has closed and that assessment of all candidates has now been completed. I believe candidates were asked to complete a technical exercise as part of the above campaign, and that this process was anonymised.*

*I am interested in learning what constituted an acceptable approach and response to the technical elements of the selection process. What things should have been noted in the scrutiny of the financial/other information you provided to candidates, and what sorts of questions should have been prepared for the Director."*

Further to section 8(1)(b) of the Freedom of Information Act, on the 2 September 2025 the agency requested your full name in order for your request to be valid. You provided your full name on the same day.

Your request has been dealt with under the Freedom of Information Act 2000 (FOIA).

I can confirm the agency holds some information; however, it is exempt from disclosure pursuant to section 43 of the Freedom of Information Act 2000 (FOIA). Your request is therefore refused.

**Section 43(2) – Commercial Interests**

Section 43(2) of FOIA states that:

*'Information is exempt information if its disclosure under this Act would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it).'*

- **Commercial interests**

In this case disclosure is likely to prejudice the commercial interests of the agency. This is because the information is both commercially sensitive and/or likely to have an effect on any future recruitment processes involving the agency.

If this information was disclosed, it would give future applicants an unfair advantage in similar recruitment campaigns. This would undermine the process and reduce the quality of candidates who progress to the interview stage.

Disclosure would also lead to wasted time, resources and money as interview panels could potentially spend time with candidates who only progressed because they had access to this information, rather than because they were suitable for the role.

The agency's commercial interest requiring protection concern its ability to maintain its processes for ensuring competitive recruitment, fairness, integrity and value for money

- **Harm (prejudice)**

Disclosure of the information would be likely to prejudice the commercial interests identified above. The potential harm applicable to the agency is that if applicants had access to this information, they could tailor applications to achieve a higher score without meeting the intended requirements of the role. This would undermine the recruitment process and potentially lead to less suitable candidates being appointed.

This would have a financial impact on the agency in having to provide additional training and support, etc to weaker candidates who otherwise would not have been successful. The agency would also have the operational burden of redesigning new sifting material each time to protect the integrity of the recruitment process.

- **Public interest test**

The factors I have considered in undertaking the public interest test are as below:

Public interest considerations favouring disclosure

- Promoting accountability and transparency in knowing that recruitment processes are fair and conducted with integrity.

Public interest considerations favouring withholding the information

- Publication of this information would be likely to affect recruitment campaigns on similar roles in the future; applicants may tailor their applications to match the disclosed information and therefore could potentially lead to less suitable candidates being appointed.
- Publication of this information would be likely to result in a financial loss to the agency. This is because weaker candidates could be recruited, which would require supplying additional training and support to them; as well as needing to redesign sifting materials to protect the integrity of the recruitment process, creating additional costs and operational burdens to the agency.

- **Decision**

On balance, I consider the public interest favours withholding the information at this time.

## Complaints

If you are not satisfied with the response we have provided to you and would like us to reconsider our decision by way of an internal review (IR), please contact our Information Rights team within 40 working days of this letter at [foi@insolvency.gov.uk](mailto:foi@insolvency.gov.uk) or by post at:

Information Rights Team  
The Insolvency Service  
3rd Floor  
Cannon House  
18 Priory Queensway  
Birmingham  
B4 6FD  
United Kingdom

You also have the right to contact the Information Commissioner's Office (ICO) if you wish for them to investigate any complaint you may have regarding our handling of your request. However, please note that the ICO is likely to expect an IR to have been completed in the first instance.

Yours sincerely

Information Rights Team  
The Insolvency Service

The Department for Business and Trade, Official Receivers and the Adjudicator are Data Controllers in respect of personal data processed by the Insolvency Service. For the details about how personal data is processed by the agency, please see the full Insolvency Service Personal Information Charter here:  
<https://www.gov.uk/government/organisations/insolvency-service/about/personal-information-charter>