

Recruitment Statistics

22 September 2016

Request for Information.

Thank you for your request received 26 August in which you asked:

For each of the last three financial years:

- *The number of external recruitment exercises the Assembly has run*
- *The number of applicants for all external exercises*
- *The percentage (or number) of all external applicants who were male, female or who identified themselves as having a non-binary gender*
- *The percentage (or number) of all external applicants who were successful at the initial sift stage who were male, female or who identified themselves as having a non-binary gender*
- *The percentage (or number) of all external applicants who were appointed to the job advertised who were male, female or who identified themselves as having a non-binary gender*

And similar information for internal recruitment exercises.

Please see the following table of information, based on the spreadsheet that you sent us.

I would also like to draw your attention to the following:

1. Non-binary is not a term used on our Equal Opportunity Monitoring forms. There is an option for applicants to indicate that they 'prefer not to say' or use their own description. However for existing employees we hold data on gender as a requirement for HMRC payroll



reporting, and this information has been used in relation to internal applicants below.

2. In August this year we made it mandatory for all candidates both internal and external to complete equal opportunities monitoring forms.

Financial Year	No. of External Recruitment Exercises	Total no. of Applicants	Number for whom gender information held	Details of applicants			Details of applicants successful at sift			Details of applicants appointed to posts		
				Male	Female	Prefer not to say	Male	Female	Prefer not to say	Male	Female	Prefer not to say
2015-16	69	1427	868	456	438	47	72	91	13	19	20	5
2014-15	62	739	630	227	210	56	49	61	22	6	17	3
2013-14	54	945	870	466	346	17	96	109	3	20	21	1
Financial Year	No. of Internal Recruitment Exercises	Total no. of Applicants	Number for whom gender information held	Details of applicants			Details of applicants successful at sift			Details of applicants appointed to posts		
				Male	Female	Non-binary	Male	Female	Non-binary	Male	Female	Non-Binary
2015-16	55	143	143	64	79	Not applicable	33	46	Not applicable	28	32	Not applicable
2014-15	48	162	162	64	98	Not applicable	35	60	Not applicable	18	28	Not applicable
2013-14	45	157	157	67	90	Not applicable	33	43	Not applicable	18	22	Not applicable

Your request has been considered according to the principles set out in the Code of Practice on Public Access to Information. The code is published on our website at http://www.assemblywales.org/abthome/about_us-commission_assembly_administration/abt-foi/abt-foi-cop-pub.htm

If you have any questions regarding this response please contact me. If you feel you have cause for complaint, please follow the guidance at the end of this letter.

Yours Sincerely

**Freedom of Information Manager
National Assembly for Wales**

Cause for concern or complaint with your FOI response?

If you believe that I have not applied the Code correctly or have not followed the relevant laws, you may make a formal complaint to the Chief Executive and Clerk at the National Assembly for Wales, Cardiff Bay. Details of the Assembly's complaints principles are set out in the Code of Practice on Complaints available on the Internet at <http://www.assembly.wales/en/help/contact-the-assembly/con-complaint/Pages/con-complaint-procedure.aspx>. Please advise me if you wish to receive a printed copy.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF