

Date: 15th January 2021

Our Reference: FOIA-2020-153

RE: Your request for information under the Freedom of Information Act 2000

I write in response to your Freedom of Information Act 2000 ('FoIA 2000') request dated **15/12/2020** in which you requested:

"Numbers of BAME officers who have successfully passed the direct entry to inspector, direct entry to superintendent and fast track to inspector since the process began. Age and gender demographics of all officers who have successfully passed the aforementioned/ above schemes/ processes."

Decision

When a request for information is made under the FoIA 2000, a public authority has a general duty under section 1(1) of the Act to inform an applicant whether the requested information is held. There is then a general obligation to communicate that information to the applicant. In line with section 1(1) of the FoIA 2000, I can confirm the College **does hold** information relevant to your request. We have provided this information below in two separate tables.

Due to low figures, we have applied the **section 40(2) – personal information** exemption, which allows us to redact and modify figures to protect the identity of individuals. Consequently, we have replaced all figures of 5 or less, with the phrase '5 or less' and redacted other figures that would allow figures of 5 or less to be calculated. Please see our reasoning for applying this exemption towards the end of the letter.

	Direct Entry Superintendent: Total number graduated (2016-2020)	Direct Entry Inspector: Total number graduated (2017-2019)	Fast Track Programme: Total number graduated (2017-2020)
Male	16	20	139
Female	13	14	80
Prefer not to say	0	0	5 or less
BAME	5 or less	5 or less	26
Prefer not to say	0	0	Redacted
Total	29	34	222

	Direct Entry Superintendent (2016 – 2020): number of successful candidates in each age bracket	Direct Entry Inspector (2017-2019): number of successful candidates in each age bracket	Fast Track (2017-2020): number of successful candidates in each age bracket
21 to 25 years	0	0	5 or less
26 to 30 years	0	7	57
31 to 35 years	0	12	78
36 to 40 years	5 or less	11	54
41 years and over	5 or less	5 or less	16
Unknown	22	5 or less	5 or less
Total	29	34	222

Your rights are provided at the bottom of this letter.

Yours sincerely,

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Section 40 (2) – Personal information

Section 40(2) states that:

“Any information to which a request for information relates is also exempt information if-

- (a) It constitutes personal data which do not fall within subsection (1), and
- (b) Either the first or the second condition below is satisfied.”

Essentially, under section 40(2) FoIA (by virtue of section 40(3A)), personal data of a third party can be withheld if any of the data protection principles would be breached by disclosing that data. Personal data is defined in section 3(2) of the Data Protection Act 2018 (DPA), as being:

“Any information relating to an identified or identifiable living individual”.

Section 3(3) DPA defines an identifiable living individual as:

“a living individual who can be identified, directly or indirectly, in particular by reference to –

- (a) an identifier such as a name, an identification number, location data or an online identifier, or
- (b) one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual”.

As is stated above, the two main elements of personal data are: that the information must ‘relate’ to a living person and that the person must be identifiable. Information will relate to a person if it is: about them, linked to them, has some biographical significance for them, is used to inform decisions affecting them, and has them as its main focus or impacts on them in any way.

In this case, we believe it is appropriate to replace low figures of 5 or less with the phrase ‘5 or less’ to ensure the exact number is not revealed. Furthermore, we have redacted certain figures to prevent the figures of 5 or less from being worked out. Although it may appear that on their own, releasing low figures may not lead to the identification of an individual, we consider that if these low figures are released, they may be combined with other data in the public domain resulting in the indirect identification of individuals.

We are committed to openness and transparency, and recognise the wider public interest in candidate figures, however, we also have a legal duty to ensure that the rights to privacy of individuals are protected and we do not believe that it would be fair to disclose the names on the requested information.

Your right of review

Under the Freedom of Information Act 2000 you have a right to request an internal review if you are dissatisfied with our handling of your request. Review requests should be made in writing (by email or post) within **40 working days** from the date of our original response. We will aim to respond to your review request within **20 working days**.

The Information Commissioner's Office (ICO)

If, after lodging a review request you are still dissatisfied, you may raise the matter with the ICO. For further information you can visit their website at <https://ico.org.uk/for-the-public/official-information/>. Alternatively, you can contact them by phone or write to them at the following address:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Phone: 0303 123 1113