ANNEX A

FOI DOF/2026-0099

Request

Re: IRC318107

1. Could I please request all handwritten notes and records from all panel members relating to the sift of this matter?
2. Can I please request all electronic notes and records from all panel members relating to the sift of this matter?
3. Can I please request the criteria applied for assessment including scoring matrix?

DoF response

I can confirm the department holds the information requested.

1. The information you have requested is attached at Annex C.

   Some information is being withheld because it is exempt under section 40(2) of the Freedom of Information Act. Section 40(2) exempts personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would, amongst other things, contravene one of the data protection principles of the Data Protection Act.

   In this case, I believe disclosure would contravene the first data protection principle, which provides that personal data must be processed lawfully and fairly. Section 40(2) is an absolute exemption, and the Department is not obliged to consider whether the public interest favours disclosing the information.

   Having considered all the information contained within the Legitimate Interest Test – lawful, fairness and transparency test (attached as a separate document – Annex D), the department has established that, on balance, there is no lawful basis for the disclosure of the remaining third-party personal data falling within the scope of the request of which the requester is not the data subject.

2. The information you have requested is attached at Annex E.

   Some information is being withheld because it is exempt under section 40(2) of the Freedom of Information Act. Section 40(2) exempts personal information from disclosure if that information relates to someone other

than the applicant, and if disclosure of that information would, amongst other things, contravene one of the data protection principles of the Data Protection Act.

In this case, I believe disclosure would contravene the first data protection principle, which provides that personal data must be processed lawfully and fairly. Section 40(2) is an absolute exemption, and the Department is not obliged to consider whether the public interest favours disclosing the information.

Having considered all the information contained within the Legitimate Interest Test – lawful, fairness and transparency test (attached as a separate document – Annex D), the department has established that, on balance, there is no lawful basis for the disclosure of the remaining third-party personal data falling within the scope of the request of which the requester is not the data subject.

3. The criteria used for assessment were as follows:

Eligibility Criterion 1: A minimum of 3 years' senior management* experience, in a large** organisation in either the public, private or voluntary sector, working in justice related issues, delivering positive outcomes to meet strategic challenges in a complex environment***.

Eligibility Criterion 2: AND A minimum of 3 years' senior management* experience of leading teams to deliver significant improvements**** in policy and/or service delivery at pace in a complex environment*** to achieve strategic organizational objectives.

Eligibility Criterion 3: AND A minimum of 3 years' senior management* experience of building and maintaining effective internal and external partnerships in a complex environment***, exercising strategic negotiating and influencing skills to deliver agreed outcomes.

**senior management* – providing detailed advice to Board level on, or taking decisions affecting, strategic issues concerning the corporate body or organisation within which an individual is working.

** *large organisation* - an organisation with a budget of at least £5m.

****complex environment* - one in which an organisation delivers a wide range of objectives requiring collaboration with both internal and external stakeholders in relation to issues with a high-level public profile.

*****significant improvements* – improvements impacting organisational strategy and stakeholders.

Candidates either passed or failed against each criterion.