ANNEX A

FOI DOF/2026-0230

Request

RE: IRC320459 Deputy Principal

1. Reasonable Adjustment Requests
   - Total number of candidates invited to interview.
   - The number of candidates who requested a reasonable adjustment for the interview stage.

2. Requests for online interviews
   - Of those who requested a reasonable adjustment how many specifically requested an online (remote) interview rather than a face-to-face interview format.

3 Interviews Conducted by format
   - The number of interviews conducted online -The number of interviews conducted face to face.

4 Refusal of online interviews
   - The number of candidates whose reasonable adjustment request (where supported or recommended by an occupational psychologist or equivalent professional) for an interview was refused.

5. Reasons for refusal
   - For any refusals outlined above, please provide:
   - The reasons why the requested adjustment (ie online interview) could not be accommodated Any policy, guidance or criteria used in making these decisions.

If it is not possible to provide some of the information requested, I would appreciate an explanation as to why in accordance with the act.

DoF response

I can confirm the department holds the information requested.

1. **Reasonable Adjustment Requests**
   135 candidates were invited to interview
   6 candidates requested reasonable adjustments.

2. **Requests for online interviews**
   3 candidates requested an online (remote) interview.

3. **Interview Conducted by Format**
   1 interview was online (remote).
   134 interviews were face to face.

4. **Refusal of online interviews**
   1 candidate's request supported or recommended by an occupational psychologist or equivalent professional was refused an on-line interview.

5. **Reason for refusal**
   - A face-to-face interview was offered at a location closer to the candidate.
   - NICSHR does not hold the information requested.