ANNEX A

FOI DOF/2026-0468

Request

RE: IRC320459 DFC Operations DP

1. Please provide details of how candidates were allocated across all interview panels and confirm whether steps were taken to ensure a representative distribution of candidates across panels.
2. Please confirm whether any panel interviewed candidates from the same branch/business area as one or more panel members. If so, please provide the number of such interviews conducted by each panel.
3. Please provide the total number of candidates interviewed by each panel.
4. Please provide breakdown of age, gender, and community background of successful applicants per panel.
5. Please provide the total number of candidates assessed as meeting the required standard by each panel.
6. Please provide the total number of candidates assessed as not meeting the required standard by each panel.
7. Please provide an anonymised breakdown of successful candidates by panel and candidate business area/branch.
8. Please provide an anonymised breakdown of unsuccessful candidates by panel and candidate business area/branch.
9. For each interview panel, please provide:
   - Minimum interview score.
   - Maximum interview score.
   - Average interview score.

DoF response

I can confirm the department holds some of the information requested.

1. Candidates were allocated to interview panels on a random basis based on applicant number and distributed evenly across the panels in line with panel availability.

Row Labels	Total
IRC320459	**135**
A	**45**
B	44
C	46
Grand Total	**135**

2. One of the interview panels interviewed candidates from the same branch/organisation as one of the panel members. There were 2 of such interviews conducted by the panel.

3. The total number of candidates interviewed by each panel is as follows:

Panel	Total
A	41
B	39
C	41
Grand Total	**121**

4. The breakdown of age, gender, and community background of successful applicants per panel is as follows:

- Age Breakdown

Age Group	A	B	C	Total
30 - 45	6	7	9	22
45 - 60+	4	3	9	16
Grand Total	**10**	**10**	**18**	**38**

- Gender Breakdown

Gender	A	B	C	Total
Female	5	5	10	20
Male	5	5	8	18
Grand Total	**10**	**10**	**18**	**38**

- Community Background Breakdown

Community Background	A	B	C	Total
Protestant	7	5	8	20
Roman Catholic	3	5	10	18
Grand Total	**10**	**10**	**18**	**38**

5. The total number of candidates assessed as meeting the required standard by each panel is as follows:

Competition	A	B	C	Total
Successful - Interview	10	10	18	38
Grand Total	**10**	**10**	**18**	**38**

6. The total number of candidates assessed as not meeting the required standard by each panel is as follows:

Competition/User Status	A	B	C	Total
Regret - Interview (Failed)	31	29	23	83
Grand Total	**31**	**29**	**23**	**83**

7 & 8. This information is 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 contravene one of the data protection principles in schedule 1 of the Data Protection Act 2018.

In this case, I believe disclosure would contravene the first data protection principle, which provides that personal data must be processed lawfully and fairly.

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

9. For each interview panel, the minimum interview score, maximum interview score and average interview score is as follows:

- Minimum interview score.

Competition/Panel ID	Total
A	27
B	22
C	47

- Maximum interview score.

Competition/Panel ID	Total
A	136
B	133
C	136

- Average interview score.

Competition/Panel ID	Total
A	77
B	82
C	96