

Request 8683 White Male 50 and Recruitment

I would like to know the answers to these two questions:

- What percentage of successful applicants to all jobs at your council were white males over 50-years-old in 2016, 2017, 2018, 2019 and 2020?
- What percentage of all applicants to all jobs at your council were white males over 50-years-old in 2016, 2017, 2018, 2019 and 2020?

I'm looking for a simple table in the format below.

% of successful applicants who were white males over 50:

2016

2017

2018

2019

2020

% of all applicants who were white males over 50

2016

2017

2018

2019

2020

NB: If you do not hold the raw data to generate all of these values, please provide the ones you are able to calculate in any case.

Response

Thank you for your request for information, which we have dealt with under the Freedom of Information Act 2000, firstly, as regards all applicants, date of birth (DOB) and ethnicity details (if provided) are on the original application form, all unsuccessful applicant forms are destroyed after 6 months, we will not have access to any data regarding all applicants prior to August 2020.

Secondly, we do not routinely collate this information and the way our data is held would require individual scrutiny of each personnel record or application form to verify age from seeking out individual dates of birth, making additional calculations and creating additional material to identify if a person was new employee or changed roles within the organisation. To do this would take an officer away from normal duties and exceed the cost and time limit of 18 hours or £450 provided by the Act, in addition as we are working in unprecedented times the Council cannot justify

diverting resources away from normal business and the additional support we are providing to the Covid response.

We find exemption Section 12(1) – cost of compliance exceeds appropriate limit applies and we decline to provide this information to you.

We have reviewed our data set and can provide you with the attached. This shows the number of white males 50 years old and over who have stated their ethnicity and been employed in the Council in each year – please note:

Employees are not compelled to state their ethnicity

The count is for each year and does not differentiate between existing or new employees.

These numbers below are the total number of staff on 1 January of each year

Year	Total number of staff on 1 January
2016	378
2017	380
2018	477
2019	531
2020	564

Details of South Cambridgeshire District profile can be found on our [Information and Statistics for South Cambridgeshire district webpage](#).

You may also find the [Cambridgeshire Insight](#) data pages useful for population data in this geographical area.