

Ref. No: 180120721  
From: Mr Brown [request-773067-6bfb1740@whatdotheyknow.com](mailto:request-773067-6bfb1740@whatdotheyknow.com)  
Date: 12/07/21  
Subject: Sexual orientation workforce data

## REQUEST

I would like to request under FOI the following data:

As at the 31st March 2021\* total workforce in each AFC pay band, Medical and Exec/Non exec categories broken down by each of the following:

Gay or lesbian  
Bisexual  
Heterosexual or straight  
Other not listed  
Undecided  
Did not disclose  
Not known  
Total

2. For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed separately by:

Gay or lesbian  
Bisexual  
Heterosexual or straight  
Other not listed  
Undecided  
Did not disclose  
Not known  
Total

3. For the financial year 20/21 the number of leavers by:

Gay or lesbian  
Bisexual  
Heterosexual or straight  
Other not listed  
Undecided  
Did not disclose  
Not known  
Total

Please provide data in Excel

## RESPONSE

I would like to request under FOI the following data:

As at the 31st March 2021\* total workforce in each AFC pay band, Medical and Exec/Non exec categories broken down by each of the following:

Gay or lesbian

Bisexual

Heterosexual or straight

Other not listed

Undecided

Did not disclose

Not known

Total

### **Please see attached**

\* **Please note:** We are unable to provide precise figures when those figures refer to individuals in volumes of 5 or less due to the risk that individuals will be re-identified, as we are required to protect their identity under the General Data Protection Regulations & Data Protection Act 2018. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed "lawfully, fairly and in a transparent manner". It is the lawful aspect of this principle which, in our view, would be breached by disclosure. In such circumstances section 40 confers an absolute exemption on disclosure.

2. For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed separately by:

Gay or lesbian

Bisexual

Heterosexual or straight

Other not listed

Undecided

Did not disclose

Not known

Total

### **Please see attached**

\* **Please note:** We are unable to provide precise figures when those figures refer to individuals in volumes of 5 or less due to the risk that individuals will be re-identified, as we are required to protect their identity under the General Data Protection Regulations & Data Protection Act 2018. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed "lawfully, fairly and in a transparent manner". It is the lawful aspect of this principle which, in our view, would be

breached by disclosure. In such circumstances section 40 confers an absolute exemption on disclosure.

3. For the financial year 20/21 the number of leavers by:

Gay or lesbian

Bisexual

Heterosexual or straight

Other not listed

Undecided

Did not disclose

Not known

Total

**Please see attached**

\* **Please note:** We are unable to provide precise figures when those figures refer to individuals in volumes of 5 or less due to the risk that individuals will be re-identified, as we are required to protect their identity under the General Data Protection Regulations & Data Protection Act 2018. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed "lawfully, fairly and in a transparent manner". It is the lawful aspect of this principle which, in our view, would be breached by disclosure. In such circumstances section 40 confers an absolute exemption on disclosure.