

Ref : FOI2024-013

[REDACTED]

28<sup>th</sup> March 2024

Dear [REDACTED]

Further to our previous correspondence regarding your request for the following information:

- 1) *What is the legal framework, if any, for the wording change from 'Equality, Diversity, & Inclusion' to 'Equity, Diversity, & Inclusion'?*
- 2) *Does AWE enforce its own agenda on ED&I or does it take the directional leadership from government or charities such as, but not limited to, Stonewall?*
- 3) *As a signatory of the '30% Club', how can a company 'take action to increase gender diversity at board and executive committee levels' without knowingly and/or actively discriminating against men?*
- 4) *I request data for the following period of time, by year from 2015 to the present date (2024):*
  - *Number of graduate and apprentice applicants, displayed as a total and separately by race and gender/sex.*
  - *Number of graduate and apprentice interviews, displayed as a total and separately by race and gender/sex.*
  - *Number of offers made to graduates and apprentices, displayed as a total and separately by race and gender/sex.*
  - *Number of applicants who started their respective programs, displayed as a total and separately by race and gender.*

Your request has been handled as a request for information under the Freedom of Information Act 2000 (the Act).

Your request has been handled as a request for information under the Freedom of Information Act 2000 (the Act). A search for the requested information within the Atomic Weapons Establishment (AWE) has now been completed, and we can confirm that information in scope of your request is held.

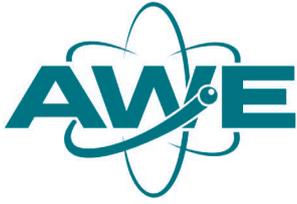
We will address each of your questions in turn:

- 1) **What is the legal framework, if any, for the wording change from 'Equality, Diversity, & Inclusion' to 'Equity, Diversity, & Inclusion'?**

This information is not held in a recorded format, however, under Section 16, duty to provide advice and assistance, it may be helpful to note that AWE referred to the work as "Diversity & Inclusion". In 2023 the senior leader accountable for Diversity and Inclusion, added "Equity" to the title, which is common practice in business.

- 2) **Does AWE enforce its own agenda on ED&I or does it take the directional leadership from government or charities such as, but not limited to, Stonewall?**

AWE created the ED&I strategy and associated agenda using insight from employees, taking best



practice from wider UK business and learning from leading diversity organisations. AWE does not take directional leadership from government or charities such as Stonewall.

**3) As a signatory of the '30% Club', how can a company 'take action to increase gender diversity at board and executive committee levels' without knowingly and/or actively discriminating against men?**

This information is not held in a recorded format, however under Section 16, duty to provide advice and assistance, it may be helpful to note that AWE's approach to increasing gender diversity, is to attract a diverse range of candidates from a variety of sectors and demographics, to ensure we have a rich and diverse talent pool to recruit from. All candidates have to meet the same standard of competence and expected experience for a role.

- 4) I request data for the following period of time, by year from 2015 to the present date (2024):**
- **Number of graduate and apprentice applicants, displayed as a total and separately by race and gender/sex.**
  - **Number of graduate and apprentice interviews, displayed as a total and separately by race and gender/sex.**
  - **Number of offers made to graduates and apprentices, displayed as a total and separately by race and gender/sex.**
  - **Number of applicants who started their respective programs, displayed as a total and separately by race and gender.**

Please see the attached, Section 40(2) has been applied to the breakdown of race in order to protect personal information as governed by the Data Protection Act 2018. The number of employees falling within this category is very low and therefore disclosure risks individuals being identifiable. Section 40(2) requires AWE to conduct a balancing exercise to consider the balance of the rights and interests of individuals against the legitimate interests in disclosure; this is not the same as carrying out the public interest test associated with certain other exemptions in the FOI Act. The balancing exercise is carried out in order to decide whether the absolute exemption in section 40(2) is engaged. In particular, there is no assumption of disclosure in the legitimate interests test, as there is with qualified exemptions. The outcome of the balancing exercise lay in withholding the number of employees falling within this category.

Please remember to quote the reference number above in any future communications. If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you are unhappy with the way your request has been handled you have a right to request an internal review within 40 days of receiving this letter, by writing to [information.requests@awe.co.uk](mailto:information.requests@awe.co.uk) or our postal address: Information Requests Team, AWE Aldermaston, Reading, RG7 4PR. If you are still unhappy after an internal review has been completed, under the provisions of Section 50 of the Freedom of Information Act 2000 you have the right to take your complaint to the Information Commissioner's Office. Please note the Commissioner will generally not consider a complaint until you have exhausted AWE's internal complaints process.

Yours sincerely,

AWE Information Requests Team

I request data for the following period of time, by year from 2015 to the present date (2024):

Number of graduate and apprentice applicants, displayed as a total and separately by race and gender/sex

Please note that some years needed to be merged due to GDPR, these are highlighted in grey boxes. If the number is too low within all years then the whole column will be omitted. Grand Totals may have been rolled up to prevent reverse engineering of merged values

Count of Candidate ID	Column Labels			
Row Labels	Not Stated	Female	Male	Grand Total
2017	24	31	117	172
2018	73	55	185	313
2019	144	51	168	363
2020	258	50	124	432
2021	500	48	163	711
2022	1254	478	1547	3279
2023	2989	1089	3354	7132
2024	280	178	979	1437
Grand Total	5222	1980	6637	13839

Count of Candidate ID	Column Labels					
Row Labels	Not Stated	Asian	Black	Mixed	White	Grand Total
2017	84	15			69	172
2018	113	24			165	313
2019	166	286		27	175	363
2020	279	27			134	432
2021	581				122	711
2022	1514	824		62	603	3279
2023	2999	1730	629	173	1601	7132
2024	321	266	145	58	847	1437
Grand Total	6057	2886	1060	320	3516	13839

Notes

N/A

Number of graduate and apprentice interviews, displayed as a total and separately by race and gender/sex.

Last Recruiting Stage	Interview			
Count of Candidate ID	Column Labels			
Row Labels	Not Stated	Female	Male	Grand Total
2017	23	23	64	120
2018	52	35	129	203
2019	60	27	101	188
2020	87	30	91	208
2021	156	21	90	267
2022	33	28	115	176
2023	494	138	443	1075
2024	36	33	129	198
Grand Total	918	335	1182	2435

Last Recruiting Stage	Interview					
Count of Candidate ID	Column Labels					
Row Labels	Not Stated	Asian	Black	Mixed	White	Grand Total
2017	57				51	120
2018	69	18			116	203
2019	75			15	106	188
2020	103	18			89	208
2021	195		44		64	267
2022	85	20			69	176
2023	538	128		41	371	1075
2024	40				123	198
Grand Total	1162	184	44	56	989	2435

Notes

Interviews cannot be confirmed to have taken place in Workday, only that an applicant has been moved to the interview stage, meaning the company intended to provide an interview, but isn't a confirmation of such.

Number of offers made to graduates and apprentices, displayed as a total and separately by race and gender/sex.

Count of Candidate ID	Column Labels			
Row Labels	Not Stated	Female	Male	Grand Total
2017	34	48	165	27
2018				220
2019	58	36	153	247
2020	35	51	105	191
2021	69	23	89	180
2022	66	41	131	238
2023	153	50	152	355
2024	182	20	87	289
Grand Total	597	269	881	1747

Count of Candidate ID	Column Labels					
Row Labels	Not Stated	Asian	Black	Mixed	White	Grand Total
2017	111				118	27
2018		18				220
2019	84				147	247
2020	42			22	129	191
2021	80				85	180
2022	160	28			71	238
2023	324				35	355
2024	284					289
Grand Total	1085	46		22	585	1747

Notes

Offers cannot be confirmed to have been given in Workday, only that an applicant has been moved to the Offer stage, meaning the company intended to provide an Offer, but isn't a confirmation of such.

Number of applicants who started their respective programs, displayed as a total and separately by race and gender.

Employee Type	(Multiple Items)		
Count of Workday ID	Column Labels		
Row Labels	Female	Male	Grand Total
2015	20	54	173
2016	99		
2017	30	81	111
2018	35	136	171
2019	34	135	169
2020	57	135	192
2021	28	106	134
2022	25	84	109
2023	38	132	156
2024			14
Grand Total	267	962	1229

Employee Type	(Multiple Items)					
Count of Workday ID	Column Labels					
Row Labels	Not Stated	Asian	Black	Mixed	White	Grand Total
2015					55	59
2016	15				105	114
2017		15			98	111
2018	72				86	171
2019	23				131	169
2020	16	24		23	165	192
2021					105	134
2022	50	15			54	109
2023	130				37	156
2024						14
Grand Total	306	54		23	836	1229

Notes

Numbers will have increased from Offers given as employees either updated these fields upon starting or have done so throughout their tenure