

Ref: FOI2025-016

[REDACTED]

21 March 2025

Dear [REDACTED],

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

Original Request:

Could you tell me what policies, practices, instructions, guidance and training have existed at AWE since 2016 regarding Diversity, Equity and Inclusion (DEI)?

Please include information on the influence of DEI on recruitment, on the selection of interview candidates, on the format of interviews, and on the questions posed at interview to candidates, both internal and external. In particular, I would like to know if interviewers have received any guidance or instruction on posing questions to candidates such as "What is your attitude towards Diversity?"

Please also include information on the influence of DEI policies/practices/instructions/guidance/training on career progression, promotion, salaries and performance assessment.

Refined Request:

To clarify, by 'influence' of Diversity, Equity, and Inclusion (DEI) on recruitment, the selection of interview candidates, the format of interviews, and the questions posed at interview to candidates (both internal and external), I am seeking any recorded information that demonstrates how DEI policies, principles, or objectives are reflected in or have shaped these processes. This could include, but is not limited to:

- Written policies, guidelines, or frameworks related to DEI that apply to recruitment processes, candidate selection criteria, interview structuring, or question formulation.*
- Internal memos, emails, or correspondence discussing the integration of DEI into these areas.*
- Training materials, manuals, or guidance provided to staff involved in recruitment and interviewing that address DEI considerations.*
- Specific examples of interview questions or question banks influenced by DEI objectives (e.g., questions designed to assess candidates' views on or experiences with diversity).*
- Reports, audits, or evaluations assessing how DEI has been implemented in recruitment and interviewing practices.*

Regarding the specific question about whether interviewers have received guidance or instruction on posing questions such as 'What is your attitude towards Diversity?' I am requesting any recorded information—such as training documents, interviewer briefing notes, or procedural guidelines—that indicates whether interviewers are directed, encouraged, or trained to ask this or similar DEI-related questions, and if so, what that guidance entails.

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

We can advise that whilst we may hold some information in scope of the subjects you have requested, we will not be able to answer your request without exceeding the appropriate limit set out at Section 12 of the Act.

Section 12 of the Act makes provision for public authorities to refuse requests for information where the cost of dealing with these would exceed the appropriate limit, which for public authorities is set at £450. This represents the estimated cost of one person spending 2.25 working days in determining whether the department holds the information, locating, retrieving and extracting it.

If you refine your request and reduce the volume, it is more likely to fall under the cost limit and we will be happy to consider it again.

Please note that if you break your request down into several smaller requests, we may still consider that your requests fall under the cost limit in their entirety.

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 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