

Mr Duncan Scorgie  
[request-337209-c4d7c907@whatdotheyknow.com](mailto:request-337209-c4d7c907@whatdotheyknow.com)  
**Sent by email only**

5 July 2016

Dear Mr Scorgie,

I am writing in response to your request under the Freedom of Information Act for information relating to equality and diversity monitoring of applicants for Council positions.

You have asked for the following information:

- 1) The ethnic and gender breakdowns of applicants for council member positions between 2010-present.
- 2) The ethnic and gender breakdowns of applicants for council member positions who were invited for interviews from the same period.
- 3) The ethnic and gender breakdowns of successful applicants for council member positions in the same period.

There have been four recruitment campaigns for Council members between 2010 and the current date.

In 2013 there were three recruitment campaigns as follows:

- Council member vacancies (11)
- Chair of Council (1)
- Welsh member of Council (1) – the original recruitment campaign for the 11 Council members was not successful in recruiting a Council member from Wales. Welsh representation on the Council is a legislative requirement so this campaign was re-run.

There was also a recruitment campaign in 2015 for one registrant Council member following a resignation.

#### **Council member position 2015**

	Gender Male	Gender Female	BME
Application	50.65%	49.35%	23.38%
Interview	66.67%	33.33%	-
Recommendation for appointment	-	100%	-

**Welsh Dental Professional Council member 2013 – this vacancy went straight to final interview**

	Final interview
Male	-
Female	80%
No answer	20%

	Final interview
White British	20%
No answer	20%
English	20%
Welsh	40%

The GDC does not hold specific equal opportunities monitoring data on the successful candidate. However, the Welsh member of the Council is currently a white female.

**Council member positions (11) 2013 – only 10 appointed**

	All applicants	Preliminary Interview	Final interview	Recommendation for appointment
Male	52.13%	58.33%	62.5%	70%
Female	41.84%	33.33%	33.33%	30%
No answer	6.03%	8.33%	4.17%	-

	All applicants	Preliminary Interview	Final interview	Recommendation for appointment
Indian	5.67%	2.78%	4.17%	10%
Pakistani	2.13%	2.78%	-	-
Caribbean	0.35%	-	-	-
British	34.4%	36.11%	37.5%	40%
Irish	3.19%	5.56%	-	-
Chinese	0.35%	-	-	-
No answer	6.74%	8.33%	4.17%	-
Asian Other	1.77%	-	-	-
Black Other	0.35%	-	-	-
English	30.14%	27.78%	33.33%	30%
Mixed Other	0.71%	-	-	-
Other	0.35%	-	-	-
Scottish	9.22%	13.89%	20.83%	20%
Welsh	1.42%	2.78%	-	-
White other	3.19%	-	-	-

Only 10 Council members (rather than 11) were recruited through this exercise. A further campaign took place to recruit a Council member from Wales (see above).

**Chair of Council 2013**

	Candidates	Preliminary Interview	Final Interview
Male	56.82%	50%	50%
Female	22.73%	30%	25%
No answer	20.45%	20%	25%

	Candidates	Preliminary Interview	Final Interview
Indian	6.82%	10%	-
British	34.09%	40%	25%
Irish	6.82%	10%	-
No answer	20.45%	20%	25%
English	22.73%	10%	25%
Scottish	2.27%	10%	25%
Welsh	2.27%	-	-
White other	4.55%	-	-

The GDC does not hold specific equal opportunities monitoring data on the successful candidate. However, the current Chair of the Council is a white male.

**Internal review and complaints procedure**

In accordance with the FOI Act, you are able to ask that an internal review be carried out if you would like to complain about this response or the way your request has been handled.

Complaints should be addressed to:

Principal Legal Adviser  
General Dental Council  
37 Wimpole Street  
London  
W1G 8DQ

Website: [www.gdc-uk.org](http://www.gdc-uk.org)

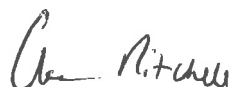
If, at the end of the review process, you are not satisfied with the response that you receive, you may write to the Information Commissioner, who is appointed to consider such complaints, at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113

Website: [www.ico.org.uk](http://www.ico.org.uk)

I hope this information is helpful.

Kind regards,

A handwritten signature in black ink, appearing to read 'Clare Mitchell'. The signature is written in a cursive, flowing style.

Clare Mitchell  
Head of Governance