



Cabinet Office

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Ms A NAsh

By email: request-654960-750d08a6@whatdotheyknow.com

FOI Reference: FOI2020/03124

14/04/2020

Dear Ms A NAsh

I refer to your request where you asked:

“ I would like to know from the 1400 applications how many got onto FLS for the 20-21 intake by department and how many were from BAME?

*What the scoring creteria and pass mark? I understand it was out of 7
Based on 3 areas.*

What was the pass mark for fy 18-19 and 19-20”

I am writing to advise you that following a search of our paper and electronic records, I have established that the information you requested is held by the Cabinet Office.

A total of 2786 applicants applied for the Future Leaders Scheme 2020 intake. Departments selected 1368 of these to proceed to interview, including those with a Guaranteed Interview Offer. Following Final Moderation by a Board convened by Civil Service Talent, 400 candidates successfully attained a place on the Future Leaders Scheme 2020 intake.

Of the 400 candidates successfully attaining a place on the Future Leaders Scheme 2020 intake, 61 candidates identified as being from an ethnic minority background.

The number of successful candidates from each department, i.e. a departmental breakdown, is as follows. We are unable to provide a specific figure where the total number is less than 5, for reasons of Data Protection, as it may allow for the identification of individuals and have not provided details of departments where this is the case.

Department	Number of Successful Candidates
Cabinet Office	32
Department for Business, Energy & Industrial Strategy	19
Department for Digital, Culture, Media and Sport	6
Department for Education	18
Department for Environment Food and Rural Affairs (DEFRA)	20
Department for Exiting the European Union	10
Department for International Development	13
Department for International Trade	11
Department for Transport	19
Department for Work and Pensions	24
Department of Health and Social Care	19
Foreign & Commonwealth Office	9
Government Legal Department	7
HM Revenue & Customs	33
HM Treasury	12
Home Office	40
Ministry of Defence	15
Ministry of Housing, Communities and Local Govt	11
Ministry of Justice	20
National Crime Agency	5
Scottish Government	17
Welsh Government	9

The number of successful ethnic minority candidates from each department is as follows. We have not provided details of departments where the number of successful ethnic minority candidates falls below five so as to avoid revealing details that could

potentially identify individuals and therefore this information is withheld under **Section 40 (2) Personal information**:

Department	Number of successful ethnic minority candidates
HM Revenue & Customs	6
Home Office	8
Ministry of Justice	6

The scoring criteria for the Future Leaders Scheme 2020 intake were the aspects of the Civil Service Talent Model of Potential (Purpose, Values and Performance) using a scale of 1 to 7 for each aspect of the Model in line with the following guide:

1	2	3	4	5	6	7
No positive evidence	Limited positive evidence	Moderate positive evidence	Adequate amount of positive evidence	Substantial positive evidence	Substantial positive evidence <u>and</u> some evidence of exceeding expectation	Evidence wholly exceeds expectation at this level

The final pass mark for the Future Leaders Scheme for the past three years has been a combination of a minimum total score at interview (out of 21) and a minimum score for each aspect of the Civil Service Talent Model of Potential: Purpose, Values and Performance (each out of 7).

For the Future Leaders Scheme 2020 intake, all candidates scoring a minimum total score at interview of 16 or higher out of 21 were successful. Additionally, candidates scoring 15 out of 21 and a minimum score of 5 out of 7 for each aspect of the Civil Service Talent Model of Potential (Purpose, Values and Performance) were successful.

For the Future Leaders Scheme 2019 intake, the minimum total score at interview required was 15 out of 21 with a minimum score for each aspect of the Civil Service Talent Model of Potential (Purpose, Values and Performance) of 4 out of 7.

For the Future Leaders Scheme 2018 intake, the minimum total score at interview required was 14 out of 21.

If you have any queries about this letter, please contact the FOI Team quoting the reference number above.

If you are unhappy with the service you have received in relation to your request or wish to request an internal review, you should write to:

Eirian Walsh Atkins
Cabinet Office
70 Whitehall
London
SW1A 2AS
email: foi-team@cabinetoffice.gov.uk

You should note that the Cabinet Office will not normally accept an application for internal review if it is received more than two months after the date that the reply was issued. If you are not content with the outcome of your internal review, you may apply directly to the Information Commissioner for a decision. Generally, the Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by Cabinet Office. The Information Commissioner can be contacted at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Eirian Walsh Atkins', is written over a light grey circular stamp.

FOI Team
Cabinet Office