



City of Westminster

Mr Graham Smith

L & A - Libraries & Archives
Westminster City Council
5 Strand
London
WC2N 5HR

Telephone 0207 641 3921

Email xxx@xxxxxxxxxxx.xxx.xx

Our ref: 4491135

Your ref:

Date: 28 June 2017

Dear Mr Smith

Freedom of Information Act 2000

Thank you for your recent Freedom of Information request received on 26 May 2017. Your request was as follows:

- 1. Why and at what level of management was it decided to employ actors to role play during interviews with library staff during the most recent restructuring?*
- 2. How were the actors sourced and if from a company, why was it chosen namely, how did it prove it should win the contract?*
- 3. What was the total cost of all the actors hired*

Response

The decision was taken by the libraries programme board, which comprises senior/executive directors responsible for the service in each of the three councils, and the director of libraries. The board considered that a robust selection process was required to ensure that all staff were given a fair opportunity to secure a role in the new structure, and that the use of interviews would be augmented by selection tests. The role play assessments which made use of actors were for managerial positions only to test their responses to "real life" situations.

The company used have provided assessment services and courses to Westminster City Council in the past and are part of the framework.

A total cost of the actors hired cannot be provided as they were included in the cost of the total package and not broken down by sections of the project.

I hope this provides the information you require.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Information Management Team
5 Strand
London
WC2N 5HR
xxxx@xxxxxxxxxxx.xxx.xx

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Further information is also available from the Information Commissioner at:

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

Tel: 0303 123 1113 or 01625 54 57 45
Fax: 01625 524510
Web: www.ico.org.uk

I will now close your request as of this date.

Yours sincerely

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