

**Information Governance Team**

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20 September 2019

Dear Sir/Madam.

**Freedom of Information Act 2000 (FOIA)  
Request ID: REQ06198**

Thank you for your request for information relating to anonymous CVs.

You have requested the following information:

- 1. Does your council use the principle of anonymous CVs in hiring candidates to work at the council? This is where the hiring manager does not receive the name of the candidate, merely the application to review - to remove biases.**

The Council is currently undergoing a pilot whereby anonymised applications will be used as part of a specifically designed recruitment process in partnership with Diversity by Design. This is for selected roles.

- 2. If your council does use anonymous CVs do you do any work to promote employers in your area to also take up the practice?**

Not at present as we are still adopting the process.

- 3. In the area you serve what percentage of the population BME?**

According to the 2011 Census, which was the last time an accurate measure was made, 33% of Coventry residents are from Black or Minority Ethnic backgrounds.

#### **4. Among your directly employed staff what percentage of your workforce is BME?**

As of 29th August 2019, 14.59% of current Council staff have declared themselves to be BME.

The supply of information in response to a freedom of information request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: [infogov@coventry.gov.uk](mailto:infogov@coventry.gov.uk)

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email [casework@ico.org.uk](mailto:casework@ico.org.uk).

Please remember to quote the reference number above in your response.

Yours sincerely

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