



Freedom of Information Request FOI1664

Request:

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.

Some more information is available here

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?
3. In the area you serve what percentage of the population BME?
4. Among your directly employed staff what percentage of your workforce is BME?

Submitted on 28/08/19.

Response:

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.

NTC do not accept CVs as part of the recruitment process. ** The Council uses a standard application form**
Application form guidance and recruitment policy are attached

The Equality Information - this information is only used to measure the effectiveness of NTC's Equality Policy. The Employee Services team removes the equality information (Part C of the application form) when they receive the application and it will not be seen by anyone else involved in the selection process. NTC's intention is to select the best candidates for the job regardless of their age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage & civil partnership and pregnancy & maternity.

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? **N/A**
3. In the area you serve what percentage of the population BME? **See attached - please note this information should be used with caution as it comes from the 2011 census data.**
4. Among your directly employed staff what percentage of your workforce is BME? **1.8%**