

Reference: 01537990

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Information Rights  
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### Freedom of Information request: Right to know request

Thank you for your request for information about how many members of the standards team previously worked for the BBC. This was a follow up request to a request you made previously. Your request was received on 24 November 2022 and we have considered it under the Freedom of Information Act 2000 ('FOI Act').

#### Your request

*The job application form clearly asks for the employment history of applicants and there is a mention within the form that Ofcom is prepared to hold these forms for future applications from candidates who do not initially achieve a post within The organisation.*

*Clearly Ofcom has the employment records of its employees and I would be grateful for the information as to how many members of the standards team previously worked for Ofcom.*

*I do not wish to have any personal information just how many members of the standards team previously worked for the BBC. How many, if any, of the standards team worked for the BBC before joining Ofcom.*

#### Our response

In response to your request, we do hold some information which is relevant to your request however we are unable to answer this question definitively. Many of these employees were recruited via an external recruitment agency and we no longer have access to their records. In addition, the part of the job application which asks for details of previous employment is on our new recruitment system only, which is 12 months old. We have no new employees in the standards team who were recruited in this way.

We have reviewed the records of staff in our Standards and Audience Protection team where we do hold CVs to identify if they have previously worked at the BBC.

We have located CVs for some longer serving colleagues, who we recruited directly, and where these have been retained on the colleague files where this was the practice at the time of their hiring. Of the 41 colleagues in scope, the following was identified:

- 16 had CVs on file, of those 3 had BBC listed as a previous employer on the CV
- 1 colleague had used the BBC as a referee, this information was not gathered from a CV

I hope this information is helpful. If you have any further queries, then please send them to [information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk) quoting the reference number above in any future communications.

Yours sincerely

**Julia Snape**

If you are unhappy with the response you have received in relation to your request for information and/or consider that your request was refused without a reason valid under the law, you may ask for an internal review. If you ask us for an internal review of our decision, it will be subject to an independent review within Ofcom.

The following outcomes are possible:

- the original decision is upheld; or
- the original decision is reversed or modified.

**Timing**

If you wish to exercise your right to an internal review **you should contact us within two months of the date of this letter**. There is no statutory deadline for responding to internal reviews and it will depend upon the complexity of the case. However, we aim to conclude all such reviews within 20 working days, and up to 40 working days in exceptional cases. We will keep you informed of the progress of any such review. If you wish to request an internal review, you should contact [information.requests@ofcom.org.uk](mailto:information.requests@ofcom.org.uk)

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 about this, and the internal review process can be found on the Information Commissioner's Office [here](#). Alternatively, the Information Commissioner can be contacted at:

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