

**From:** [Robert Gairey](#) on behalf of [Enquiries](#)  
**To:**  
**Cc:** [Enquiries](#)  
**Subject:** 10 23 05 Freedom of Information request - response  
**Date:** 03 October 2023 09:07:43

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Dear

Thank you again for your email, in which you formally request information regarding Estyn recruitment.

When dealing with requests for information made under the Freedom of Information Act 2000 (the 'Act'), Estyn's obligations include:-

1. Confirming or denying whether it holds information of the description specified in the request; and
2. Communicating the information requested to the applicant.

There are a number of exemptions under the Act that impact these obligations. Estyn is required to consider whether an exemption applies in the context of the information being released into the public domain, not just in the context of the information being released to the particular applicant that has requested the information.

If Estyn releases information in response to a Freedom of Information request, this is essentially a decision that the information can be released in response to any similar request from any member of the public.

In response to your request, I can confirm the following:

- Qu 1. How many new permanent hires joined your organisation in 2022? [16](#)
- Qu 2. How many new permanent hires came through external providers in 2022? [0](#)
- Qu 3. How many team members work in your Recruitment Team? [3](#)
- Qu 4. What is your time to hire from adverting to onboarding? [Not available – not currently measured](#)
- Qu 5. What was your attrition rate in 2022? [14.8%](#)
- Qu 6. What is your average cost per hire (including attraction and screening) in 2022? [Not available – not currently measured](#)
- Qu 7. How much did you spend with external providers of permanent recruitment in 2022? [£0](#)
- Qu 8. How many unique agency contractors/temps/interims did you use in 2022? [14](#)
- Qu 9. How much did you spend on agency contractors/temps/interims in 2022? [£211,317](#)
- Qu 10. Are you meeting your diversity targets? (yes or no) [Not applicable – no specific diversity targets set for recruitment](#)
- Qu 11. How many candidates applied for roles in 2022? [137](#) What is your candidate drop-out rate? [Not available – not currently measured](#)
- Qu 12. Which systems do you use for your permanent recruitment process? [Not applicable – we don't currently use an applicant tracking system](#)

If you are not satisfied with the decision Estyn has taken regarding your request for information, you are entitled to request that we review the matter. Your request for a review should be addressed to the Feedback and Complaints Manager, and received no later than 20 working days after the date of this communication.

If you are still not satisfied, you also have a right to complain to the Information Commissioner through their website:

<https://ico.org.uk/about-the-ico/who-we-are/wales-office/>

Telephone: 0303 123 1113

Email: [enquiries@ico.gsi.gov.uk](mailto:enquiries@ico.gsi.gov.uk)

Yours sincerely

Robert Gairey  
Swyddog Arweiniol Cyhoeddiadau / Lead Officer: Publications

Estyn  
Arolygiaeth Ei Fawrhydi Dros Addysg A Hyfforddiant yng Nghymru His Majesty's Inspectorate For Education and Training in Wales

Cyfeiriad: Llys Angor, Heol Keen, Caerdydd, CF24 5JW  
Address: Anchor Court, Keen Road, Cardiff, CF24 5JW Ffôn Estyn/Estyn Phone: 02920 446309  
E-bost/E-mail: [robert.gairey@estyn.gov.wales](mailto:robert.gairey@estyn.gov.wales)

Gwefan/Website: [www.estyn.llyw.cymru](http://www.estyn.llyw.cymru) / [www.estyn.gov.wales](http://www.estyn.gov.wales) Mae Estyn yn croesawu gohebiaeth yn Gymraeg a Saesneg. Bydd gohebiaeth a dderbynnir yn y naill iaith neu'r llall yn cael yr un flaenoriaeth.

Estyn welcomes correspondence in both English and Welsh. Correspondence received in either language will be given equal priority.

Dilynwch @EstynAEF / Follow @EstynHMI

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**From:**

**Sent:** 21 September 2023 11:44

**To:** SMB-Freedom of Information requests <FOIR@hrshub.co.uk>

**Subject:** Freedom of Information request

RHYBUDD: Deilliodd yr e-bost hwn o du allan i system E-bost ESTYN. Peidiwch ag ateb, na chlicio ar ddolenni nac agor atodiadau oni bai eich bod yn adnabod cyfeiriad e-bost yr anfonwr ac yn gwybod bod y cynnwys yn ddiogel. WARNING: This email originated from outside ESTYN's email system. Do not reply, click links or open attachments unless you recognise the sender's email address and know the content is safe.

Hello

Please can we request the following information under Freedom of Information regulations:

Qu 1. How many new permanent hires joined your organisation in 2022?

Qu 2. How many new permanent hires came through external providers in 2022?

Qu 3. How many team members work in your Recruitment Team?

Qu 4. What is your time to hire from adverting to onboarding?

Qu 5. What was your attrition rate in 2022?

Qu 6. What is your average cost per hire (including attraction and screening) in 2022?

Qu 7. How much did you spend with external providers of permanent recruitment in 2022?

Qu 8. How many unique agency contractors/temps/interims did you use in 2022?

Qu 9. How much did you spend on agency contractors/temps/interims in 2022?

Qu 10. Are you meeting your diversity targets? (yes or no)

Qu 11. How many candidates applied for roles in 2022? What is your candidate drop-out rate?

Qu 12. Which systems do you use for your permanent recruitment process?

We would be grateful if you would confirm receipt and advise when we can expect to receive responses to these questions. Thank you.

Kind regards