

Email: inforigxxx@xxxxxxx.xxv.uk
Information request
Our reference: 10200609



19 May 2026

Dear Jamie Halliday

Please accept our apologies for the delay in responding to your request.

Under s1(1) Freedom of Information Act 2000 (FOIA), we advise that some of the information requested is not held by Durham County Council. We have detailed below the information that is being released to you.

You Requested / Our Response

I am seeking information relating to the provision and effectiveness of reasonable adjustments in recruitment processes within your organisation.

1. Policies and guidance

Please provide any current policies, guidance, or internal documents relating to the provision of reasonable adjustments during recruitment, including any materials specific to neurodivergent candidates (e.g. autism).

Please see attached documents

- HR Recruitment and Selection Policy
- HR Recruitment Selection/Reasonable Adjustments

2. Assessor guidance and training

Please provide any guidance or training materials provided to recruitment staff or assessors on:

- a) considering and implementing reasonable adjustments*
- b) assessing candidates who have received adjustments*

Please see attached document

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- HR Recruitment Selection Managers Guidance

3. Adjustment types (summary only)

Please provide a summary list or description of the types of reasonable adjustments commonly offered to candidates at:

- a) application stage*
- b) sift stage*
- c) interview stage*

Please see documents attached for Q1 and 2

4. Aggregate data (last 24 months)

Please provide aggregated figures for the most recent 24-month period available showing:

- a) number of candidates declaring a disability*
01/04/2024 to 31/03/2026 - 2837
- b) number of candidates requesting reasonable adjustments*
This information is not held
- c) number of candidates provided with adjustments*
This information is not held

We advise that due to the devolved nature of recruitment, requests for reasonable adjustments are made directly to the lead officer. There is no central record held of such requests

5. Outcomes (high-level only)

Please provide any existing aggregated or summary data showing progression or success rates for:

- a) candidates who requested adjustments*
This information is not held
- b) candidates who did not request adjustments*
This information is not held

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If more detailed breakdowns would exceed the cost limit, please provide any

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high-level summaries or reports already held.

6. Internal evaluation

Please provide any internal reports, audits, or reviews (if held) that assess the effectiveness or fairness of reasonable adjustments in recruitment.

This information is not held – see advice under Q 4 and 5.

We confirm that there is ongoing review to ensure DCC is compliant with relevant legislation.

Clarification:

This request relates to recruitment activity undertaken by your organisation, whether for internal roles or roles within the wider public sector where applicable.

This request is intended to capture existing recorded information, summaries, and guidance documents. I am not requesting the creation of new data or analysis.

Please quote the reference number 10200609 in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Please put your grounds for an appeal in writing and email us back explaining which reason for internal review applies:

- Late (you want us to explain why the response was late or has not yet been provided)
- Disagree with exemption (wrong exemption or applied incorrectly).
- Disagree with the public interest test (explain in detail why you believe the public interest test favours disclosure)
- Request is incomplete, information is missing (indicate what is missing), information is inaccurate, information is not what was requested.

Internal review requests should be made within 40 working days of the initial response. The Council are not obliged to provide a review if it is requested after more than 40 working days in line with the ICO's guidance.

[What to do if you are dissatisfied with the response | ICO](#)

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Please send your request to either inforigxxx@xxxxxxx.xxv.uk or write to us at:

Information Governance Team
Durham County Council
PO BOX 274
Stanley
County Durham
DH8 1HG

If you are still dissatisfied with the Council's response after the internal review, you have a right of appeal to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF.
Telephone: 0303 123 1113
Website: www.ico.org.uk

We will now close your request as of this date.

Yours sincerely

Freedom of Information & Data Rights Officer
Information Governance Team

inforigxxx@xxxxxxx.xxv.uk
0300 026 0000
[Privacy notice for Information Governance](#)

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