

Tribunal Advisory Committee, 30 May 2018

Fitness to Practise

Recruitment Report Legal Assessors 2018

Background

The HCPTS department required between 10-15 legal assessors to compensate for resignations and to deal with the increase of final hearings. Initial conversations between the Partner team and the FTP took place in November 2017. The recruitment went into full planning stage in December 2017 and the Partner manager suggested a number of changes to the current recruitment approach.

The Partner team presented the FTP with the 'Information for Applicants' document (Annex A) which explained the new competence framework for legal assessors, the role requirements and commitments, as well as a new general guidance document (Annex B) which advised candidates on how to complete the application form. The legal assessor application form was adapted to reflect the new competence framework. It was designed with one section for each competency (with a word limitation of 300 words per section) in addition to a 'Reason for Application' section. Candidates were scored on these sections only. The group welcomed the change as it improved the overall shortlisting process, and made the process more transparent and fair.

Due to further delays to the launch of the Partner Portal, the partner manager recommended not to postpone the recruitment to a later stage and to use paper application forms instead of online recruitment through the Partner Portal. Unless due to reasonable adjustments, no handwritten or postal submissions were accepted.

Resources and dates for induction training and interviews were decided and confirmed at this stage. Advertising was considered by the group and the Law Gazette and Diversity Jobs provided the best balance between best practise and reaching out to the right audience. The Partner Team also notified a wide network across the four countries and those on the 'Expressed Interest List' with legal background.

Interview and shortlisting panels

The shortlisting and interview panel was composed of the following FTP employees for both parts of the assessment:

- Zoe Maguire, Head of Tribunal Services
- Brian James, Head of Case Preparation and Conclusion
- Deborah Oluwole, Adjudication Manager – Scheduling
- Claire Baker – Tribunal Services Manager – Hearings
- Amanda Johnson – Hearings Team Manager

Quality Assurance activities

The Partner manager oversaw the quality assurance process of the recruitment campaign. This encompassed providing guidance and training to shortlisters and interview panel members. At the start of the shortlisting process all shortlisters (and the Partner manager) scored the first batch of applications. The Partner manager reviewed and compared all scores, and set up a meeting to discuss with the group any discrepancies in scoring. This process ensured calibration between the different shortlisters at the start of the shortlisting process and provided an opportunity to discuss differences in their expectations of candidates. The group also reflected on the different competence requirements which helped everyone's understanding for the shortlisting and interview process.

As part of the quality assurance process during the interview, the Partner Manager sat with each interviewer during their first interviews, observed them, and discussed their scoring.

The written assessment was reviewed and scored by the same two FTP employees which ensured consistency of scoring.

Further quality assurance measures are explained in the relevant sections below.

Shortlisting of application forms

A total of 228 applications were shortlisted by a shortlisting panel of four (one applicant withdrew their application after closing date). In the application form applicants had to provide detailed examples on how they met the competence in seven sections ('Reason for Application' plus the six competencies from the Legal Assessor Competence Framework). The maximum score candidates could achieve was 28.

Two shortlisters would review each application form and the Partner team ensured that shortlisters were paired with different shortlisters throughout the process. After the shortlisting process was completed, the Partner manager compared all scores and asked shortlisters to review their scores where a large discrepancy between the two shortlisters was identified. In addition the Partner manager quality assured a number of applications covering all shortlisting pairs (around 10%).

The partner manager checked and analysed the returned scores. In cooperation with FTP the cut-off score for going through to interview/assessment stage was set at 40.0 (average of 20.0 per shortlister) which was significantly higher than usual due to the excellent caliber of candidates. This meant that 38 candidates were invited to interview stage based on their scores.

A total of 15 candidates declared a disability under the 'Disability Confident' scheme. The threshold to be invited to interview under the scheme was a minimum score of 28.0 (14.0 by each shortlister). 9 out of 15 candidates reached the required 'meeting criteria' stage and were invited to interview.

Interview and assessment process

Out of 228 applicants shortlisted, 47 candidates were invited (4 withdraw due to unavailability) and interviewed in parallel with two interview panels conducting interviews at the same over one week. Five interview panel members were selected in total to ensure we had sufficient interviewers in case of unexpected circumstances. All five interviewers were trained, provided with guidance, conducted many interviews for FTP partners in the past, and have a detailed and in-depth understanding of the legal assessor role.

The partner manager attended a total of 11 interviews (25%). The five panel members were combined into different teams every day as this ensured calibration between them. Each interviewer was allocated 'a day off' during the week and the number of candidates per day were limited to ensure a manageable workload.

The interview contained eight questions based on the new competency framework for legal assessors. Candidates were asked to provide specific examples to show how their skills and experience meet the competency.

The written assessment was a 30 minutes task delivered by the Partner team during which candidates had to type a draft decision for a panel. Candidates were given practice notes, the panel deliberation on why they refuse the adjournment and the registrant's email. The task was based on feedback from FTP and designed around some of the issues FTP experiences with current legal assessors.

- timely drafting
- structure of draft
- typing.

Each candidate was given a laptop and worked on their own word document which was anonymised by using their candidate ID and a password to ensure that no mix up was possible.

The written assessment was scored using the following breakdown.

1. Produce a draft determination in a timely manner (max scores: 2)
2. Provide a clear and succinct written document (4)
3. Ensures the panel's decision is presented in a well-reasoned manner (4)
4. Ensures the decision is properly structured (4)

Rating for the interview and shortlisting process were as follow:

Score	Performance Rating
0	Unsatisfactory
1	Limited
2	Satisfactory
3	Good
4	Excellent

Reasonable Adjustments

There were no reasonable adjustments at shortlisting stage.

Two candidates required reasonable adjustments and were given extra time during the written assessment due to dyslexia. One candidate with impaired sight was given extra time and needed a larger print. One candidate was a wheelchair user and we adjusted the starting time for one candidate with Crohn's disease.

The interview and assessment scores were combined and candidates with a minimum of 30.0 scores were successful.

	Interview	Assessment
Possible Score	32	14

Outcomes and reflections

A total of 17 legal assessor were appointed.

Although the FTP was only looking to appoint between 10-15 new assessors, the standard of application was so high that the decision was made to appoint 17.

FTP provided positive feedback about the updated application form divided into the different criteria which made the shortlisting process easier to score and more transparent. The interview questions worked well and only one question was felt to be slightly too long. A written assessment was run for the first time and appeared to be helpful to identify suitable candidates. Overall the feedback received by FTP was very positive about the changes and the delivery of the campaign.

The recruitment campaign was very successful as we saw an increase of 363% of applications in comparison to the last legal assessor campaign in 2016. The same external advertising was used during both campaigns, but the Partner team used more direct communication, contacted networks and used their 'Expressed Interest List' which would have improved the 'Word of Mouth' section as well as the 'HCPC Website' in the below table.

Recruitment Source	Candidates
External Publication	18
External Website	12
HCPC Email	6
HCPC In Focus	1
HCPC Website	48
Law Society Gazette	40
Not disclosed	8
Other	31
Word Of Mouth	65

Feedback

No feedback was offered after shortlisting due to the high number of candidates, but unsuccessful candidates at interview/assessment stage were informed that they could request feedback on their performance.

16 out of 26 unsuccessful candidates requested written feedback.

Equality and Diversity data

Annex C

April 2018

Appointment of Legal Assessor

Information for Applicants

January 2018

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What is the HCPC?

- 1** The Health Care Professions Council (HCPC) is a regulator, and we were set up to protect the public. To do this, we keep a [Register](#) of health and care professionals who meet our [standards](#) for their training, professional skills, behaviour and health.
- 2** We currently regulate [the following professions](#): arts therapists, biomedical scientists, chiropractors / podiatrists, clinical scientists, dietitians, hearing aid dispensers, occupational therapists, operating department practitioners, orthoptists, paramedics, physiotherapists, practitioner psychologists, prosthetists / orthotists, radiographers, social workers in England and speech and language therapists.

What does a legal assessor do?

- 3** Legal assessors provide advice to Panels of the HCPC's statutory committees and Council on questions of law arising in connection with any matter which any of those persons is considering under article 9 or 10, Part V or Part VI of the Health and Social Work Professions Order 2001.
- 4** Legal assessors are required to type and draft decisions during hearings in a timely manner and it is essential that they display a flexible approach to the needs of the panel chair.

Why should I apply for this role?

- 5** HCPC partners work under a Partner Service Agreement and are self-employed. They are not employees and we engage them because of their special knowledge and expertise.
- 6** Legal assessors shall provide services to the HCPC as an independent contractor under the terms of the partner services agreement.
- 7** Their role is to fulfil its obligations under the Health and Social Work Professions Order 2001, the Council appoints Practice Committee Panels to consider allegations made against HCPC registrants and intervene if their fitness to practice is impaired.

What skills and experience are you looking for?

- 8** The Competence Framework for legal assessors is based upon the Judicial Skills and Abilities Framework 2014 for the Courts and Tribunals Judiciary and adapted specifically to the role of HCPC Legal Assessor. There are six competency headings:

9 Advising effectively:

- Provides independent, proportionate and unbiased advice
- Tailors advice according to the circumstances of the case
- Applies relevant case law and concepts related to public interest and public protection

10 Working with others¹

- Ensures proceedings are conducted fairly and according to relevant rules and procedures
- Recognises and shows understanding of the differing needs of participants and provides appropriate support for registrants who are not legally represented.
- Shows appropriate regard for the panels' autonomy in reaching decisions
- Values and promotes equality and diversity, and reminds the panel of its importance where appropriate

11 Exercising judgement

- Demonstrates integrity and applies independence of mind to ensure that proceedings are conducted fairly
- Ensures that the panel's decision is presented in a clear and well-reasoned manner in line with the Health and Social Work Professions Order 2001 and other relevant regulatory standards.
- Respects confidentiality in relation to both evidence and to the panel's deliberations

12 Demonstrating and building knowledge

- Demonstrates and applies detailed knowledge of current law, Human Rights Act and relevant Court decisions
- Demonstrates an ability and willingness to learn and develop.

13 Managing work efficiently

- Undertakes preparation in advance of each tribunal
- Assists the Chair (and hearings officer) to effectively use time available
- Produces draft determinations in a timely manner (usually before the end of the hearing day) using HCPTS word processing packages.

14 Communicating effectively

¹ Others refers to all participants at hearings, e.g. The Panel Chair and Members, HCPTS staff, Registrants (and their advocate/representative) and HCPC Advocates and witnesses.

- Provides clear and succinct oral and written communication, in particular during hearings and in the assistance given to Panels in the drafting of Decisions

Legal assessors must be able to type, draft and submit their decision to the panel in a timely manner. Please note that HCPC does not provide panel secretaries to complete this work. We expect Legal Assessors to prepare for hearings prior to the hearing day and bring their own laptop with their notes and preparation material to the tribunal. Satisfactory IT and typing skills are necessary to fulfil this role.

Are there any other criteria for the appointment?

Must have, by requirement of Article 34 (1), Health and Social Work Professions Order 2001:

- a 10 year general qualification (within the meaning of section of 71 of the Courts and Legal Services Act 1990); **or**
- be an advocate or solicitor in Scotland of at least 10 years' standing; **or**
- be a member of the Bar of Northern Ireland of at least ten years' standing
- be in good standing with your regulator or relevant organisation.

15 You need to hold a current practising certificate at the time of appointment.

What is the time commitment and location?

16 You will need to commit a minimum of 15 days a year including any mandatory training.

17 The HPC is committed to the training of its partners. Legal Assessors are required to complete an induction training programme before commencing panel work, and to attend at least biennial refresher training events.

18 Tribunals are taking place across the United Kingdom with the majority being held in London.

What can I claim for my services?

19 Legal assessors are paid £614 per day for the provision of the services. Fees are paid for training and the full fee detail will be provided on appointment.

20 You will be eligible to claim travel and subsistence expenses in accordance with the current Partner Expenses Claim Policy and Procedure. All travel and accommodation has to be booked through the HCPCC's travel booking system which will ensure that appropriate discounts may be applied to travel arrangements.

Equality and diversity is important to us

- 21 Our aim is to be a fair regulator, and a fair employer. We are part of the [Disability Confident scheme](#).
- 22 We are fully committed to making the appointment process accessible at all stages for any applicants with a disability or other specific requirements. This may include providing application forms in an alternative format or making adjustments to the interview process. Please contact the [Partner team](#) if you would like to discuss your requirements.

How can I apply?

- 23 You need to complete the application form and email it to the [Partner Inbox](#) before the closing date. Please note that we cannot accept handwritten application forms or postal submissions.
- 24 When completing the application form, you must demonstrate, by using specific examples, how your experience matches the person specification detailed above, concentrating on your role, process and outcomes. Please refer to the 'HCPC Guidance Notes' for further information.
- 25 Your application will be marked based on your answers in the 'Reason for Application' and the relevant competency sections only.
- 26 You must submit your application by 18 February 2018, 12am (midnight).

What will happen next?

- 27 In appointing legal assessors, we will have regard to the need for balance in terms of diversity, skills and experience and with the aim of achieving a balance of relevant skills in our current pool.
- 28 Appointment is conditional on the outcome of the interview/assessment, receipt of satisfactory references (receipt of a minimum of two references that are entirely satisfactory covering all their employers during the last three years issued by line manager or supervisor) and successful completion of training.
- 29 Candidates will be notified of the outcome of the shortlisting stage by 28 February 2018.
- 30 Interviews will take place in the **week commencing 12 March 2018**.
- 31 The legal assessor training will be on **17 April 2018**.

Making the most of your application for a HCPC partner role

Guidance notes

Your application is important. Our decision about whether to call you in for an interview or assessment event is based solely on the information in your application. Please read these guidance notes carefully. They are intended to help you make the most of your application for a partner role at the HCPC.

An overview of our application process

In almost all cases, we ask that you complete your application and send it to the [Partner Inbox](#). The information you provide in your application is the only information that will be considered when reviewing your application. Do not attach / send a CV or any other documents – these will not be passed to the shortlisters.

The application contains two sections – Part 1 and Part 2. Our shortlisting process is anonymous so the information that you provide in Part 1 will not be given to the shortlisters. The information that you provide in Part 2 includes information relating to your qualifications, previous employment, why you are applying for the post, and how you meet the key skill requirements. Your application will be marked based on your answers in the ‘Reason for Application’ and the relevant competency sections only. The shortlisters will not be given your name and other personal details, nor any of the information from the diversity monitoring section, nor details of any criminal convictions.

After you have submitted your application, the Partner team will send an acknowledgment email within 48 hours. If you are shortlisted for an interview or assessment centre we will be in touch by phone or email. If you didn't get to the next stage this time we will email you to let you know.

References

We need

- at least two references, and
- a reference from every employer (line manager or supervisor) you've worked for in the last three years. If you've had more than three employers in the past three years, use the most recent referees. We may ask for details of any others needed if you are offered the role.

Please note that employer references must come directly from that company / organisation. We may contact their HR department if your manager no longer works there. If you haven't worked before, or have been self-employed, please provide details of tutors, business contacts, or character references who can cover the past three years. We won't take up references until we have offered you the role. Your appointment (or continued appointment) is subject to satisfactory references.

Employment details

Complete the employment section as fully as you can, starting with the most recent jobs and qualifications. You can add further employment or education details.

Supporting statement (Reason for application)

This is a very important part of your application which will help us assess your motivation for applying for the role and your reasons for wanting to work at the HCPC. You are limited to **300 words** (no more than 2,000 characters).

Please do not include your name or personal details here. This section will be seen by the shortlisters and your application is anonymous in the initial stages.

Demonstrate skills

We use this section to assess whether you have the relevant skills, experience and abilities for the role. The 'Information for Applicants' sets out the key skills headings (competencies), with an indication of what we are looking for under each key skill heading.

You should complete one box for each key skill heading, covering all the points listed underneath it. Do not attempt to complete a separate box for each individual item listed in the document. Remember – one box for each key skill heading, including all the points listed underneath it.

Give concise and specific examples to show how you meet each key skill. You can include relevant skills, knowledge and experience from paid work, study, community or voluntary work, or other experience. Avoid generic statements such as 'I am good at working as part of a team'. We need specific evidence to show how you demonstrate this.

You have 300 words (2,000 characters) for your response to each key skill heading.

Once you have submitted your application form, you can't amend it any longer. Please print your form before you submit it, or save it on your computer. It is also useful to download and save any additional document attached to the vacancy in case you need

it for interview preparation – you won't have access to this document once the closing date has passed.

Additional information

It is essential that those appointed as HCPC Partners have a certain standard of conduct and probity. Applicants are therefore asked to provide information about cautions, criminal convictions, disciplinary, financial proceedings, disqualifications and other matters in Part 1. When completing the declarations including previous conduct and other information, including possible conflicts of interest.

Submitting the form

Please **email** your application form by email to [HCPC Partner Team](#). Please note that we can't accept hardcopies or handwritten application forms.

We will try to help if you have any problems. Our offices are staffed Monday to Friday, 9am – 5pm. We are not available outside of these times.

Adjustments for candidates with a disability

We are fully committed to making our recruitment process accessible. If you have specific requirements, please let us know by contacting us on 020 7840 1722 or at partners@hcpc-uk.org. We can make adjustments such as an application form in an alternative format, someone with you at the interview, or additional time for tests if required.

Equality and diversity monitoring

The HCPC has a longstanding commitment to making meaningful progress on equality and diversity, both as regulator and as an employer. As part of this work we monitor candidates' equality and diversity data across all stages of the recruitment process. The data you provide will only be used anonymously for this monitoring and it is not shared with the shortlisting panel.

Criminal convictions and the Rehabilitation of Offenders Act 1974

We ask you to tell us in your application whether you have any criminal convictions. We wish to make informed decisions about how relevant any convictions are to the role you have applied for and to ensure a safe working environment for our staff and those we provide services to.

A conviction will not necessarily stop you from being appointed by the HCPC. Senior staff at the HCPC will consider how relevant the conviction is to the role you have applied for and whether we can proceed with your application and confirm any offer of appointment.

We keep information about criminal records strictly confidential. It will not be passed to the shortlisting panel and it will only be seen by those who need to see it in order to make a decision on your application.

The Rehabilitation of Offenders Act 1974 sets out that certain criminal convictions are 'spent' after a certain period of time. Spent convictions do not have to be disclosed when applying for a role. There are some exceptions, for example roles where you are likely to have regular contact with vulnerable people, but these exceptions do not include the HCPC.

For more information, please email partners@hcpc-uk.org

Declarations and data protection

The application process asks you to confirm other declarations and that the information you have given is truthful and accurate, and that you have not withheld relevant information. If we become aware of any inaccurate information, your application or any offer made might be withdrawn. If you have already started work with us you might be dismissed.

We take our data protection responsibilities very seriously. The information you provide will be held securely and access restricted to those dealing with your application. Your personal data and the data used for equality and diversity monitoring will be anonymised.

Any questions?

If you have any questions, or if you need the application form in a different format because of a disability, please contact the Partner Team on 020 7840 1722 or partners@hcpc-uk.org

Applying for more than one role

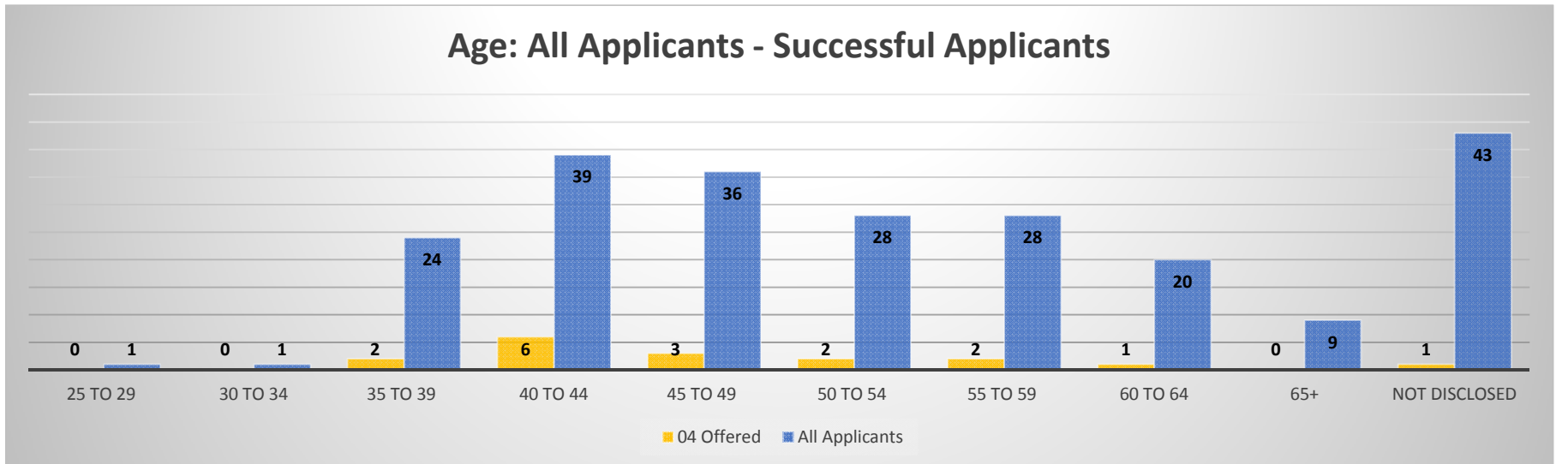
You may apply for more than one role at the same time, but you will have to complete a new application for each role. This is to make sure that we have a record of each application in the system, and also because different applications may have different key skills and may be assessed by different shortlisting panels.

Top tips and reminders

- Print out – or download and save on your computer – these guidance notes, any additional document attached to the vacancy and your own application. These will not be available to view in later stages of the process.
- Your 300 word (2,000 characters) response in each key skill box should address the main key skill heading including all the points listed under it.
- Give clear, specific examples of how you meet our key skills requirements, setting out your contribution.
- Do complete your application in good time. We won't be around in the evenings or at the weekend if you have any questions or have a technical problem.
- We do not accept late applications.

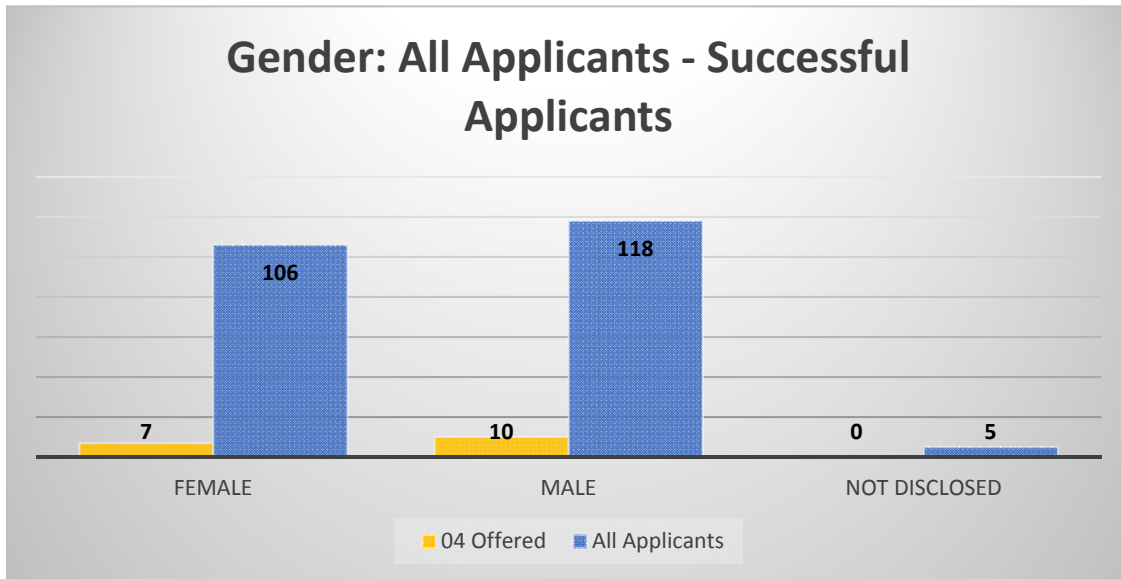
Age Range	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65+	Not Disclosed	Total
01 Application Withdrawn	0	0	0	0	1	0	2	1	0	0	4
02 Not Invited to Interview	1	1	19	32	29	22	18	14	7	39	182
03 Regret after Interview	0	0	3	1	3	4	6	4	2	3	26
04 Offered	0	0	2	6	3	2	2	1	0	1	17
All Applicants	1	1	24	39	36	28	28	20	9	43	229

Age	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65+	Not Disclosed	Total
01 Application Withdrawn	0%	0%	0%	0%	25%	0%	50%	25%	0%	0%	100%
02 Not Invited to Interview	1%	1%	10%	18%	16%	12%	10%	8%	4%	21%	100%
03 Regret after Interview	0%	0%	12%	4%	12%	15%	23%	15%	8%	12%	100%
04 Offered	0%	0%	12%	35%	18%	12%	12%	6%	0%	6%	100%
All Applicants	0%	0%	10%	17%	16%	12%	12%	9%	4%	19%	100%



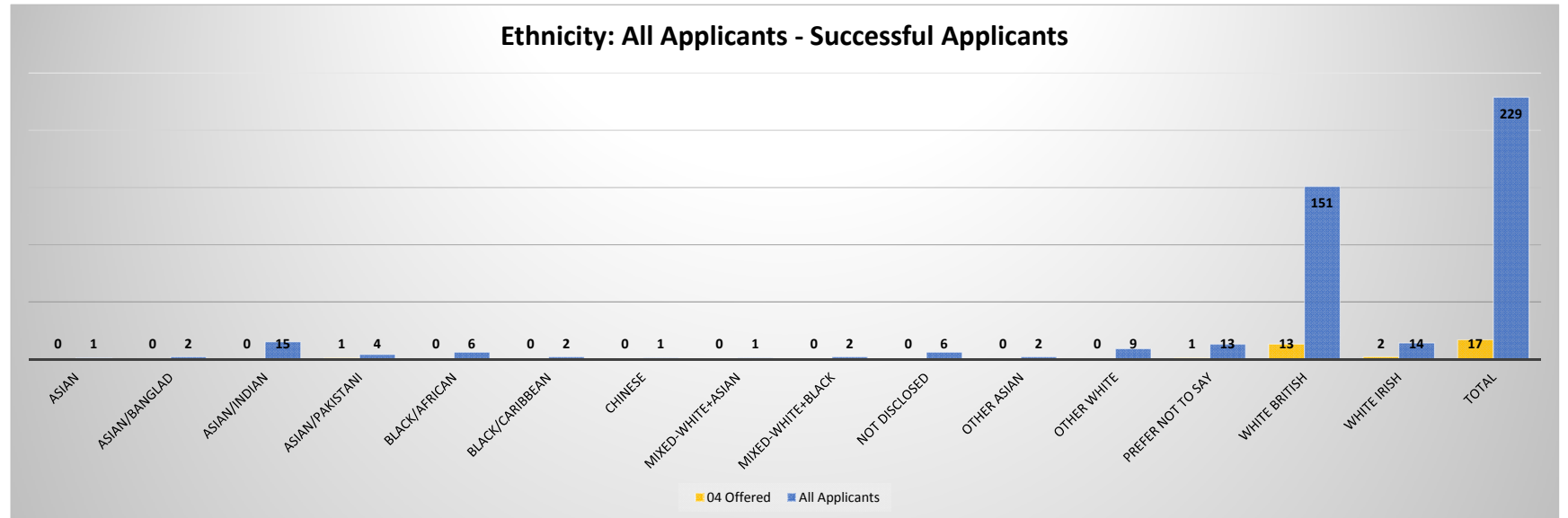
Gender	Female	Male	Not Disclosed	Total
01 Application Withdrawn	3	1	0	4
02 Not Invited to Interview	87	92	3	182
03 Regret after Interview	9	15	2	26
04 Offered	7	10	0	17
All Applicants	106	118	5	229

Gender	Female	Male	Not Disclosed	Total
01 Application Withdrawn	75%	25%	0%	100%
02 Not Invited to Interview	48%	51%	2%	100%
03 Regret after Interview	35%	58%	8%	100%
04 Offered	41%	59%	0%	100%
All Applicants	46%	52%	2%	100%



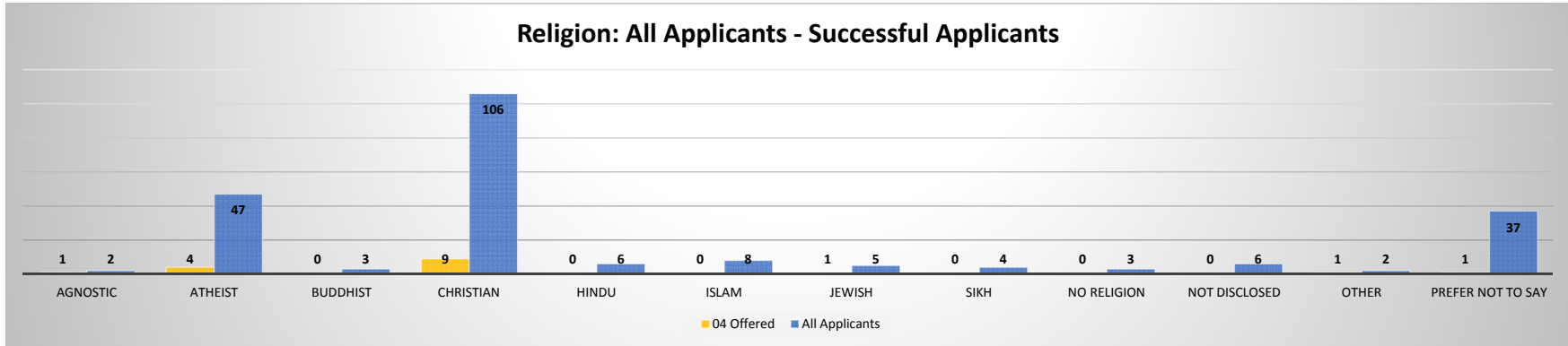
Ethnicity	Asian	Asian/Ba	Asian/Ind	Asian/Pa	Black/Afr	Black/Car	Chinese	Mixed-W	Mixed-W	Not disc	Other Asi	Other Wh	Prefer no	White Bri	White Iris	Total
01 Application Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4
02 Not Invited to Interview	0	2	14	3	6	2	1	1	2	5	2	9	11	113	11	182
03 Regret after Interview	1	0	1	0	0	0	0	0	0	1	0	0	1	22	0	26
04 Offered	0	0	0	1	0	0	0	0	0	0	0	0	1	13	2	17
All Applicants	1	2	15	4	6	2	1	1	2	6	2	9	13	151	14	229

Ethnicity	Asian	Asian/Ba	Asian/Ind	Asian/Pa	Black/Afr	Black/Car	Chinese	Mixed-W	Mixed-W	Not Disc	Other Asi	Other Wh	Prefer no	White Bri	White Iris	Total
01 Application Withdrawn	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	75%	25%	100%
02 Not Invited to Interview	0%	1%	8%	2%	3%	1%	1%	1%	1%	3%	1%	5%	6%	62%	6%	100%
03 Regret after Interview	4%	0%	4%	0%	0%	0%	0%	0%	0%	4%	0%	0%	4%	85%	0%	100%
04 Offered	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	6%	76%	12%	100%
All Applicants	0%	1%	7%	2%	3%	1%	0%	0%	1%	3%	1%	4%	6%	66%	6%	100%



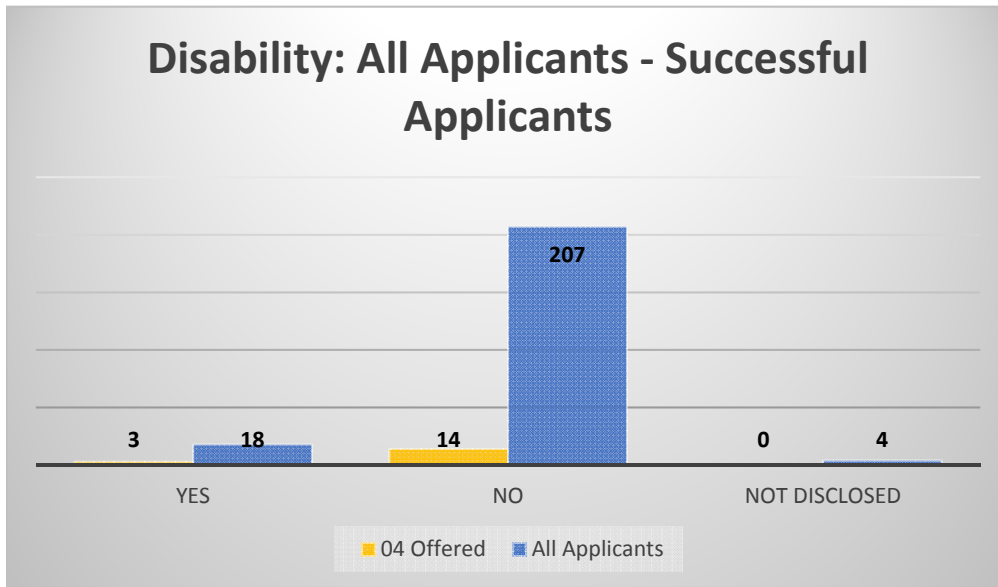
Religion	Agnostic	Atheist	Buddhist	Christian	Hindu	Islam	Jewish	Sikh	No Religion	Not Disclosed	Other	Prefer Not to Say	Total
01 Application Withdrawn	0	3	0	1	0	0	0	0	0	0	0	0	4
02 Not Invited to Interview	1	38	2	79	6	7	4	4	3	4	1	33	182
03 Regret after Interview	0	2	1	17	0	1	0	0	0	2	0	3	26
04 Offered	1	4	0	9	0	0	1	0	0	0	1	1	17
All Applicants	2	47	3	106	6	8	5	4	3	6	2	37	229

Religion	Agnostic	Atheist	Buddhist	Christian	Hindu	Islam	Jewish	Sikh	No Religion	Not Disclosed	Other	Prefer Not to Say	Total
01 Application Withdrawn	0%	75%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	100%
02 Not Invited to Interview	1%	21%	1%	43%	3%	4%	2%	2%	2%	2%	1%	18%	100%
03 Regret after Interview	0%	8%	4%	65%	0%	4%	0%	0%	0%	8%	0%	12%	100%
04 Offered	6%	24%	0%	53%	0%	0%	6%	0%	0%	0%	6%	6%	100%
All Applicants	1%	21%	1%	46%	3%	3%	2%	2%	1%	3%	1%	16%	100%



Disability	Yes	No	Not Disclosed	Total
01 Application Withdrawn	0	4	0	4
02 Not Invited to Interview	8	170	4	182
03 Regret after Interview	7	19	0	186
04 Offered	3	14	0	17
All Applicants	18	207	4	229

Disability	Yes	No	Not Disclosed	Total
01 Application Withdrawn	0%	100%	0%	100%
02 Not Invited to Interview	4%	93%	2%	100%
03 Regret after Interview	4%	10%	0%	14%
04 Offered	18%	82%	0%	100%
All Applicants	8%	90%	2%	100%



Legal Assessor Recruitment Campaign March 2018 - E & D Data

Age Range	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65+	Not disclosed	Total
01 Application Withdrawn	0	0	0	0	1	0	2	1	0	0	4
02 Not Invited to Interview	1	1	19	32	29	22	18	14	7	39	182
03 Regret after Interview	0	0	3	1	3	4	6	4	2	3	26
04 Offered	0	0	2	6	3	2	2	1	0	1	17
All Applicants	1	1	24	39	36	28	28	20	9	43	229

Gender	Female	Male	Not disclosed	Total
01 Application Withdrawn	3	1	0	4
02 Not Invited to Interview	87	92	3	182
03 Regret after Interview	9	15	2	26
04 Offered	7	10	0	17
All Applicants	106	118	5	229

Disability	Yes	No	Not disclosed	Total
01 Application Withdrawn	0	4	0	4
02 Not Invited to Interview	8	170	4	182
03 Regret after Interview	7	19	0	186
04 Offered	3	14	0	17
All Applicants	18	207	4	229

Ethnicity	Asian	Asian/Banglad	Asian/Indian	Asian/Pakistan	Black/African	Black/Caribbean	Chinese	Mixed-White+Asian	Mixed-White	Not disclosed	Other Asian	Other White	Prefer not to say	White British	White Irish	Total
01 Application Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4
02 Not Invited to Interview	0	2	14	3	6	2	1	1	2	5	2	9	11	113	11	182
03 Regret after Interview	1	0	1	0	0	0	0	0	0	1	0	0	1	22	0	26
04 Offered	0	0	0	1	0	0	0	0	0	0	0	0	1	13	2	17
All Applicants	1	2	15	4	6	2	1	1	2	6	2	9	13	151	14	229

Religion	Agnostic	Atheist	Buddhist	Christian	Hindu	Islam	Jewish	Sikh	No Religion	Not disclosed	Other	Prefer Not to say	Total
01 Application Withdrawn	0	3	0	1	0	0	0	0	0	0	0	0	4
02 Not Invited to Interview	1	38	2	79	6	7	4	4	3	4	1	33	182
03 Regret after Interview	0	2	1	17	0	1	0	0	0	2	0	3	26
04 Offered	1	4	0	9	0	0	1	0	0	0	1	1	17
All Applicants	2	47	3	106	6	8	5	4	3	6	2	37	229

Recruitment Source	Candidates
External Publication	18
External Website	12
Hcpc Email - Pttrs	6
HCPC In Focus	1
HCPC Website	48
Law Society Gazette	40
Not disclosed	6
Not Stated	2
Other	31
Word Of Mouth	65
Grand Total	229

Application Status	Sex	Job Title	Application Status	Disabled ?	Age range	Age	Marital Status	Ethnic Origin	Number of	Religion	Recruitment Source	Age Range
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	25 to 29	22		White British	0	Christian	Not disclosed	25 to 29
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	30 to 34	34	M	White British	1	Prefer Not to Say	HCPC Website	30 to 34
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	39	M	Asian/AB-Indian	2	Hindu	Law Society Gazette	35 to 39
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	39	M	Asian/AB-Indian	2	Sikh	Law Society Gazette	40 to 44
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	38	M	Black/BB-African	2	Christian	HCPC Website	45 to 49
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	35 to 39	37	M	Other Asian Backgrnd	1	Prefer Not to Say	Other	50 to 54
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	35 to 39	39	S	Other White Backgrd	0	Atheist	Word Of Mouth	55 to 59
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	35 to 39	35	P	White British	0	Atheist	External Publication	60 to 64
04 Offered	F	Lay Partner	P Offer of Employment	Y	35 to 39	36	M	White British	1	Christian	Word Of Mouth	65+
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	37	S	White British	0	Christian	External Website	Not stated
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	37	P	White British	3	Atheist	Law Society Gazette	
04 Offered	M	Lay Partner	P Offer of Employment	N	35 to 39	37	M	White British	3	Christian	HCPC Website	
03 Regret after Interview	F	Lay Partner	P Regret after Int	N	35 to 39	37	M	White British	2	Christian	Word Of Mouth	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	Not disclosed	35 to 39	38	M	White British	2	Christian	Law Society Gazette	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	35 to 39	38	D	White British	1	Atheist	Other	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	38	M	White British	3	Christian	Word Of Mouth	
03 Regret after Interview	M	Lay Partner	P Regret after Int	N	35 to 39	38	M	White British	2	Atheist	Law Society Gazette	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	39	P	White British	2	Christian	External Publication	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	35 to 39	39	S	White British	0	Christian	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	35 to 39	39	M	White British	1	Prefer Not to Say	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	35 to 39	39	M	White British	2	Christian	Law Society Gazette	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	35 to 39	39	M	White British	2	Christian	Word Of Mouth	
03 Regret after Interview	F	Lay Partner	P Regret after Int	Y	35 to 39	39	S	White British	1	Christian	Law Society Gazette	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	35	S	White Irish	0	Prefer Not to Say	HCPC Website	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	36	M	White Irish	3	Christian	HCPC Website	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	35 to 39	36	M	White Irish	1	Christian	Word Of Mouth	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	42	M	Asian/AB-Banglad	2	Islam	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	41	M	Asian/AB-Indian	0	Hindu	Word Of Mouth	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	40	S	Asian/AB-Pakistani	0	Islam	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	43	M	Asian/AB-Pakistani	2	Islam	HCPC Website	
04 Offered	M	Lay Partner	P Offer of Employment	N	40 to 44	42	M	Asian/AB-Pakistani	0	Agnostic	Not disclosed	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	40	M	Black/BB-African	3	Christian	External Publication	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	42	S	Black/BB-African	2	Christian	Other	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	43	S	Black/BB-African	0	Christian	Law Society Gazette	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	41		Other White Backgrd	0	Atheist	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	42	M	Other White Backgrd	3	Jewish	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	43	P	Other White Backgrd	1	Christian	Law Society Gazette	
04 Offered	M	Lay Partner	P Offer of Employment	Y	40 to 44	43	M	Prefer not to say	0	Prefer Not to Say	Word Of Mouth	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	40	M	White British	2	Christian	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	40		White British	0	Prefer Not to Say	Word Of Mouth	
04 Offered	F	Lay Partner	P Offer of Employment	N	40 to 44	40	P	White British	0	Atheist	HCPC Website	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	41	S	White British	0	Other	External Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	41	S	White British	0	Prefer Not to Say	Hcpc Email - Ptnrs	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	41	M	White British	2	Christian	Law Society Gazette	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	42	P	White British	2	Atheist	Word Of Mouth	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	43		White British	2	Christian	External Website	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	43	M	White British	0	Christian	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	43	M	White British	1	Christian	HCPC Website	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	43	P	White British	0	Prefer Not to Say	Law Society Gazette	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	43	M	White British	3	Atheist	Word Of Mouth	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	43	S	White British	0	Christian	Word Of Mouth	
04 Offered	F	Lay Partner	P Offer of Employment	Y	40 to 44	43	M	White British	2	Christian	Law Society Gazette	
03 Regret after Interview	F	Lay Partner	P Regret after Int	N	40 to 44	43	M	White British	1	Christian	HCPC Website	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	44	M	White British	3	Christian	External Publication	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	Y	40 to 44	44	S	White British	0	Christian	HCPC Website	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	Y	40 to 44	44	M	White British	2	Jewish	HCPC Website	
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	44	P	White British	2	No Religion	HCPC Website	
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	44	D	White British	0	Atheist	Law Society Gazette	

02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	44	M	White British	2	Atheist	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	44	M	White British	3	Christian	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	40 to 44	44	P	White British	3	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	44	M	White British	2	Christian	Word Of Mouth
04 Offered	F	Lay Partner	P Offer of Employment	N	40 to 44	44	M	White British	3	Christian	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	40 to 44	40	M	White Irish	2	Christian	Word Of Mouth
04 Offered	M	Lay Partner	P Offer of Employment	N	40 to 44	44	M	White Irish	3	Christian	HCPC In Focus
03 Regret after Interview	F	Lay Partner	P Regret after Int	N	45 to 49	49	P	Asian	0	Muslim	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	45		Asian/AB-Indian	0	Sikh	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	45	M	Asian/AB-Indian	3	Hindu	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	46	M	Asian/AB-Indian	0	Buddhist	External Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	48	M	Asian/AB-Indian	2	Hindu	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	48	M	Asian/AB-Indian	1	Hindu	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	Y	45 to 49	49	C	Mixed-White+Bk Afr	0	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	48		Not disclosed	0	Not Stated	Not Stated
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	45	M	Other Asian Backgrnd	2	Atheist	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	45	M	White British	1	Atheist	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	45	M	White British	2	Atheist	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	45	S	White British	0	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	46	S	White British	0	Atheist	Not disclosed
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	46	S	White British	0	Christian	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	46	M	White British	3	Christian	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	46	S	White British	0	Atheist	Word Of Mouth
04 Offered	F	Lay Partner	P Offer of Employment	N	45 to 49	46		White British	2	Christian	External Publication
01 Application Withdrawn	F	Lay Partner	P Application Withdrawn	N	45 to 49	47		White British	1	Christian	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	47	M	White British	0	Prefer Not to Say	External Publication
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	47	M	White British	2	Atheist	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	47	M	White British	0	Atheist	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	Y	45 to 49	48	M	White British	1	Atheist	External Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	48	M	White British	2	Christian	External Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	48	M	White British	0	Christian	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	48	M	White British	2	Atheist	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	48	M	White British	2	Christian	Word Of Mouth
03 Regret after Interview	F	Lay Partner	P Regret after Int	N	45 to 49	48	M	White British	3	Buddhist	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	49	M	White British	2	Christian	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	49	S	White British	0	Atheist	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	49	M	White British	2	Atheist	Law Society Gazette
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	49	M	White British	2	Atheist	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	45 to 49	49	D	White British	1	Christian	Word Of Mouth
04 Offered	M	Lay Partner	P Offer of Employment	N	45 to 49	49	S	White British	0	Christian	HCPC Website
04 Offered	F	Lay Partner	P Offer of Employment	N	45 to 49	49	M	White British	2	Atheist	Word Of Mouth
03 Regret after Interview	F	Lay Partner	P Regret after Int	Y	45 to 49	49	M	White British	2	Christian	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	45 to 49	47	M	White Irish	0	Christian	External Publication
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	50	M	Asian/AB-Indian	3	Sikh	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	51	M	Asian/AB-Indian	1	Islam	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	54	M	Black/BB-Caribbean	2	Christian	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	54	M	Not disclosed	2	Christian	External Publication
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	50	M	White British	3	Atheist	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	50	S	White British	0	Atheist	Word Of Mouth
04 Offered	M	Lay Partner	P Offer of Employment	N	50 to 54	50	M	White British	1	Christian	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	51	S	White British	0	Christian	Hcpc Email - Ptnrs
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	51	M	White British	3	Christian	Law Society Gazette
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	51	M	White British	2	Christian	Law Society Gazette
04 Offered	M	Lay Partner	P Offer of Employment	N	50 to 54	51	M	White British	3	Christian	HCPC Website
03 Regret after Interview	M	Lay Partner	P Regret after Int	N	50 to 54	51	M	White British	3	Christian	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	52	S	White British	0	Christian	External Publication
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	52	P	White British	0	Atheist	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	52	M	White British	0	Not Stated	Other
03 Regret after Interview	F	Lay Partner	P Regret after Int	N	50 to 54	52	M	White British	2	Christian	HCPC Website

03 Regret after Interview	F	Lay Partner	P Regret after Int	Y	50 to 54	52	P	White British	0	Christian	Law Society Gazette
03 Regret after Interview	M	Lay Partner	P Regret after Int	Y	50 to 54	52	P	White British	0	Not Stated	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	50 to 54	53	M	White British	2	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	53	P	White British	0	Atheist	External Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	53	M	White British	4	Atheist	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	53	P	White British	2	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	53	P	White British	3	Christian	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	Y	50 to 54	54	S	White British	0	Prefer Not to Say	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	54	M	White British	0	Atheist	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	54	M	White British	3	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	54	M	White British	1	Jewish	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	50 to 54	52	M	White Irish	1	Christian	Law Society Gazette
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	55 to 59	57	D	Asian/AB-Indian	0	Islam	Word Of Mouth
03 Regret after Interview	Not disclos	Lay Partner	P Regret after Int	N	55 to 59	59	S	Asian/AB-Indian	0	Christian	Word Of Mouth
02 Not Invited to Interview	Not disclos	Lay Partner	P Not Inv to Int	N	55 to 59	58	P	Asian/AB-Pakistani	3	Islam	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	55 to 59	55	P	Mixed-White+Blck Afr	0	Christian	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	55 to 59	56	D	Other White Backgrd	3	Prefer Not to Say	Other
01 Application Withdrawn	M	Lay Partner	P Application Withdrawn	N	55 to 59	55	S	White British	1	Atheist	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	55 to 59	55	M	White British	0	Christian	Law Society Gazette
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	55 to 59	55	D	White British	0	Christian	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	55 to 59	55	M	White British	0	Christian	Word Of Mouth
04 Offered	M	Lay Partner	P Offer of Employment	N	55 to 59	55	M	White British	3	Atheist	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	55 to 59	56	M	White British	2	Atheist	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	55 to 59	56	S	White British	0	Christian	Other
03 Regret after Interview	M	Lay Partner	P Regret after Int	N	55 to 59	56	M	White British	0	Christian	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	55 to 59	57	M	White British	0	Atheist	Law Society Gazette
04 Offered	M	Lay Partner	P Offer of Employment	N	55 to 59	57	M	White British	0	Jewish	Other
03 Regret after Interview	Not disclos	Lay Partner	P Regret after Int	N	55 to 59	57	M	White British	3	Christian	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	55 to 59	58	M	White British	4	Christian	External Publication
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	55 to 59	58	M	White British	2	Christian	Law Society Gazette
03 Regret after Interview	M	Lay Partner	P Regret after Int	N	55 to 59	58	M	White British	0	Christian	HCPC Website
03 Regret after Interview	M	Lay Partner	P Regret after Int	Y	55 to 59	58	P	White British	1	Atheist	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	55 to 59	59	M	White British	0	Agnostic	External Publication
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	55 to 59	59	M	White British	0	Atheist	Other
03 Regret after Interview	M	Lay Partner	P Regret after Int	N	55 to 59	59		White British	0	Prefer Not to Say	External Website
01 Application Withdrawn	F	Lay Partner	P Application Withdrawn	N	55 to 59	59	M	White Irish	0	Atheist	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	55 to 59	55	M	White Irish	0	Christian	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	55 to 59	57		White Irish	0	Prefer Not to Say	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	55 to 59	57	M	White Irish	0	Christian	Word Of Mouth
02 Not Invited to Interview	Not disclos	Lay Partner	P Not Inv to Int	N	55 to 59	59	M	White Irish	0	Christian	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	60 to 64	61	M	Black/BB-African	0	Christian	Not disclosed
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	60 to 64	61	M	Black/BB-African	0	Christian	Law Society Gazette
03 Regret after Interview	M	Lay Partner	P Regret after Int	N	60 to 64	64		Not disclosed	0	Not disclosed	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	Not disclosed	60 to 64	62	M	Other White Backgrd	0	Christian	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	63	M	Other White Backgrd	2	Buddhist	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	60	M	White British	0	Christian	External Publication
03 Regret after Interview	M	Lay Partner	P Regret after Int	N	60 to 64	60	M	White British	0	Christian	External Publication
03 Regret after Interview	F	Lay Partner	P Regret after Int	N	60 to 64	60	M	White British	1	Christian	External Website
03 Regret after Interview	M	Lay Partner	P Regret after Int	Y	60 to 64	60	W	White British	0	Christian	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	60 to 64	61	M	White British	0	Christian	Not disclosed
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	60 to 64	61	M	White British	0	Atheist	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	61	M	White British	3	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	62		White British	0	Christian	External Publication
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	62	M	White British	0	Jewish	External Publication
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	62	P	White British	3	Christian	Hcpc Email - Ptnrs
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	62	P	White British	2	Prefer Not to Say	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	63	M	White British	0	Prefer Not to Say	HCPC Website
01 Application Withdrawn	F	Lay Partner	P Application Withdrawn	N	60 to 64	64	P	White British	0	Atheist	External Publication
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	60 to 64	64	M	White British	0	Atheist	Word Of Mouth

04 Offered	M	Lay Partner	P Offer of Employment	N	60 to 64		61	M	White Irish	0	Atheist	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	65+		68	M	Mixed-White+Asian	0	Christian	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N	65+		66	S	White British	0	Christian	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	65+		66	P	White British	0	Atheist	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	65+		67	M	White British	1	Atheist	Word Of Mouth
03 Regret after Interview	M	Lay Partner	P Regret after Int	N	65+		67	M	White British	0	Christian	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	65+		69	P	White British	0	No Religion	Law Society Gazette
03 Regret after Interview	M	Lay Partner	P Regret after Int	Y	65+		69	M	White British	0	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	65+		70	M	White British	0	Atheist	Hcpc Email - Ptnrs
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N	65+		71	M	White British	0	Christian	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	Y		Not disclosed		M	Asian/AB-Banglad	3	Islam	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed		M	Asian/AB-Indian	0	Sikh	External Publication
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed		M	Asian/AB-Indian	4	Hindu	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed		M	Asian/AB-Indian	0	Prefer Not to Say	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed		M	Black/BB-Caribbean	1	Christian	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	Y		Not disclosed		M	Chinese	0	Christian	External Publication
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	Not disclosed		Not disclosed			Not disclosed	0	Not disclosed	Not disclosed
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed		S	Not disclosed	0	Not disclosed	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed			Not disclosed	0	Prefer Not to Say	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed			Other White Backgrd	0	Atheist	External Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	Y		Not disclosed			Other White Backgrd	0	Christian	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed			Prefer not to say	0	Prefer Not to Say	External Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed			Prefer not to say	0	Prefer Not to Say	Hcpc Email - Ptnrs
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed			Prefer not to say	0	Prefer Not to Say	Law Society Gazette
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed	P		Prefer not to say	0	Prefer Not to Say	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed			Prefer not to say	0	Prefer Not to Say	Law Society Gazette
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed			Prefer not to say	0	Prefer Not to Say	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed			Prefer not to say	0	Prefer Not to Say	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed	P		Prefer not to say	0	Prefer Not to Say	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed			Prefer not to say	0	Prefer Not to Say	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed	W		Prefer not to say	3	Prefer Not to Say	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	Not disclosed		Not disclosed	M		Prefer not to say	0	Prefer Not to Say	Word Of Mouth
03 Regret after Interview	M	Lay Partner	P Regret after Int	N		Not disclosed			Prefer not to say	0	Prefer Not to Say	Other
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed	D		White British	0	No Religion	External Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed	C		White British	0	Atheist	Hcpc Email - Ptnrs
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	0	Christian	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	2	Christian	HCPC Website
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed	S		White British	0	Prefer Not to Say	HCPC Website
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	0	Prefer Not to Say	HCPC Website
02 Not Invited to Interview	Not disclos	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	0	Christian	Law Society Gazette
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	0	Prefer Not to Say	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	1	Prefer Not to Say	Law Society Gazette
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed			White British	0	Prefer Not to Say	Law Society Gazette
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	1	Christian	Other
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed			White British	1	Atheist	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	0	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	2	Christian	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed			White British	0	Prefer Not to Say	Word Of Mouth
02 Not Invited to Interview	M	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White British	1	Prefer Not to Say	Word Of Mouth
04 Offered	F	Lay Partner	P Offer of Employment	N		Not disclosed	S		White British	0	Other	HCPC Website
03 Regret after Interview	M	Lay Partner	P Regret after Int	N		Not disclosed	M		White British	1	Christian	Word Of Mouth
03 Regret after Interview	M	Lay Partner	P Regret after Int	N		Not disclosed	M		White British	0	Prefer Not to Say	Word Of Mouth
02 Not Invited to Interview	F	Lay Partner	P Not Inv to Int	N		Not disclosed	M		White Irish	0	Christian	Not Stated