



5 June 2020

Tania Te Whenua  
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Tēnā koe Tania

Thank you for your email of 22 April 2020 to the Ministry of Education requesting the following information:

*Over the past three years:*

*a) How many Māori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?*

*b) How many Māori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2 or above?*

Your request has been considered under the Official Information Act 1982 (the Act).

As the State Service Commissioner is responsible for the appointments to Public Service Chief Executive roles, it is responding on behalf of agencies in relation to Tier 1 roles

My response to your request regarding Tier 2 roles, is provided below.

***Over the past three years:***

***a) How many Māori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?***

Data on the ethnicity and gender of applicants for roles recruited to over the past three years is not held by the Ministry. Demographic information such as gender and ethnicity is optional for applicants to disclose when applying for a role, therefore any application records would not be an accurate reflection of the proportion of Māori women applying for our roles.

At Tier 2 level, the Ministry often uses executive search firms that support the best possible engagement of all suitable candidates. Privacy of any candidate information is critical and therefore not shared with the Ministry until short lists for interviews are confirmed.

In addition, once the appointment process has concluded the Ministry does not retain the demographic information of applicants.

I am therefore refusing this part of your request under section 18(g) of the Act, as the information requested is not held by the Ministry.

The Ministry is also committed to ensuring a diverse workforce at all levels that reflects the communities that we serve and this information is considered by senior leaders on a regular basis. The Ministry supports diversity in recruitment by upskilling managers to attract and retain diverse talent. This includes an online course, writing advertisements with gender neutral language and inclusive wording, accommodating accessibility, offering flexible work and ensuring gender parity when making an offer.

***b) How many Māori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2 or above?***

In the last three years, no Māori women have been appointed to Tier 2 roles. Of the small number of tier 2 roles that have been recruited to during this period, two Māori individuals have been appointed. At least one Māori woman has held a tier 2 role prior to this period, and Māori women have undertaken acting opportunities in tier 2 roles over the last three years.

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. You have the right to ask an Ombudsman to review this decision. You can do this by writing to [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz) or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Nāku noa, nā



Zoe Griffiths  
**Deputy Secretary**  
**Business Enablement and Support**