

Full stream ahead: Appendix 1

Cabinet Office FOI

May 2024

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1. Methodology

The following FOI request was sent to the Cabinet Office in May 2024.

Under the Freedom of Information Act 2000, would it please be possible for you to provide me with following information:

- 1) All policies and guidance documents issues by the Cabinet Office related to the performance and/or talent management of Fast Stream participants.
- 2) All documents related to the Fast Stream's "revised learning and development offer", mentioned on p.22 of the Civil Service Plan 2024-2027.
- 3) All metrics and documents used to evaluate the Fast Stream's "Regional pilots in Darlington, Yorkshire and the West Midlands", mentioned on p.22 of the Civil Service People Plan 2024-2027.
- 4) The "Emerging Talent Strategy for Fast Stream and Emerging Talent" mentioned on pp.24 and 59 of the Civil Service People Plan 2024-2027.

I understand that under the Act I am entitled to a response within twenty working days of your receipt of this request. If you require any clarification or find any aspects of this FOI request problematic, please contact me under your section 16 duty to provide advice and assistance.

If my request is denied in whole or in part, I ask that you please justify all deletions by reference to specific exemptions of the act. I would prefer to receive all information electronically. Please send all correspondence to joe.hill@reform.uk.

1.1 Exemptions

Section 43(2) of the Freedom of Information Act permits public authorities to not comply with an FOI request if providing information would, or would be likely to prejudice the commercial interests of any person (including the public authority holding it).

Section 43 is a qualified exemption, meaning that the public authority must also consider the balance of public interest in favour of releasing the material.

2. Cabinet Office response

2.1 Covering letter

1) All policies and guidance documents issued by the Cabinet Office related to the performance and/or talent management of Fast Stream Participants.

Overall Fast Stream performance management policies are attached.

Information on specific performance management elements, such as the guides which cover Fast Stream assessment, are being withheld because they are exempt under section 43(2) of the Freedom of Information Act. Section 43(2) protects information which would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). Disclosure would be likely to harm Fast Stream & Emerging Talent's position in a competitive graduate environment by revealing information that is potentially beneficial to competitors who may be undertaking similar processes.

Section 43 is a qualified exemption and we have considered whether the balance of the public interest favours our release of this material. Although there is a public interest in the efficient use of public resources, disclosure of information relating to documents would be likely to adversely affect Fast Stream & Emerging Talent's commercial interests. Taking into account all the circumstances of the case, we have determined that the balance of the public interest favours withholding this information.

2) All documents related to the Fast Stream's "revised learning and development offer", mentioned on p.22 of the Civil Service People Plan 2024-2027

The learning offer overview has been provided in the attached document.

Information on the specific learning offer is being withheld because it is exempt under section 43(2) of the Freedom of Information Act. Section 43(2) protects information which would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it). Disclosure would be likely to harm Fast Stream & Emerging Talent's position in a competitive graduate environment by revealing information that is potentially beneficial to competitors who may be undertaking similar processes.

Section 43 is a qualified exemption and we have considered whether the balance of the public interest favours our release of this material. Although there is a public interest in the efficient use of public resources, disclosure of information relating to documents would be likely to adversely affect Fast Stream & Emerging Talent's commercial interests. Taking into account all the circumstances of the case, we have determined that the balance of the public interest favours withholding this information.

3) All metrics and documents used to evaluate the Fast Stream's "Regional pilots in Darlington, Yorkshire and the West Midlands", mentioned on p.22 of the Civil Service People Plan 2024-2027, will take place.

We have not yet evaluated the pilots. The Regional Pilots are in their early stages and we will be working with relevant stakeholders to agree how best to evaluate them in line with our commitments in the people plan.

4) The "Emerging Talent Strategy for Fast Stream and Emerging Talent" mentioned on pp.24 and 59 of the Civil Service People Plan 2024-2027.

We committed to developing an Emerging Talent Strategy for the Fast Stream and Emerging Talent team during 2024 and this is not yet available. We remain committed to delivering a strategic approach for our Emerging Talent work by the end of the year.

2.1 Overall Fast Stream management policies

Fast Stream policies related to the management of poor performance can be found [here](#).

Fast Stream policies related to performance standards and ratings can be found [here](#).

2.2 Fast Stream learning and development offer

A summary of the universal training available through the Fast Stream can be found [here](#).

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