

FOI 3743

11th May 2026

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

Please provide copies of any recorded information held in relation to the Agenda for Change job evaluation for the post of Social Work Professional Lead ref:55584319 currently advertised.

Specifically, I would like to request the following:

A copy of the job evaluation outcome / panel report for this post.

The job description and person specification that were used as part of the evaluation process.

The matching profile or factor scores applied under the Agenda for Change Job Evaluation Scheme.

Any panel notes, moderation notes, or rationale documents that explain how the Band 7 grading was determined.

Details of the date the evaluation took place and whether the post has been reviewed or re-banded since the original evaluation.

Any local policies, guidance, or governance documents used in determining the banding for this role.

If any part of this request is considered exempt from disclosure, please provide the remainder of the information and specify the exemption(s) relied upon.

Response: Unfortunately, the Trust does not hold the specific information requested. This is because not all posts advertised by the Trust will necessarily have a standalone, post-specific matching report or individual panel documentation created at the point of recruitment.

Under the Agenda for Change (AFC) Job Evaluation scheme, posts considered sufficiently similar in duties and responsibilities to existing evaluated or matched posts may be aligned to an established banding outcome based on previously completed matching or evaluation exercises. In such circumstances, it is not always necessary to undertake a new full matching exercise or produce new panel documentation each time a substantially similar post is advertised or recruited to.

It should not be inferred from the absence of a standalone matching report that the banding for the post was determined outside of the appropriate Agenda for Change (AFC) Job Evaluation arrangements. Rather the banding was informed by reference to an

existing evaluated job description, matching outcome or comparable post already established through the Trust's job evaluation processes.