



**Freedom of Information request reference number:** 7071.1

**Date of response:** 11 January 2023

**Request:**

*Can you please confirm if LFB uses online aptitude tests for new recruits?  
Can you specify what these tests measure, what the possible scores range from, and the score needed to pass?  
Can you further provide me with the most recent results for the last full year in terms of average scores and standard deviations, broken down by sex and ethnicity?  
Can I also request the raw numbers of people sitting the tests, as broken down by sex and ethnicity too?*

**Response:**

Please see my response to your queries in turn below:

*Can you please confirm if LFB uses online aptitude tests for new recruits?*

Yes

*Can you specify what these tests measure, what the possible scores range from, and the score needed to pass?*

LFB uses two tests:

- Verbal Reasoning Test – pass mark 36<sup>th</sup> percentile
- Calculation Test – pass mark 36<sup>th</sup> percentile

These tests measure candidates' English and Maths skills at GCSEs A-C level.

*Can you further provide me with the most recent results for the last full year in terms of average scores and standard deviations, broken down by sex and ethnicity?*

*We do not have standard deviations. Please see the average percentile score information below:*

		Average percentile score	
		Verbal Reasoning Test	Calculation Test
Gender	Female	81 <sup>st</sup> percentile	71 <sup>st</sup> percentile
	Male	74 <sup>th</sup> percentile	64 <sup>th</sup> percentile
	Prefer not to say/Other	85 <sup>th</sup> percentile	76 <sup>th</sup> percentile
Ethnicity	BAME	67 <sup>th</sup> percentile	61 <sup>st</sup> percentile
	Prefer not to say/Other	73 <sup>rd</sup> percentile	63 <sup>rd</sup> percentile
	White	77 <sup>th</sup> percentile	67 <sup>th</sup> percentile

Can I also request the raw numbers of people sitting the tests, as broken down by sex and ethnicity too?

		Number of individuals taking test
Gender	Female	154
	Male	881
	Prefer not to say/Other	9
Ethnicity	BAME	246
	Prefer not to say / I do not wish to disclose	30
	White	768

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request [on our website](#).