



Customer Service and Transformation
Corporate Director, Pat Harding

Information Governance

RES1405
Shire Hall
Cambridge
CB3 0AP

My ref: FOI 312988
Your ref:
Date: 3rd June 2009
Contact: Sarah Priestley – Information Governance Officer
Direct dial: (01223) 699137
E Mail: foi@cambridgeshire.gov.uk

Mr Ian Tyes

By Email:

request-11789-7e392937@whatdotheyknow.com

Dear Mr Tyes

Freedom of Information Request.

I write with reference to your email of 11th May 2009, in which you make the following request:

Please confirm for the last 12 month period for which figures are available, what percentage of your staff requested the right to family friendly working and what percentage were successful - broken down by age, gender and nationality (as a percentage of those members from each group)

Your request has been dealt with under the Freedom of Information Act and I can confirm that we do hold some the information requested.

Information relating how many people have requested family friendly working and how many were successful is not held centrally – the reasons for a change in work pattern is not recorded on our HR systems. This information is held by line managers and in order to extract and collate it, we would be required to approach every officer with line management responsibilities. We have estimated that this will cost more than the appropriate limit to establish are therefore refusing this request on these grounds under s.12(2) of the Freedom of Information Act.

The appropriate limit is specified in regulations and for local government is set at £450 as specified by The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. It is Cambridgeshire County Council's policy not to fulfil any requests that exceed this limit. I have attached our [charging policy](#) for your information.

I have attached some policy documents relating to flexible working for your information.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to Helen Maneuf, Head of Audit, Scrutiny & Information Governance, Box RES 1405, Shire Hall, Cambridge CB3 0AP within 40 days of the date of this response.

If you are not content with the outcome your complaint, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Council. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely

Sarah Priestley
Information Governance Officer.