



Mr Bruce Beckles

by email

Reference: FOI-2010-33

12 March 2010

Dear Mr Beckles,

Your request was received on 12 February 2010 and I am dealing with it under the terms of the Freedom of Information Act 2000 (FOIA). You requested information about the individual amounts which were agreed under the four post-dismissal compensation settlement identified in response to a previous request for information by you dated 13 December 2009 (FOI-2009-148).

I can confirm that the University holds the information you have requested. However, this information is exempt under section 40 (personal information) of the FOIA, as the information constitutes the personal data of third parties. Section 40(2) provides that such data are exempt information if one of the conditions set out in section 40(3) is satisfied. In this case, disclosure of this information would breach the first data protection principle (fair and lawful processing), see Schedule 1, Part I, Data Protection Act 1998.

As you are aware from the response to your abovementioned previous request, all the settlements in question included confidentiality clauses. These clauses were mutually binding on both the University and the former member of staff and gave rise to a reasonable and legitimate expectation that the agreed amounts would not be made public (even by way of an approximate figure). Furthermore, the positions and roles of the relevant members of staff were not public facing or senior. In the circumstances, disclosure of the information requested would represent a significant invasion of privacy and would be unwarranted by reason of prejudice to the rights and freedoms or legitimate interests of individual data subjects.

Further or alternatively, the requested information is exempt under section 43 (commercial interests) of the FOIA, as disclosure of the information would be likely to prejudice the commercial interests of the University by making public the level at which it is prepared potentially to compromise individual claims. The University has considered in this context whether the public interest in maintaining the exemption is outweighed by the public interest in providing it. The University has concluded in all the circumstances that there is no overriding interest in disclosure, given in particular the prejudice to the University's ability to negotiate freely.

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# UNIVERSITY OF CAMBRIDGE

Secretariat

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 this decision, you should write to the Administrative Secretary, quoting the reference above, at the Secretariat, The Old Schools, Cambridge, CB2 1TN. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the University. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Kirsty Allen', written over a light blue horizontal line.

Kirsty Allen