



Brighton & Hove City Council
4th Floor Bartholomew House
Bartholomew Square
Brighton
BN1 1JE

Ms Leah Overend

FOI Reference: 6491645
Direct Dial: 01273 295959
Email: foicasex@xxxx.xxxxhove.gov.uk
Date: 18 May 2020

Your reference:request-659576-933a3e48@whatdotheyknow.com

Dear Ms Overend

Freedom of Information Act 2000

Please provide the organisational structure charts (including names, job title and contact details) for the Adult Social Care, Children's Social Care and Education directorate covering the following job titles:

Director, assistant director, Head of Service, Service Manager.

Please see following link for Adult Social Care <https://www.brighton-hove.gov.uk/content/council-and-democracy/about-your-council/whos-who-health-and-adult-social-care> and attached structure charts for Children's Social Care (Safeguarding Care Structure), Education (Structure Chart Education and Skills), for Directors, Assistant Directors, Heads of Service and other senior managers.

We are withholding the names and contact details of managers below this level under section 40 (2) of the FOI Act by virtue of section 40(3A)(a) of the same Act.

This is because this information relates to identifiable individuals and it constitutes their 'personal data'. We have therefore considered whether the disclosure of this personal data is subject to an exemption at section 40(2) of the Freedom of Information Act 2000 (by virtue of s40(3A)(a)). As this is personal data, disclosure under Freedom of Information is conditional upon satisfying the 1st Data Protection Principle, that processing be fair, lawful and transparent.

It is our opinion that it is unlikely that it would be within the expectations of these individuals that their names and contact details be made public, as these details were collected for internal processes only. Therefore, disclosure would be in

contravention of the first Data Protection Principle in that it would not be transparent to staff.

The Council accepts that a legitimate interest exists in transparency of public decision making, but considers that the appropriate balance lies in restricting disclosure of personal information of staff to instances where they are:

- Directors and senior managers, whose names are already in the public domain through their responsibilities
- Managers or officers who are responsible for major policies and/or budgets
- Officers who represent the authority to the outside world as a spokesperson or at meetings with other bodies (this implies that the employee has some responsibility for explaining the policies or actions of the authority).

We do not believe that the personal information sought under this request meets the test above and therefore we are withholding it under section 40(2) of the Freedom of Information Act 2000 by virtue of section 40(3A)(a).

Please quote the reference number 6491645 in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for an Internal Review. Internal Review requests should be submitted within two months of the date of receipt of the response to your original request, as per ICO Guidance <https://ico.org.uk/your-data-matters/official-information/> and should be addressed to:

foicases@mail.brighton-hove.gov.uk

or by post to;

Information Governance Team
Brighton & Hove City Council
4th Floor, Bartholomew House
Bartholomew Square
Brighton
BN1 1JE

If you are still dissatisfied with the Council's response after the Internal Review you have a right of appeal to the Information Commissioner at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow

Cheshire SK9 5AF.
Telephone: 0303 123 1113
Website: www.ico.org.uk

We will now close your request as of this date.

Yours sincerely

Information Governance Officer