



**Finance and Corporate Resources**  
Executive Director **Paul Manning**  
**Personnel Services**

Mr Ewan Cameron  
[request-586226-  
9657bd82@whatdotheyknow.com](mailto:request-586226-9657bd82@whatdotheyknow.com)

**Our ref:** FOI/JMcL/DL/  
**Your ref:**  
**If calling ask for:** Janet McLuckie  
**Phone:** 01698 454239  
**Date:** 10<sup>th</sup> July 2019

Dear Mr Cameron

**Freedom of Information (Scotland) Act 2002 (FOISA)**  
**Request for Information**

I refer to your information request(s) received by the Council on 2<sup>nd</sup> July 2019 in which you ask for the following information:

1. How many BAME people are currently employed as headteachers in your council area?
2. How many BAME people are currently employed as deputy headteachers in your council area?
3. How many schools are in your area?
4. How many headteacher roles are there in total at schools in your council area?
5. How many deputy headteacher roles are there in total at schools in your council area?

**Holding the information**

The Council has searched its records and has located some of the information that you have requested. This information is detailed below.

- Q3. There are 124 primary schools, 17 secondary schools, 7 additional support needs (ASN) schools and 23 ASN provision bases.
- Q4. There are 148 head teachers in total at schools in the council area.
- Q5. There are 201 depute head teachers in total at schools in the council area.

**Response to Request – Questions 1 and 2**

The Council is refusing parts of your request because the information that you have asked for is exempt from disclosure under FOISA.

The Council can withhold information where one or more exemptions listed in FOISA apply. The relevant exemption(s) is/are

Council Offices, Almada Street, Hamilton ML3 0AA Phone: 01698 454239  
Minicom: 01698 454650 Email: Janet.McLuckie@southlanarkshire.gov.uk



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- ❖ The information amounts to personal information which
  - relates to another person and the disclosure of the information to you would breach the data protection principles laid down by the General Data Protection Regulation (GDPR)(section 38(1)(b) and (2A) of FOISA).

### **How the exemption applies to the information being withheld**

The Council considers that the requested information is personal data as defined by the GDPR and as a result of the low numbers of employees who identify as BAME by disclosing this information to you, the individual employees could be identified. The Council also considers that the employees concerned, would not expect this information to be published and therefore the Council has decided that in line with the Data Protection Scotland Act the information cannot be released.

### **Request for Review**

The Council has a Review Panel to deal with complaints from people who are not happy about the way that it has handled their request. Staff not involved in the original decision will handle any review.

If you want to complain, you can ask the Review Panel to look at the way that we have dealt with your request. It will consider whether we have complied with the requirements of FOISA. Please note that if you wish to complain, you must do so by 28<sup>th</sup> September 2019. You must explain why you are not happy when requesting a review.

Please note that the Review Panel cannot consider any decisions taken by the Council or actions of the Council or any of its employees or a service provided by it that are not connected to the handling of your request for information.

You should send your request for a review to:

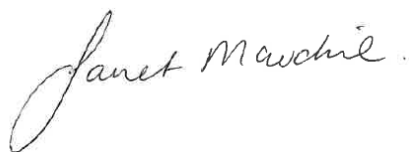
Mr. W. Dunn  
Information Compliance Manager  
Finance and Corporate Resources  
Floor 13  
Council Offices  
Almada Street  
Hamilton  
ML3 0AA

Alternatively, you can request a review at [foi.reviews@southlanarkshire.gov.uk](mailto:foi.reviews@southlanarkshire.gov.uk).

### **Appeal to the Scottish Information Commissioner**

If you are not happy with the outcome of the review, you can appeal to the Scottish Information Commissioner. The Commissioner will decide whether the Council has dealt with your request properly. Please see the Commissioner's website at [www.itspublicknowledge.info](http://www.itspublicknowledge.info) for further details.

Yours sincerely



**Janet McLuckie**  
**Personnel Officer**