



**achieving
for children**

42 York Street
Twickenham
TW1 3BZ

Champions for children and families

Enquiries to: Freedom of Information Coordinator
Phone: 0208 891 7040
Email: foi@achievingforchildren.org.uk

Our Ref: AFC1421617

Mr Boris Pavourdjev
request-398469-59a0d025@whatdotheyknow.com

25 April 2017

Dear Mr Pavourdjev

Request for Information under Freedom of Information Act 2000

Your Request for information under FOIA 2000 has been considered. Please see below our response.

Request

Could you provide me with an organisational chart for Children's Social Services in the Boroughs of Richmond and Kingston respectively? Could you include the following:

*Names and Job titles of senior management and team managers within the Local Authorities
Location of teams within the authorities
Number of Locums per team
Current locum spent*

I would also be grateful, if you could include a list of any current vacancies for social workers/care coordinators?

Additionally, could you describe how AFC recruits both permanent and locum social work staff for both Boroughs? Are posts shared between Authorities? Under which circumstances do you collaborate with agencies during the recruitment process? Is there a Preferred Supplier List, and if so how often is it reviewed?

Our Response

We refer you to our published structure chart for AfC [link](#)

AfC staff work across three locations in the boroughs of Richmond and Kingston. These are:
42 York Street, Twickenham TW1 3BW
Guildhall 2, Kingston, KT1 1EU
Moor Lane, Chessington, KT9 2AA

Providing children's services for Kingston and Richmond

Company number: 08878185 | Registered address: Gifford House, 67c St Helier Avenue, Morden, SM4 6HY

We do not publish names of staff below head of service level, please appendix 1 for the partial refusal.

This is the current number of social work related agency workers per service. We do not have the data broken to team level:

Early Help 11

Kingston Social Care 15

Richmond Social Care 13

SEND and Children with Disabilities 4

Current locum spend on social work roles in the month of February 2017 was £138,668.58.

Current vacancies for Achieving for Children, including any for social workers/ care coordinators are advertised on the Kingston and Richmond Council websites – links provided below:

<https://careers.richmond.gov.uk/>

<https://jobs.kingston.gov.uk/>

Kingston Council provides the recruitment services for all AfC's permanent and locum staff through an e-recruitment portal, for both authorities / boroughs. Only where posts cannot be filled via the normal recruitment process / route and /or the vacancy is a hard to recruit specialist post, the agency is contacted. There is a preferred suppliers list and this reviewed periodically.

Yours Sincerely

Samukele Matshakayile-Ndlovu
Freedom of Information Coordinator

Appendix 1

Your request for the names and job titles of team managers in Children's Social Care below Head of Service Level who have not explicitly consented to the disclosure of this information is refused on the grounds that the release of this information would constitute the disclosure of personal data about the individuals that could be used to identify them. As explained the data subjects have not consented to the disclosure nor would they have any reasonable expectation that this information would be disclosed to the general public.

We appreciate there are positions within Achieving for Children which could justify the disclosure of personal information. For example, if the role was public facing or the level of seniority would imply a degree of public scrutiny. As a result we publish the names and contact details of our Chief Executive, Directors, Associate Directors and Heads of Service on our website.

However we do not believe that employees below this level would expect their personal information disclosed in this way and therefore we believe it would breach the Data Protection Act 1998.

Specifically in terms of the provisions of the Freedom of Information Act 2000 it is exempt under Section 40(2) as "personal data other than that of the requestor"

The definition of personal data is set out in section 1 of the Act and provides:

- *personal data" means data which relate to a living individual who can be identified—*
 - (a) from those data, or*
 - (b) from those data and other information which is in the possession of, or is likely to come into the possession of, the data controller,**and includes any expression of opinion about the individual and any indication of the intentions of the data controller or any other person in respect of the individual;*

In coming to this decision, I took into consideration the Data Protection Act 1998 principles.

Such information should only be processed for specified, lawful and compatible purposes and I do not consider this to be a compatible purpose [Principle 2].

Furthermore such information should be processed in accordance with the rights of the data subject who would have a legitimate expectation that the information would not be disclosed to members of the public [Principle 6].

I consider that the disclosure of this information to members of the public could cause damage or distress to the data subject. I have given regard to condition 6 of Schedule 2 of the DPA which provides:

6 (1) the processing is necessary for the purposes of legitimate interests pursued by the data controller or by the third party or parties to whom the data are disclosed, except where the

processing is unwarranted in any particular case by reason of prejudice to the rights and freedoms or legitimate interests of the data subject.

In reaching a view I have taken account of the individual's reasonable expectations of what would happen to their personal data and whether disclosure would be incompatible with the purposes for which it was obtained and whether disclosure would cause any unnecessary or unjustified damage to the individual.

In this particular case the data subjects would not have any reasonable expectation that the details would be made public.

I have concluded that it is neither in accordance with the Data Protection Act 1998 principles nor in the public interest to release the name and contact details of employees below Assistant Director Level where this information is not already on our website.

In accordance with the Freedom of Information Act 2000 this letter acts as a Refusal Notice.

You have the right of appeal against the decision. If you wish to appeal please set out in writing your grounds of appeal and send to:

Head of Strategy and Programmes
Achieving for Children
1st Floor Civic Centre
44 York Street
Twickenham
TW1 3BZ

E-mail: info@achievingforchildren.org.uk

If you are dissatisfied with the outcome of the internal appeal you may appeal further to the information Commissioner's Office at:

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Fax: 01625 524 510
DX 20819

www.ico.gov.uk