

My Ref: IG-12330
Your Ref:
Contact: Freedom of Information Team
Email: FOI@nottinghamcity.gov.uk



Nottingham
City Council

Freedom of Information Team
Information Compliance
Legal & Governance
2nd Floor
Loxley House
Station Street
Nottingham
NG2 3NG

Requester

At contact address specified for request number above

Tel: 0115 876 4376

Email:

FOI@nottinghamcity.gov.uk

www.nottinghamcity.gov.uk

11 June 2019

Dear Requester

Request under the Freedom of Information Act 2000 (the Act)

The council has considered your request, which was received on 20 May 2019 and our response to your questions is shown below.

Please can you provide the Group Managers and Team Managers individual names for Children's Services- specifically Social Work and what team they manage.

The council is withholding the requested names of employees. In accordance with section 40(2) of the Act, the personal information about identifiable living individuals is exempt if disclosure to a third party would contravene one of the General Data Protection Regulations (GDPR) principles.

The council are required under section 40(2) to take in account the GDPR, in particular Article 4 which states: "personal data' means any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person".

The council have considered the principles of the GDPR and the Data Protection Act 2018 in our decision as to whether to disclose the names of these employees. The council must also consider whether it is fair in general terms to disclose the information. The Information Commissioner's guidance states 'It is reasonable to expect that a public authority would disclose more information relating to senior employees than more junior ones...the disclosure must not cause unwarranted interference with the rights, freedoms and legitimate interests of the employee'. The individuals concerned would not expect their details to be shared in response to a Freedom of Information request, as it is the council's general guidance not to do so for staff below the level of Head of Service. The council have therefore determined that in this instance the disclosure of this information to you otherwise than under the



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Act would contravene Principle (a) of the GDPR – lawfulness, fairness and transparency.

The council is withholding the information as detailed above under section 40(2). Please accept this letter as a refusal notice issued in accordance with section 17 of the Act.

In accordance with Section 16(1) of the Act, the Authority has a duty to provide advice and assistance to you, as so far as it is reasonable to do so. The council can provide the names of senior management for Children's Integrated Services, comprised of Corporate Director, Director and Heads of Service:

Alison Michalska - Corporate Director for Children & Adults (DCS)

Children's Integrated Services:

Helen Blackman – Director of Children's Integrated Services

Clive Chambers – Head of Children In Care

Tracey Nurse – Head of Children's Social Work

Sophie Russell – Head of Children's Strategy and Improvement

Tajinder Madahar – Head of Children's Duty and Targeted Services

Shelley Nicholls and Wilf Fearon – Joint Heads of Early Help Services

John Matravers – Strategic Lead for Safeguarding Partnerships

Nick Lee – Director of Education Services

Peter McConnochie – Head of Access to Learning

Janine Walker – Head of SEND and Vulnerable Pupils

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If you are unhappy with the response provided or with the handling of your request, you can ask for an internal review in writing stating the reasons for your dissatisfaction. Your request for an internal review should be made to the council within forty working days of the date of this letter. Please quote reference IG-12330 in all communications.

You can contact the Freedom of Information Team either by email:

FOI@nottinghamcity.gov.uk or writing to the **Freedom of Information Team, Information Compliance, Legal & Governance, 2nd Floor, Loxley House, Station Street, Nottingham, NG2 3NG.**

If you remain unhappy after receiving the response to your initial complaint you can request an independent review from the Information Commissioner's Office at **FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.** You may also contact the Information Commissioner's Office by telephone on 01625 545745 or by email at mail@ico.gsi.gov.uk.

Yours sincerely

Freedom of Information Team
Legal & Governance
Nottingham City Council