



Michelle Storr
request-630035-b08ad873@whatdotheyknow.com

Your ref: CAF 19-216
Our ref: Gov/CAF 19-216

Cafcass National Office
3rd Floor
21 Bloomsbury Street
London
WC1B 3HF

Tel 0300 456 4000
Email: governance@cafcass.gov.uk

08 January 2020

Dear Ms Storr,

Re: Freedom of Information request

Thank you for your email of 22 December 2019. You made the following requests for information:

Due to the unprofessional conduct of a 16.4 guardian I kindly request disclosure of her qualifications and experience and the nature of any complaints against her , and how many complaints there have been against her .

Abigail (Abi) Kinman (Staffordshire)

Cafcass is unable to provide you with personal information belonging to an individual staff member. The information you have requested is personal data relating to an employee to whom Cafcass owes a duty of confidence.

Disclosure is therefore exempt under Section 40 of the Freedom of Information Act 2000. The exemption from the duty to disclose third party personal data where to do so would breach a data protection principle is an absolute exemption.

[Section 40 of the Freedom of Information Act](#) provides that:

1. Any information to which a request for information relates is exempt information if it constitutes personal data of which the applicant is the data subject.
2. Any information to which a request for information relates is also exempt information if-
 - a. it constitutes personal data which do not fall within subsection (1), and
 - b. either the first or the second condition below is satisfied.
1. The first condition is-

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- a. in a case where the information falls within any of paragraphs (a) to (d) of the definition of "data" in section 1(1) of the Data Protection Act 1998, that the disclosure of the information to a member of the public otherwise than under this Act would contravene-
 - (i) any of the data protection principles, or
 - (ii) section 10 of that Act (right to prevent processing likely to cause damage or distress), and
- b. in any other case, that the disclosure of the information to a member of the public otherwise than under this Act would contravene any of the data protection principles if the exemptions in section 33A(1) of the Data Protection Act 1998 (which relate to manual data held by public authorities) were disregarded.

All Cafcass Family Court Advisers (which includes those acting as Children's Guardians) are qualified social workers with a Diploma in Social Work (or recognised equivalent) and at least three years post qualifying experience in social work with children and families at risk. As a condition of employment, Family Court Advisers must maintain their registration with the Health and Care Professions Council (HCPC).

The [job description for a Family Court Adviser](#), including person specification, is available on Cafcass' website.

Further to experience in social work, our Family Court Advisers receive training while at Cafcass in order to assist with their continued professional development; as part of registration with the HCPC, all social workers on a biennial basis must provide evidence of their professional development.

All social work staff are required to complete six core in-house training modules upon joining the organisation, which will be completed within the first six months:

- Recording and planning
 - Interviewing and Reporting
 - Risk and Harm
 - Legal Core
 - Introduction to Private Law/Public Law.
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- Basic training is complemented by other training events available throughout the year for both social work and non-social work staff.
 - Cafcass have an internal National Improvement Service (NIS) who run workshops across the country tailored to local training needs analysis.
 - CafcassLearning, an online eLearning platform, offers learning on a range of social work and non-social work topics.
 - All FCAs are registered with the HCPC and subscribe to the [professional capabilities](#) (section 5) in accordance with this registration.

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We hope that you feel your question has been answered effectively. If you are unhappy with the decisions made in relation to your request, you may ask for an internal review to be undertaken. If you are dissatisfied with the way the internal review is handled or with the final decision made at that review about the information released, you are free to contact the Information Commissioner's Office (<https://ico.org.uk/>):

Post

Information Commissioner's Office
Wycliffe House, Water Lane,
Wilmslow,
Cheshire
SK9 5AF

Fax

01625 524 510

Tel

0303 123 1113

E-mail

casework@ico.org.uk

Yours sincerely,

Governance Team

Cafcass

Governance@cafcass.gov.uk

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Cafcass, the Children and Family Court Advisory and Support Service, is a non-departmental body of the Ministry of Justice
Cafcass National Office, 3rd Floor, 21 Bloomsbury Street, London, WC1B 3HF