



Department for Business, Energy & Industrial Strategy

HR – MI & Analytics Team
Department for Business, Energy &
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Our ref : FOI2021/15246

Your ref:

24 June 2021

Dear Ollie Booth

Thank you for your email of 15th June where you requested the following information:

Do you have a disability staff network?

If so:

- How long has it been running?
- The grade of the chair and deputy chair
- Does the network use storytelling as part of it's communication strategy?

The number of members of staff who have provided information about their disability to HR
broken down by :

- Year since 2010
- Grade / Seniority
- Location

Sickness absence as a result of disability or mental health issue logged by the department
broken down by:

- Year since 2010
- Grade / Seniority
- Location

Return to work rates following disability or mental health related sickness logged by the
department broken down by:

- Year since 2010
- Grade / Seniority
- Location

Costs (i.e. sick leave payments, salary loss, costs of replacements, adjustment costs, occupation health referrals etc) relating to disability and mental health related illness broken down by:

- Year since 2010
- Grade / Seniority
- Location

Under the Freedom of Information Act 2000 ('the Act'), you have the right to:

- know whether we hold the information you require
- be provided with that information (subject to any exemptions under the Act which may apply).

From our preliminary assessment, we do not believe that we will be able to answer your request without exceeding the cost limit of £600 provided under s12 of the Freedom of Information Act ('the Act'). This represents the estimated cost of one person spending 3.5 working days in determining whether the Department holds the information, including locating, retrieving and extracting this. The Act provides that we are not obliged to comply with requests where the estimated cost of complying would exceed this limit.

Due to the breadth and nature of your request, we estimate that meeting the request could not be done within the appropriate time limit set out by the Act.

The Department for Business, Energy and Industrial Strategy (BEIS) does not record absences directly linked to disabilities, return to work rates, or process/calculate costs relating to absences and it would be beyond the scope of this FOI to create those processes or calculations.

Doing so would exceed the appropriate cost limit. Therefore, your request will not be processed further at this time.

You can find more information by reading the full text of the Act, available at <http://www.legislation.gov.uk/ukpga/2000/36/section/12>.

You may wish to consider narrowing your request by considering the following:

Requesting date ranges after 2016;
Removing requests/queries related to return to work rates and;
Omitting queries for costs related to absences.

Appeals procedure

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 and should be addressed to the Information Rights & Records Unit. It would be helpful if you can tell us why you are dissatisfied with the response to your request so we may address this during the internal review.

Information Rights & Records Unit
Department for Business, Energy and Industrial Strategy

1 Victoria Street
London
SW1H 0ET
Email: FOI.Requests@beis.gov.uk

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Complaints can be made to the Information Commissioner via their website at: <https://ico.org.uk/make-a-complaint/official-information-concerns-report/official-information-concern/>.

Yours sincerely,

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