

**Our Reference:** FOI-627

08 May 2019

**Email**

**Rob Phillips**

[request-570365-add5a100@whatdotheyknow.com](mailto:request-570365-add5a100@whatdotheyknow.com)

Dear Mr Phillips,

**FREEDOM OF INFORMATION ENQUIRY: FLEXIBLE WORKING & JOB SHARE REQUESTS**

Thank you for your email of 23 April 2019 requesting the following information.

*“How many requests for flexible working and/or job share were made by your employees in each of the last three financial years?”*

*Please also advise how many of these requests in each year were from men and how many from women also broken down by flexible working requests and job share?*

*Please advise how many requests in each of these years were from men and were granted/agreed?*

*Please advise how many requests in each of these years were from women and were granted/agreed?*

*Please give the reasons why requests from men and from women for flexible working and/or job share were not agreed?”*

This request is being handled under the Freedom of Information Act 2000 (“The Act”). I can confirm that West Yorkshire Combined Authority (“The Combined Authority”) does hold information covered by your request.

Please find the information enclosed in the attached spreadsheet.

Please note that where the number of individuals concerned is 5 or less (or where this could be determined by viewing the total number broken down by gender), we have suppressed the actual number and have instead identified this figure as being less than (<) or greater than (>) 5. This is to prevent the possible identification of individuals and is done under Section 40(2) of the FOI Act which provides for the protection of personal

information. Section 40 prohibits a public body from disclosing personally identifiable information as doing so would contravene data protection principles. Section 40(2) is an absolute exemption and therefore not subject to the public interest test when considering disclosure of information.

I trust the above is to your satisfaction. However, 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 letter and should be addressed to me.

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. The Information Commissioner can be contacted at:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

**Telephone:** 0303 123 1113/01625 545745

**Website:** [www.ico.gov.uk](http://www.ico.gov.uk)

For your information, there is no charge for making an appeal.

Yours sincerely,

**A Grindrod**

**Information Governance Officer**

[freedom.info@westyorks-ca.gov.uk](mailto:freedom.info@westyorks-ca.gov.uk)