



Ms Emma Smith

**PHILIP MAYHEW
DIRECTOR FOR BUSINESS
TRANSFORMATION**

Solihull Council
Business Transformation Directorate
Corporate Performance, Policy and
Information
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Our Ref: 339164

Please ask for: Beverley Haywood
Date: 29 September 2014

Dear Ms Smith

Freedom of Information Act 2000

I am pleased to provide some of the information you have requested. I have detailed below the information.

*Please may I have the managerial organisational structure for your council?
Also a breakdown of the individual teams within the council also including the
names and contact details including telephone numbers of all of the team
members for each area.*

*Please could you clarify the organisation structure of the marketing/
communications department with contact details and names of staff?*

In your request you have asked for details of all team members in each area. When considering whether to release the information the Council needs to consider the seniority of the staff member, their role within the organisation and the impact that release of the information would have on them. Senior staff have more of an expectation that their details will be placed into the public domain, whereas more junior members have a greater expectation of privacy.

We have, therefore, released details of the senior and middle management teams but not of everyone working in each service area. This is attached to the email.

In withholding the information the Council is relying upon section 40(2) of the Freedom of Information Act which provides an exemption from the need to release information where doing so would breach any of the principles of the Data Protection Act 1998. In this instance, releasing the details relating to more junior members of staff would be likely to breach the fairness element of the first principle of the Data Protection Act.

I hope this information is of interest and assistance. If however you are dissatisfied with the response you have received and wish to request a review of our decision or make a complaint about how your request has been handled you should write to the following address or reply to the email to which this letter is attached:

Corporate Information Governance Manager
Business Transformation Directorate
Corporate Performance, Policy and Information
Council House, Manor Square
Solihull, West Midlands
B91 3QB

Your request for an internal review should be submitted to us within 40 days of receipt by you of this response. Any requests received after this time will be considered at the discretion of the Corporate Information Governance Manager.

If having exhausted the review process you are not content that your request or review has been dealt with correctly, you have a further right of appeal to the Information Commissioner's Office (ICO) for a decision. Generally, the ICO will not make a decision until you have exhausted the complaints procedure provided by the council. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone: 0303 123 1113 (local rate) or 01625 545 745 (national rate). Website: www.ico.gov.uk.

I will now close your request as of this date.

Yours sincerely

Beverley Haywood
Management Assistant
Corporate Performance, Policy and Information