

FOI and Complaints Team
foi@richmond.gov.uk

Our Ref: TR/richmond21793

Re: Request for information under the Freedom of Information Act 2000

Your request for information which was received on 28 November 2017 has been considered. Please find our response below.

Your request:

Please could you provide me with a list of ALL management staff, for both Children & Families and Adult Social Services, from Heads Of Service/Service Managers to Team managers of individual teams.

Please could you include names and job titles.

Our response:

Please find a structure chart attached at 21793_1.

Council policy relating to staff names and identities means we are not able to provide names for anyone below Head of Service level.

Please see [Appendix 1](#) for the reasoning behind not providing this information and your right of appeal.

Appendix 1

Section 40(2): Personal Information

Specifically in terms of the provisions of the Freedom of Information Act 2000 this information is exempt under Section 40(2) as “personal data other than that of the requestor”

The definition of personal data is set out in Section 1 of the Data Protection Act 1998 and provides:

“Personal data” means data which relate to a living individual who can be identified—

(a) from those data, or

(b) from those data and other information which is in the possession of, or is likely to come into the possession of, the data controller,

and includes any expression of opinion about the individual and any indication of the intentions of the data controller or any other person in respect of the individual;

Such information should only be processed for specified, lawful and compatible purposes and we do not consider this to be a compatible purpose [Principle 2].

Furthermore such information should be processed in accordance with the rights of the data subjects who would have a legitimate expectation that the information would not be disclosed to members of the public [Principle 6].

We consider that the disclosure of this information to members of the public could cause damage or distress to the data subjects. We have given regard to condition 6 of Schedule of 2 of the DPA which provides:

6 (1) the processing is necessary for the purposes of legitimate interests pursued by the data controller or by the third party or parties to whom the data are disclosed, except where the processing is unwarranted in any particular case by reason of prejudice to the rights and freedoms or legitimate interests of the data subject.

In reaching a view we have taken account of the individual's reasonable expectations of what would happen to their personal data, whether disclosure would be incompatible with the purposes for which it was obtained and whether disclosure would cause any unnecessary or unjustified damage to the individual.

In this instance the data subjects would not have any reasonable expectation that the details would be made public.

We have concluded that it is neither in accordance with the Data Protection Act 1998 principles nor in the public interest to release this specific data.

In accordance with the Freedom of Information Act 2000 this letter acts as a part Refusal Notice.

You have the right of appeal against our policy. If you wish to appeal please set out in writing your grounds of appeal and send to:

FOI and Complaints Manager
FOI and Complaints Team
3rd Floor Civic Centre

44 York Street
Twickenham
TW1 3BZ

E-mail: foi@richmond.gov.uk

If you are dissatisfied with the outcome of the internal appeal you may appeal further to the Information Commissioner's Office at:

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

www.ico.org.uk