



Rutland County Council

Rutland County Council
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24 August 2018

FREEDOM OF INFORMATION REQUEST – 1002/18

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request/Response:

I am requesting the following information under the Freedom of Information Act 2000:

1. Evidence indicating that a full investigation of my complaint has been conducted, including but not limited to:
 - a. A schedule of the actions/steps carried out to investigate my email dated 26 June 2018 and evidence of those actions, suitably redacted as necessary.

Answer: The Team Manager – Learning and Skills conducted a review in person of the interview process with the members of the recruitment panel on 17th July 2018, reviewing answers and scoring documented on the interview notes attached (Item 5B). This was dealt with as a complaint, as neither our Grievance Policy or the ACAS Code of Practice apply to non-Council employees.

- b. Job title of the HR Team Member that was reviewing the scores of the application forms after my email dated 26 June 2018.

Answer: In accordance with the Freedom of Information Act 2000 this email message acts as a Refusal Notice.

We can confirm that we hold the information however we are unable to supply it as we consider this information to be exempt due to releasing the identification of the team member conducting this.

The Council is relying on Section 40(2) – personal information in that it believes the exemption applies because the information is personal information and we believe that disclosure would not be fair or lawful because it would breach the first data protection principle as outlined in Schedule 1 of the Data Protection Act 1998. We consider that these individuals would have a reasonable expectation of privacy.



c. Job Title of the HR Team Member that was reviewing the scores of all candidate assessment forms and other interview notes after my email dated 26 June 2018 See response to 'b'.

Answer: In accordance with the Freedom of Information Act 2000 this email message acts as a Refusal Notice.

We can confirm that we hold the information however we are unable to supply it as we consider this information to be exempt due to releasing the identification of the team member conducting this.

The Council is relying on Section 40(2) – personal information in that it believes the exemption applies because the information is personal information and we believe that disclosure would not be fair or lawful because it would breach the first data protection principle as outlined in Schedule 1 of the Data Protection Act 1998. We consider that these individuals would have a reasonable expectation of privacy.

2. Schedule of the 'full' expected response for each interview question (including the 'Prioritisation' question)

Answer: Examples of what a model response to each question asked at interview are included on the interview notes on attachment (Item 2, 4 and 5B)

3. Copies of all application forms, removing all information which would enable the identification of the applicants, indicating the successful candidate

Answer: Please see attached redacted application forms (attachment labelled Item 3)

4. Copies of the candidate assessment forms and any other interview notes, including the scores for each response, indicating the successful candidate

Answer: Please see attached redacted interview notes (attachment labelled Item 2, 4 and 5B).

5. The anonymised score sheets of

a. All candidates' application forms

Answer: Please see attached redacted shortlisting forms (attachment labelled Item 5A).

b. All candidates' interviews. as with 3

Answer: Please see attached redacted interview notes (attachment labelled Item 2, 4 and 5B)

If you are dissatisfied with the handling of your request please contact the Data Protection Officer, Rutland County Council, Catmose, Oakham, Rutland LE15 6HP
You can also complain to the Information Commissioner at:

The Information Commissioner's Office
Wycliffe House, Water lane
Wilmslow, Cheshire
SK9 5AF
Tel: 01625 545700

Yours faithfully

FOI Administrator
Business Support Team
Rutland County Council