

Freedom of Information

Date	Review Date	Coordinator	Nominated Governor
November 2021	November 2022	Headteacher	Munir Irfan

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Data Protection Act 2018
- Freedom of Information Act 2000
- Environmental Information Regulations 2004
- Equality Act 2010

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)

We are aware that the Brexit transition period ended on 31 December 2020 and, therefore, UK organisations that process personal data must now comply with the:

- DPA (Data Protection Act) 2018 and UK GDPR (General Data Protection Regulation) if they process only domestic personal data;
- DPA 2018 and UK GDPR, and the EU GDPR if they process domestic personal data and offer goods and services to, or monitor the behaviour of, EU residents.

We are aware that under the Freedom of Information Act 2000 (FOIA) we have a legal duty to supply certain information to enquirers and that we must be clear and proactive about the information we make public. To do this we have in place a publication scheme that sets out:

- The classes of information we publish or intend to publish
- The manner in which the information will be published
- How to request information
- Payment for information

We are committed to the aims of the FOIA and the access provisions of the Data Protection Act 1998 by promoting an open transparent policy as we believe the public have a right to access the recorded information held by us.

Bankfoot Primary School

We understand that recorded information held by us relates to the business of the School and includes information that is:

- created and held by us
- created by us but held by another organisation on our behalf
- held by us but relating to the Governor Body
- held by us but provided by third parties

We believe the FOIA will encourage greater openness and accountability in public authorities, help increase levels of public trust, encourage improvements in our interaction with the public and provide the public with information they require in order to participate in decision making.

We understand that the FOIA allows schools to withhold certain information which are listed under Absolute exemption and qualified exemption.

We are 'under a duty to provide advice and assistance to anyone requesting information and must respond to the enquiry promptly, and in any event, within 20 working days of receipt (not including school holidays)'.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To provide certain information to enquirers under the Freedom of Information Act 2000.
- To recognise that we have a duty to provide advice and assistance to anyone requesting information.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

- delegated powers and responsibilities to the Headteacher as 'Data Controller';
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy is maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- make effective use of relevant research and information to improve this policy;
- nominated a link governor to:
 - ☐ visit the school regularly;
 - ☐ work closely with the Headteacher and the coordinator;
 - ☐ ensure this policy and other linked policies are up to date;
 - ☐ ensure that everyone connected with the school is aware of this policy;
 - ☐ attend training related to this policy;
 - ☐ report to the Governing Body every term;
 - ☐ annually report to the Governing Body on the success and development of this policy.
- responsibility for the effective implementation, monitoring and evaluation of this policy.

Role of the Headteacher and Senior Leadership Team

The Headteacher and the Senior Leadership Team will:

- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- put into effect an action plan to ensure that this school has fully implemented the FOIA:
 - ☐ Publication Scheme
 - ☐ Training awareness
 - ☐ Coordination
 - ☐ Information and records management
 - ☐ Systems and procedures
- work closely with the link governor;
- provide leadership and vision in respect of equality;
- make effective use of relevant research and information to improve this policy;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy by speaking with pupils, school personnel, parents and governors;
- annually report to the Governing Body on the success and development of this policy.

Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- be aware of all other linked policies;
- handle all requests for information in compliance with the various acts;
- take advice from the Data Controller;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community.

Categories of Information Published

Current published information is:

School Prospectus

- ☐ The name, address, telephone number, email address and website
- ☐ The type of school
- ☐ The names of the Headteacher and Chair of Governors and contact details
- ☐ The Admissions policy
- ☐ The school's ethos and values
- ☐ SEN policy
- ☐ The number of pupils on roll
- ☐ Attendance figures
- ☐ National Curriculum results for each Key Stage

School Profile

- ☐ Successes this year
- ☐ Improvements to be made
- ☐ Pupil achievements at age 7
- ☐ Pupil achievements at age 11
- ☐ Analysis of results over the past three years
- ☐ Arrangements to ensure every child gets teaching to meet their individual needs
- ☐ A list of the activities and options available to all pupils
- ☐ Absence rates compared to other schools
- ☐ Pupils views of the school and how we have addressed these views
- ☐ The school's health, safety and well-being programme
- ☐ Working with parents and the community
- ☐ Action plan for the last Ofsted inspection
- ☐ Destinations of Y6 leavers

Governors' documents

- ☐ Governors Annual Report
- ☐ Instrument of Government
- ☐ Minutes of meetings of the governing body and its committees

Pupils and Curriculum Policies

- ☐ Home-School Agreement
- ☐ Curriculum Policy
- ☐ Sex Education Policy
- ☐ Special Education Needs Policy
- ☐ Accessibility Plans
- ☐ Race Equality Policy
- ☐ Collective Worship
- ☐ Child Protection Policy
- ☐ Pupil Discipline

School Policies and other Information related to the school

- ☐ The school's Ofsted Reports
- ☐ Charging and Remissions Policies
- ☐ School Session Times and Term Dates
- ☐ Health and Safety Policy and Risk Assessment
- ☐ Complaints Procedure
- ☐ Performance Management of Staff
- ☐ Staff, Discipline and Grievance
- ☐ Curriculum Circulars and Statutory Instruments

Dealing with a Request for Information

The Headteacher will deal with written requests for information by:

- deciding if the request comes under one of the following Acts namely:
 - ☐ Data Protection Act
 - ☐ Environmental Information Regulations
 - ☐ Freedom of Information Act
- deciding whether the school holds the information
- providing the information if it has already been made public
- informing the enquirer if the school does not have that information
- deciding if information disclosed might affect the interests of a third party
- deciding if the estimated cost of complying with the request will exceed the appropriate limit
- ensuring that all personal information is excluded from a requested document
- consider if the request is annoying or repeated
- dealing with a FOI request within 20 working days
- dealing with a Data Protection request within 40 calendar days.

Reasons for not Complying with a Request

We accept the four reasons under the FOIA for not complying with a request for information:

- that the requested information is not held
- the cost threshold is reached
- the request is considered annoying or repeated
- that one or more of the exemptions apply

Complaints

All complaints will be dealt with by the school's complaints procedure.

Information Availability

Documents can be downloaded from the school website or by contacting the school by letter, fax or email.

Payment for Information

Information published on the website is free. A charge has been fixed for Education Records at a maximum of £50.

Reporting Requests

All requests for information will be reported to the governors by the Headteacher.

Feedback and Complaints

We actively encourage the views and suggestions from parents and the general public about how we can improve this publication scheme.

All complaints should be addressed to the Information Commissioner's Office which ensures that all organisations comply with Freedom of Information Act 2000.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- School website;
- Staff Handbook;
- School events;
- Headteacher reports to the Governing Body;
- Information displays in the main school entrance;
- Text messages

Training

We:

- have in place appropriate training for this policy that is undertaken by a registered training provider that covers:
 - ☐ All aspects of this policy
 - ☐ Freedom of Information
 - ☐ Data Protection Information
 - ☐ School Prospectus
 - ☐ Curriculum Policies
 - ☐ School Policies
 - ☐ Governors
 - ☐ Complaints
 - ☐ Equal opportunities
 - ☐ Inclusion
- ensure the content of all training is correct, delivered well and engages staff as we believe that the more engaging training is, the better the outcomes that we need to measure;
- can provide data that evidences staff understanding by using a simple short multiple-choice test through one of the following applications such as Google Forms, Microsoft Forms, Kahoot or SurveyMonkey;
- have in place evidence for all staff:
 - ☐ that highlights the knowledge gaps in the training;
 - ☐ that shows how those knowledge gaps were corrected

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Race Disparity Audit

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

Linked Policies

- Complaints
- Curriculum Policies
- Data Protection Procedures
- Governors
- School Policies
- School Prospectus

See Appendices Documents section on Policies for Schools Website

- Frequency of Policy Monitoring
- Monitoring Implementation and Policy Effectiveness Action Plan
- Initial Equality Impact Assessment
- Policy Evaluation
- Policy Approval Form

We believe this school policy:

- is an essential part of the school;
- supports staff in managing certain situations;
- forms an important framework that will ensure consistency in applying values and principles throughout the establishment;
- provides guidance, consistency, accountability, efficiency, and clarity on how the school operates;
- provides a roadmap for day-to-day operations;
- ensures compliance with laws and regulations, gives guidance for decision-making, and streamlining internal processes;
- is designed to influence and determine all major decisions, actions and all activities taking place within the boundaries set by them;
- stems from the school's vision and objectives which are formed in strategic management meetings