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Your ref: CAF 16-11
Our ref: Gov/CAF 16-11

Tel 0300 456 4000

19 February 2016

Re: Freedom of Information Request

Thank you for your email of 31 January 2016. You made the following requests for information:

I want the following information regarding Cafcass The Citadel Birmingham

1. What are the numbers of male to female caseworkers

The Cafcass Birmingham office has 68 Family Court Advisors. 61 (81.4%) of these are female and 7 (17.6%) are male.

2. How many of the caseworkers are divorced, separated, have children

Cafcass is unable to provide you with personal information belonging to an individual staff member. The information you have requested is personal data relating to an employee to whom Cafcass owes a duty of confidence.

Disclosure is therefore exempt under Section 40 of the Freedom of Information Act 2000. The exemption from the duty to disclose third party personal data where to do so would breach a data protection principle is an absolute exemption.

[Section 40 of the Freedom of Information Act](#) provides that:

1. Any information to which a request for information relates is exempt information if it constitutes personal data of which the applicant is the data subject.
2. Any information to which a request for information relates is also exempt information if-
 - a. it constitutes personal data which do not fall within subsection (1), and
 - b. either the first or the second condition below is satisfied.

Baroness Tyler of Enfield Chair
Anthony Douglas CBE Chief Executive





3. The first condition is-
 - a. in a case where the information falls within any of paragraphs (a) to (d) of the definition of "data" in section 1(1) of the Data Protection Act 1998, that the disclosure of the information to a member of the public otherwise than under this Act would contravene-
 - (i) any of the data protection principles, or
 - (ii) section 10 of that Act (right to prevent processing likely to cause damage or distress), and
 - b. in any other case, that the disclosure of the information to a member of the public otherwise than under this Act would contravene any of the data protection principles if the exemptions in section 33A(1) of the Data Protection Act 1998 (which relate to manual data held by public authorities) were disregarded.

3. How many of the caseworkers have been involved in legal proceedings for custody or contact in relation to their own actions.

This is a request for personal information of Cafcass staff, which is exempt from disclosure under Section 40 of the Freedom of Information Act, which has been set out above.

4. How many of the caseworkers been involved in complaints - breakdown by gender

The below table shows the number of complaints per calendar year regarding current Family Court Advisors in the Birmingham office. If a complaint is made regarding several Family Court Advisors a complaint is logged against each Family Court Advisor.

Year	Female	Male	Total
2014	52	5	57
2015	37	3	40

5. How many caseworkers have have been off sick when requested to attend or asked for availability.

This information is not recorded.

6. What is the average sickness leave taken per calendar year for each caseworker.

The average sickness rate for Birmingham Family Court Advisors in the past 12 months is 6.8 days per person per year. The national social worker average across all of Cafcass is 7.65 days per person per year.





We are unable to disclose this information for each individual caseworker, as this is personal information for which the individuals have an expectation of confidentiality. It is therefore exempt under Section 40 of the Freedom of Information Act, which has been set out above.

7. How many caseworkers have been dismissed for incompetence or other reason in the past 24 months

Cafcass is unable to disclose information about individual staff involvement in dismissals. This type of information is of a personal and private nature, and staff hold an expectation of confidentiality from disclosure into the public domain.

The number of staff is less than five. It is considered unfair to disclose the actual number which may lead to identification of the individual(s) involved, as this would breach the first data protection principle. It would therefore be exempt under Section 40 of the Freedom of Information Act.

8. How many complaints have been lodged against ... in the last 24 months.

This is a request for personal information of Cafcass staff, which is exempt from disclosure under Section 40 of the Freedom of Information Act, which has been set out above.

9. What qualifications does a caseworker need to acquire before being allowed to become an exclusive member of the Cafcass club

In order to be eligible to apply for the position of Family Court Adviser at Cafcass, individuals must be qualified social workers with a Diploma in Social Work (or recognised equivalent) and have at least three years post qualifying experience in social work with children and families at risk. The [job description for a Family Court Adviser](#), including person specification, is available on Cafcass' website.

10. Are caseworkers trained in how to spot fraud.

11. How many caseworkers have sufficient training in the procedures to report fraud.

12. What does this training cover specifically.

Training on how to spot and report fraud is provided through Cafcass' [Whistleblowing Policy](#). This is available on our internet and intranet site for all staff. The policy includes detailed descriptions on what whistleblowing is, how to raise a concern, and statutory protections given to 'whistle-blowers'. All staff are made aware of how to access this, and other organisational policies, during induction. In addition, from time to time we provide guidance on the topic through internal communications channels. Staff are able to raise concerns internally, or externally via a prescribed regulator, such as the National Audit Office, the Health and Safety Executive or HRMC, and this is detailed in the Policy.





13. How many caseworkers have submitted intelligence reports when they have encountered fraud in the last 24 months.

Cafcass has had zero whistleblowing incidents in the past 24 months.

14. Cafcass are stated as being independent of the courts or anyone else. Who do they answer to

Cafcass is a non-departmental public body accountable to Rt. Hon Michael Gove, MP, Secretary of State at the Ministry of Justice.

Cafcass is therefore independent of the courts, local authorities, the national health service and education authorities. Cafcass is governed by a [Board](#) consisting of members with various areas of expertise.

The work of Cafcass is reviewed by Ofsted; please see our website for the most recent [Ofsted inspection results](#). Our work is also presented annually to Parliament within our [Annual Report and Accounts](#) which are also available on our website.

15. What are the pay scales of the caseworkers

Family Court Advisers are paid between £36,516 (commencement salary) and £40,719 (target salary). Staff are eligible to progress to target salary upon satisfactory completion of a 6 month period. London Weighting of £4,293 is also available for those that work in the Greater London region. This information is available on our website within the [Family Court Adviser job description](#).

16. What is the public cost of the Unanswerable Cafcass org per annum.

Cafcass is publically funded and is currently sponsored by the Ministry of Justice. Its accounts are presented to Parliament and published annually within the [Cafcass Annual Report and Accounts](#) (AR&A) in order to show the funding it has received and the use to which it puts this money. These can be seen on our website.

The annual expenditure in 2014-15 can be seen on page 48 of the [2014-15 Cafcass AR&A](#).

17. How many Cafcass caseworkers have been disciplined at the Ctadel in the last 24 months

Cafcass is unable to disclose information about individual staff involvement in disciplinary procedures. This type of information is of a personal and private





nature, and staff hold an expectation of confidentiality from disclosure into the public domain.

The number of staff is less than five. It is considered unfair to disclose the actual number which may lead to identification of the individual(s) involved, as this would breach the first data protection principle. It would therefore be exempt under Section 40 of the Freedom of Information Act.

18. HOW MANY CASEWORKERS HAVE CAUSED DELAYS IN COURT PROCEEDINGS in the last 24 months

This information is not recorded.

19. How many in 18 above have been given written warnings

This information is not recorded.

We hope that you feel your question has been answered effectively. If you are unhappy with the decisions made in relation to your request, you may ask for an internal review to be undertaken. If you are dissatisfied with the way the internal review is handled or with the final decision made at that review about the information released, you are free to contact the Information Commissioner's office (www.informationcommissioner.gov.uk):

Post

Information Commissioner's Office
Wycliffe House, Water Lane,
Wilmslow,
Cheshire
SK9 5AF

Fax

01625 524 510

Tel

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E-mail

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Yours sincerely,

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