



Cafcass National Office
3rd Floor
21 Bloomsbury Street
London
WC1B 3HF

Your ref: CAF 16-92
Our ref: Gov/CAF 16-92

Tel 0300 456 4000

26 July 2016

Re: Freedom of Information Request

Thank you for your email of 3 July 2016. You made the following requests for information:

- 1) Names of independent social workers, CAF/CASS has instructed to undertake the role of Guardian for Essex, Suffolk, Norfolk, Hertfordshire and Bedfordshire (A14) area for the years 2011 to 2016.

Individual names are exempt from disclosure under Section 40 of the Freedom of Information Act, as these constitute personal information of Cafcass staff (this exemption is set out below).

However, please see the number of Self-Employed Contractors (SECs) who have worked for Cafcass on any case as a Family Court Adviser in A14 by financial year between 2011/12 and 2015/16. This is a snapshot of SECs working on Cafcass cases per year, and therefore a SEC may be counted more than once if they worked on cases in more than one year. This information has been taken from our case management systems.

Year	SECs
2011-12	21
2012-13	32
2013-14	34
2014-15	26
2015-16	31

- 2) Listing the salaries paid to each independent social worker, CAF/CASS has instructed to undertake the role of Guardian for Essex, Suffolk, Norfolk, Hertfordshire and Bedfordshire (A14) area for the years 2011 to 2016....listing each independent social worker with amount of money paid individually.

Baroness Tyler of Enfield Chair
Anthony Douglas CBE Chief Executive





Individual salary details are considered to be personal information and therefore exempt from disclosure under section 40 of the Freedom of Information Act.

SECs are paid at a standard rate. SECs in A14 are paid the standard rate for SECs outside of London. SECs were paid £30 per hour up to the end of December 2013; from January 2014, SECs were paid £33 per hour.

Please see the breakdown of annual spend by team within A14 on SECs which has been taken from our finance records.

SEC spend by team	2011/12	2012/13	2013/14	2014/15	2015/16
Beds/Herts	325,081	237,271	268,429	160,782	119,243
Chelmsford	231,750	188,189	182,068	125,727	105,721
A14 EIT	-	-	-	300	-
Norfolk	31,105	12,046	465	53	7,097
Suffolk	54,357	28,599	8,585	9,359	6,280
Total A14	642,292	466,105	459,548	296,221	238,341

- 3) The frequency each independent social worker, CAF/CASS has instructed to undertake the role of Guardian for Essex, Suffolk, Norfolk, Hertfordshire and Bedfordshire (A14) area for the years 2011 to 2016....listing each independent social worker individually.

As set out above, we do not consider it appropriate to disclose information relating to individual staff members. However, please see the below which shows how many cases involved a SEC in A14. This information has been taken from our case management systems.

Year	SECs	Cases
2011-12	21	219
2012-13	32	246
2013-14	34	212
2014-15	26	143
2015-16	31	166

- 4) Of those independent social workers CAF/CASS has instructed to undertake the role of Guardian for Essex, Suffolk, Norfolk, Hertfordshire and Bedfordshire (A14) area for the years 2011 to 2016, please supply a list of each independent social worker who has been previously been employed by CAF/CASS in any role, indicating what role(position) they undertook at CAF/CASS was, also stating when their employment started and finished with CAF/CASS. month and year.

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Cafcass does not collect this information centrally. In order to provide a response, each personnel file would need to be checked individually; as this would involve over 100 files, the cost of compliance would exceed the appropriate limit which for Cafcass is £450. In our estimation the cost (a flat rate of £25 per hour provided by the FOI Act) would exceed the appropriate limit which is 18 hours for Cafcass, in order to complete one or more of the following activities permitted to be accounted for, which are:

- Determining whether the information is held;
- Locating the information, or a document containing it;
- Retrieving the information, or a document containing it; and
- Extracting the information from a document containing it.

A response to this request is therefore exempt under Section 12 of the Freedom of Information Act.

[12 Exemption where cost of compliance exceeds appropriate limit.](#)

1. *Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.*
2. *Subsection (1) does not exempt the public authority from its obligation to comply with paragraph (a) of section 1(1) unless the estimated cost of complying with that paragraph alone would exceed the appropriate limit.*
3. *In subsections (1) and (2) “the appropriate limit” means such amount as may be prescribed, and different amounts may be prescribed in relation to different cases.*
4. *The Secretary of State may by regulations provide that, in such circumstances as may be prescribed, where two or more requests for information are made to a public authority—*
 - (a) by one person, or*
 - (b) by different persons who appear to the public authority to be acting in concert or in pursuance of a campaign,**the estimated cost of complying with any of the requests is to be taken to be the estimated total cost of complying with all of them.*
5. *The Secretary of State may by regulations make provision for the purposes of this section as to the costs to be estimated and as to the manner in which they are to be estimated.*

[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.

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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.

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

0303 123 1113

E-mail

casework@ico.org.uk

Yours sincerely,

Governance Team

Cafcass

Governance@cafcass.gsi.gov.uk

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