

Dear [Applicant],

Freedom of Information request reference K/20/025

Thank you for your Freedom of Information (FOI) request dated 13 January 2020, reference K/20/025.

Your request read:

“In the past three years, how many times has Library services settled a dispute with an employee for a financial payment?”

Under section 40(5)(B)(a)(ii) of the FOI Act, the University of Leeds neither confirms nor denies whether any information is held which falls within the scope of your request.

Section 40(5)(B)(a)(ii) exempts from the duty to confirm or deny whether information is held where confirmation or denial would contravene any of the data protection principle.

We consider it likely that colleagues within Library Services, service users (for instance students) and other colleagues from across the University would be able to identify relevant individuals, based on other information available to them or available publicly (for instance, knowing who has left the organisation within the last three years). As such, to reveal whether any such settlements had or had not been agreed would be reveal information about the employment of those individuals. We consider that this would not be fair or lawful and would therefore breach their rights under Article 5(1)(a) of the General Data Protection Regulation (GDPR).

We hope this information is helpful. If you have any questions about this email, however, please do not hesitate to contact us on foi@leeds.ac.uk

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you can request an Internal Review. Requests for Internal Review should be made in writing using the following contact information:

Post: Mr D Wardle
Deputy Secretary
The University of Leeds
Leeds
LS2 9JT

Email: foi@leeds.ac.uk

Requests for Internal Review should be submitted within 40 working days of receiving the University's response to your request. Further information about how the University manages Freedom of Information requests and about our complaints procedure is also available on our website (www.leeds.ac.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review/complaints procedure provided by the University. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Kind regards

Chloe Wilkins

Freedom of Information Officer

Secretariat

University of Leeds