



Our Ref: ATISN 10419

Date: 27 May 2016

Dear ,

ATISN 10419 - Autism Employment Ambassador, Keith Ingram

Thank you for your request under the Freedom of Information Act 2000, which I received on 01 May regarding the Autism Employment Ambassador, Keith Ingram.

The Welsh Government holds some of the information you have requested and has provided a response to your request below.

1. Please provide Keith Ingram's contract specification and work programme.

Please see attached contract specification for the Employment Ambassador and the agreed work plan at Annex 1 and 2. Please note that some names have been redacted under Section 40(2) of the Freedom of Information Act 2000 relating to the use of personal data. An explanation of the use of this section is provided at Annex A attached.

2. Please provide details of all payments made to Keith Ingram.

No payments were made directly to Keith Ingram as Autism Employment Ambassador. The following payments were made to the Vale of Glamorgan Council in respect of the Autism Employment Ambassador role:

2014-15: £1,621.20
2015-16: £15,060.24

3. Please provide the notes taken of every meeting in which Keith Ingram's performance was assessed.

The Welsh Government does not hold this information. Officials have held monitoring meetings with Keith Ingram as Autism Employment Ambassador to discuss progress



in delivering the outcomes agreed in the work plan at Annex 1, a formal record of the meetings was not made.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or email: FreedomOfInformationOfficer@wales.gsi.gov.uk

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

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

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely,

Annex A

Engagement of exemption under Section 40(2) Personal Data

Section 40 sets out an exemption from the right to know if the information requested is personal information protected by the Data Protection Act 1998 (DPA). Personal data is defined in Section 1(1) of the DPA as:

“personal data” means data which relates to a living individual who can be identified from those data; or from those data and other information which is in the possession of, or is likely to come into the possession of, the data controller.

The information being released contains the names of individuals who work for the Welsh Government and NAS. Under Section 40(2) of the Freedom of Information Act (FOI Act), personal data is exempt from release if disclosure would breach one of the data protection principles. We consider the first principle to be of most relevance in this instance.

The first data protection principle states:

Personal data shall be processed fairly and lawfully and, in particular, shall not be processed unless—

(a) at least one of the conditions in Schedule 2 is met, and (b) in the case of sensitive personal data, at least one of the conditions in Schedule 3 is also met.

We consider that the information in this case clearly falls within the description of personal data as defined by the DPA and that disclosure would breach the first data protection principle. The first data protection principle has two components:

- 1 Personal data shall be processed fairly and lawfully and
2. Personal data shall not be processed unless at least one of the conditions in DPA schedule 2 is met

Guidance from the Information Commissioner’s Office (Personal information (section 40 and regulation 13) v 1.3) states (at p11):

- The starting point is to consider whether it would be fair to the data subject to disclose their personal data. The key considerations in assessing this are set out in the section on Fairness below.
- If disclosure would not be fair, then the information is exempt from disclosure.

This approach was endorsed by the Court of Appeal in the case of *Deborah Clark v the Information Commissioner and East Hertfordshire District Council* where it was held:

“The first data protection principle entails a consideration of whether it would be fair to disclose the personal data in all the circumstances. The Commissioner determined that it would not be fair to disclose the requested information and thus the first data protection principle would be breached. There was no need in the present case therefore to consider whether any other Schedule 2 condition or conditions could be met because even if such



conditions could be established, it would still not be possible to disclose the personal data without breaching the DPA” (paragraph 63).

I have concluded that there is a reasonable expectation that the identity of civil servants below the Senior Civil Service and charity personnel would not be made public. It is my view, therefore, that disclosure of the redacted information would breach the first data protection principle, and thus is exempt from release under section 40 of the FOI Act.