

Freedom of Information Policy and Publication Scheme

Version	4.0
Approving Body	Trust Board
Date ratified	13 July 2026
Date issued	1 September 2026
Review date	30th September 2029
Owner	Director of Resources
Applies to	All Trust Schools, all Trust staff

Version	Date	Reason
1.0	2015	To establish a Trust wide policy
2.0	October 2020	To bring it in line with the model policy from Judicium
3.0	September 2023	Update using Judicium model policy and new ICO guidance
3.1	April 2024	Updated to reflect internal DPO
4.0	September 2026	Periodic review - updates to align with the Data (Use and Access) Act 2025 (DUAA)

Introduction

The Freedom of Information Act 2000 gives individuals the right to access official information from public bodies. Under the Act, any person has a legal right to ask for access to information held by the Trust. They are entitled to be told whether the Trust holds the information and to receive a copy, subject to certain exemptions. While the Act assumes openness, it recognises that certain information is sensitive. There are exemptions to protect this information. Full details on how requests can be made are set out in section 1 of this policy.

Public authorities should be clear and proactive about the information they will make public. For this reason, a publication scheme is available and can be found at section 2 of this policy.

This policy does not form part of any individual's terms and conditions of employment with the Trust and is not intended to have contractual effect.

This policy should be used in conjunction with the Trust's Data Protection Policy.

Section 1 – Freedom of Information Requests

Requests under Freedom of Information should be made to Data Protection Officer. However, the request can be addressed to anyone in the Trust. All staff need to be aware of the process for dealing with requests.

Requests for information that are not data protection or environmental information requests will be covered by the Freedom of Information Act.

Data protection enquiries (or Subject Access Requests/SARs) are requests where the enquirer asks to see what personal information the Trust holds about the enquirer. If the enquiry is a data protection request, staff must follow Appendix 1 - Subject Access Requests to ensure compliance with the modernised Data (Use and Access) Act 2025 (DUAA).

Environmental Information Regulations enquiries are those which relate to air, water, land, natural sites, built environment, flora and fauna, health and any decisions and activities affecting any of these. These could, therefore, include enquiries about recycling, phone masts, Trust playing fields, car parking etc. If the enquiry is about environmental information, follow the guidance on the Department for Environment, Food and Rural Affairs (DEFRA) website.

Freedom of Information requests *must* be made in writing (including email) and should include the enquirer's name, correspondence address (email addresses are allowed) and state what information they require. There must be enough information in the request to be able to identify and locate the information. If this information is covered by one of the other pieces of legislation (as referred to above), they will be dealt with under the relevant policy/procedure related to that request.

If the request is ambiguous and/or the Trust require further information in order to deal with your request, the Trust will request this further information directly from the individual making the request. Please note that the Trust do not have to deal with the request until the further information is received. Therefore, the time limit starts from the date that the Trust receives all information required in order to deal with the request.

The requester does not have to mention the Act, nor do they have to say why they want the information. There is a duty to respond to all requests, telling the enquirer whether or not the information is held and supplying any information that is held, except where exemptions apply. There is a time limit of 20 school days (i.e., excluding school holidays) for responding to the request.

Information

Provided all requirements are met for a valid request to be made, the Trust will provide the information that it holds (unless an exemption applies).

Holding information means information relating to the business of the Trust:

- That the Trust has created; or
- That the Trust has received from another body or person; or
- Held by another body on the Trust's behalf.

Information means both hard copy and digital information, including email.

If the information is held by another public authority (for example, the Local Authority), check whether they hold the information and if so, transfer the request to them. If this applies, the Trust will notify the enquirer that they do not hold the information and to whom they have transferred the request. The Trust will continue to answer any parts of the enquiry in respect of information it does hold.

When the Trust does not hold the information, it has *no duty to create or acquire it* just to answer the enquiry; although a reasonable search will be made before confirming whether the Trust has the information requested.

If the information requested is already in the public domain, for instance, through the Publication Scheme or on the Trust's website, the Trust will direct the enquirer to the information and explain how to access it.

The requester has the right to be told if the information requested is held by the Trust (subject to any of the exemptions). This obligation is known as the Trust's *duty to confirm or deny* that it holds the information. However, the Trust does not have to confirm or deny if:

- The exemption is an absolute exemption; or
- In the case of qualified exemptions, confirming or denying would itself disclose exempted information.

If an applicant makes a request for information that constitutes a dataset and expresses a preference for communication in electronic form, the Trust will, so far as reasonably practicable, provide the dataset in an electronic form which is capable of re-use.

Vexatious Requests

There is no obligation on the Trust to comply with vexatious requests. A vexatious request is one which is designed to cause inconvenience, harassment or expense rather than to obtain information and would require a substantial diversion of resources or would otherwise undermine the work of the Trust. However, this does not provide an excuse for bad records management.

In addition, the Trust does not have to comply with repeated identical or substantially similar requests from the same applicant unless a reasonable interval has elapsed between requests.

Fees

The Trust may charge the requester a fee for providing the requested information. This will be dependent on whether the staffing costs in complying with the request exceeds the threshold. The threshold is currently £450 with staff costs calculated at a fixed rate of £25 per hour (therefore 18 hours' work is required before the threshold is reached).

If a request would cost less than the threshold, then the Trust can only charge for the cost of informing the applicant whether the information is held and communicating the information to the applicant (e.g., photocopying, printing and postage costs).

When calculating costs/threshold, the Trust can take account of the staff costs/time in determining whether the information is held by the Trust, locating and retrieving the information and extracting the information from other documents. The Trust will not take account of the costs involved with considering whether information is exempt under the Act.

If a request would cost more than the appropriate limit (£450), the Trust can turn the request down, answer and charge a fee or answer and waive the fee.

If the Trust is going to charge they will send the enquirer a fees notice. The Trust is not obliged to comply with the request unless the fee is paid within a period of three months beginning with the day on which the fees notice is given. More details on fees can be found on the Information Commission's (IC) website.

If planning to turn down a request for cost reasons or charge a high fee, you should contact the applicant in advance to discuss whether they would prefer the scope of the request to be modified so that, for example, it would cost less than the appropriate limit.

Where two or more requests are made to the Trust by different people who appear to be acting together or as part of a campaign, the estimated cost of complying with any of the requests may be taken to be the estimated total cost of complying with them all.

Time Limits

Compliance with a request must be prompt and within the time limit of 20 school days (this does not include the school holidays or weekends) or 60 working days if this is shorter. Failure to comply could result in a complaint by the requester to the Information Commission. The response time starts counting as the first day from the next working day after the request is received (so if a request was received on Monday 6th October the time limit would start from the next working day, the 7th October).

Where the Trust has asked the enquirer for more information to enable it to answer, the 20 school days start time begins when this further information has been received.

If some information is exempt this will be detailed in the Trust's response.

If a qualified exemption applies and the Trust needs more time to consider the public interest test, the Trust will reply in 20 school days stating that an exemption applies but include an estimate of the date by which a decision on the public interest test will be made. This should be within a "reasonable" time.

Where the Trust has notified the enquirer that a charge is to be made, the time period stops until payment is received.

Third Party Data

Consultation of third parties may be required if their interests could be affected by release of the information requested and any such consultation may influence the decision.

Consultation will be necessary where:

- Disclosure of information may affect the legal rights of a third party, such as the right to have certain information treated in confidence or rights under Article 8 of the European Convention on Human Rights;
- The views of the third party may assist the Trust to determine if information is exempt from disclosure; or
- The views of the third party may assist the Trust to determine the public interest test.

Personal information requested by third parties is also exempt under this policy where release of that information would breach the UK GDPR and Data Protection Act 2018 (as amended by the DUAA 2025). If a request is made for a document (e.g., Governing Body minutes) which contains personal information whose release to a third party would breach the Data Protection Act, the document may be issued by blanking out the relevant personal information as set out in the redaction procedure.

Exemptions

The presumption of the Freedom of Information Act is that the Trust will disclose information unless the Act provides a specific reason to withhold it. The Act recognises the need to preserve confidentiality and protect sensitive material in certain circumstances.

The Trust may refuse all/part of a request, if one of the following applies: -

- 1) There is an exemption to disclosure within the Act;
- 2) The information sought is not held;
- 3) The request is considered vexatious or repeated; or
- 4) The cost of compliance exceeds the threshold.

A series of exemptions are set out in the Act which allow the withholding of information in relation to an enquiry. Some are specialised in their application (such as national security) and would not usually be relevant to Trusts.

There are two general categories of exemptions:-

- 1) *Absolute*: where there is no requirement to confirm or deny that the information is held, disclose the information or consider the public interest; and
- 2) *Qualified*: where, even if an exemption applies, there is a duty to consider the public interest in disclosing information.

Absolute Exemptions

There are eight absolute exemptions set out in the Act. However, the following are the only absolute exemptions which will apply to the Trust: -

- Information accessible to the enquirer by other means (for example, by way of the Trust's Publication Scheme);
- National Security/Court Records;
- Personal information (i.e., information protected by the UK GDPR and the Data (Use and Access) Act 2025);
- Information provided in confidence.

If an absolute exemption exists, it means that disclosure is not required by the Act. However, a decision could be taken to ignore the exemption and release the information taking into account all the facts of the case if it is felt necessary to do so.

Qualified Exemptions

If one of the below exemptions apply (i.e., a qualified disclosure), there is also a duty to consider the public interest in confirming or denying that the information exists and in disclosing information.

The qualified exemptions under the Act which would be applicable to the Trust are: -

- Information requested is intended for future publication (and it is reasonable in all the circumstances for the requester to wait until such time that the information is actually published);

- Reasons of national security;
- Government/international relations;
- Release of the information is likely to prejudice any actual or potential legal action or formal investigation involving the Trust;
- Law enforcement (i.e., if disclosure would prejudice the prevention or detection of crime, the prosecution of offenders or the administration of justice);
- Release of the information would prejudice the ability of the Trust to carry out an effective audit of its accounts, resources and functions;
- For health and safety purposes;
- Information requested is environmental information;
- Information requested is subject to legal professional privilege; and
- For *commercial interest* reasons.

Where the potential exemption is a qualified exemption, the Trust will consider the public interest test to identify if the public interest in applying the exemption outweighs the public interest in disclosing it.

In all cases, before writing to the enquirer, the person given responsibility by the Trust for dealing with the request will need to ensure that the case has been properly considered and that the reasons for refusal or public interest test refusal, are sound.

Refusal

If it is decided to refuse a request, the Trust will send a refusals notice, which must contain:

- The fact that the responsible person cannot provide the information asked for;
- Which exemption(s) apply;
- Why the exemption(s) apply to this enquiry (if it is not self-evident);
- Reasons for refusal;
- The Trust's complaints procedure; and
- The applicant's right to complain to the Information Commission (IC).

For monitoring purposes and in case of an appeal against a decision not to release the information or an investigation by the Information Commission, the responsible person must keep a record of all enquiries where all or part of the requested information is withheld and exemptions are claimed. The record must include the reasons for the decision to withhold the information.

Section 2 – Freedom of Information Publication Scheme

This publication scheme follows a model approved by the Information Commission.

This scheme is not a list of individual publications but rather a description of the classes of types of information that we are committed to publishing. This list is not an exhaustive list of all of the types of information that we publish. We try to proactively publish as much information as we can where the information would have a wider public interest.

This scheme does not include information that we consider to be sensitive, such as personal information, information prevented from disclosure by law or information about security matters.

Classes of Information

There are six classes of information that we hold:

- Who we are and what we do
- What we spend and how we spend it
- What our priorities are and how we are doing
- How we make decisions
- Our policies and procedures
- The services we offer

Making Information Available

Information will generally be made available on the Trust and/or schools website, or is available on Department for Education websites. Where it is not possible to include this information on a website, or when an individual does not wish to access the information by the website the Trust will indicate how information can be obtained by other means and provide it by those means. This may be detailed in response to a request or within the scheme itself. This will usually be by way of a paper copy.

In some exceptional circumstances, some information may be available only by viewing in person. Where this manner is specified, contact details will be provided. An appointment to view the information will be arranged within a reasonable timescale.

Information will be provided in the language in which it is held or in such other language that is legally required. Where we are legally required to translate any information, we shall do so.

Charges for Information Published Under This Scheme

The Trust may charge individuals for information published under this scheme. The purpose of this scheme is to make the maximum amount of information readily available at the minimum inconvenience and cost to the public. Charges made by the Trust for routinely published material will be justified and transparent and kept to a minimum.

Material which is published and accessed on the website will be provided free of charge.

Charges may be made for information subject to a charging regime specified by law.

Charges will be made to cover:

- Photocopying;
- Postage and packaging; and
- The costs directly incurred as a result of viewing information.

Single copies of information requested which are covered by the publication scheme will be provided free unless otherwise stated within the scheme. If the request involved a large amount of photocopying, printing or postage, then this may be at a cost. If this is the case we will let you know as well as let you know the cost before fulfilling your request.

How to Request Information

If you require a paper version of any of the documents within the scheme, please contact the Trust using the contact details below.

Telephone: 01202 922670

Email: info@initiolearning.org

Address: INITIO LEARNING TRUST

Allenbourn Middle School

Wimborne, Dorset, BH21 1PL

Please mark all correspondence *Publication Scheme Request* in order to help us process your request quickly. If the information you are looking for isn't available via the scheme, you can still contact the Trust to ask if we have this information.

Internal Review and Appeals

The requester has the right to ask for an internal review if they are dissatisfied with the handling of an FOI request. Any written (including email) expression of dissatisfaction will be managed as a formal FOI Internal Review, which is a standalone process distinct from the Trust's general complaints procedure.

Internal review requests should be made within 40 working days of the initial response. This deadline will be communicated to the requester in that response. The Trust is not obliged to provide a review if it is requested after more than 40 working days.

Requests for an internal review must make clear why the requester is dissatisfied with the original decision, detailing why they feel that the Trust has not complied with Freedom of Information Law. Wherever practicable, the review will be handled by a senior leader or trustee not involved in the original decision.

Data Protection Grievances

If an internal review request includes a grievance regarding the Trust's handling, redaction, or disclosure of personal data, that specific element will be extracted and treated as a statutory Data Protection Complaint. It will be acknowledged without undue delay and resolved within one calendar month in accordance with the Data (Use and Access) Act 2025, as outlined in our main Data Protection Policy.

The Trust will maintain records of all FOI internal reviews and their outcomes. If the outcome is that the Trust's original decision or action is upheld, the applicant has the right to appeal directly to the Information Commission (IC). The appeal can be made via their website or in writing to:

Information Commission Wycliffe House Water Lane Wilmslow Cheshire SK9 5AF

The Publication Scheme

Class 1 – Who we are and what we do

Organisational information, structures, locations and contacts.

Trust website

- Memorandum and articles of association
- Names, terms of office and basis of appointment of Members and Trustees
- Scheme of Delegation
- Gender pay gap reporting
- Location and contact information
- Staff vacancies

School websites

- School prospectus and curriculum
- School session times and term dates
- Location and contact information
- Staff vacancies

Class 2 – What we spend and how we spend it

Trust website

- Financial statements (including Trade Union facility time reporting and Trustee allowances paid)
- Gender pay gap reporting
- Executive pay reporting

School websites

- Details of use of Premiums, such as Pupil Premium, PE and Sports Premium, Recovery Premium

By request

- Expenditure over £5,000
- Financial audit reports
- Procurement and contracts
- Staff allowances and expenses

Class 3 – What our priorities are and how we are doing

Trust website

- Strategy: Why, how, what
- Trust-wide performance data – link to Department for Education sites

School websites

- Latest Ofsted report

By request

- Impact assessments

Class 4 – How we make decisions

School websites

- Admissions policy and guidance

By request

- Minutes of meetings of the Trust Board and its committees, including Local School Committees

Class 5 – Our policies

Trust website

- Safeguarding and child protection
- Health and safety
- Equality and diversity
- Data Protection including privacy notices
- Freedom of Information
- Complaints

School websites

- Special Educational Needs and Disabilities
- Behaviour
- School day
- Uniform
- Careers
- Charging and remissions
- Remote education
- Complaints

By request

- HR and pay policies
- Other school policies

Class 6 – Lists and Registers

By request

- Curriculum circulars and statutory instruments
- CCTV
- Disclosure logs

Class 7 – The services we offer

School websites

- Extra-curricular activities
- Out of school clubs
- School publications