

Freedom of Information

Equalities Statement

Over recent years, schools and academies have (in line with other institutions and public bodies) been working towards an improved understanding of the diverse nature of their communities. Much of the work is in response to new legislation that places an increased duty on schools, academies and other settings to tackle radicalisation and to establish a positive ethos of British Values. Legislation requires schools and academies both to eliminate direct or indirect discrimination, victimisation or harassment and to promote equalities for students, staff and others who use their facilities.

In our Trust we work to ensure that there is equality of opportunity for all members of our community who hold a range of protected characteristics as defined by the Equality Act 2010, as well as having regard to other factors which have the potential to cause inequality, such as, socio-economic factors.

Document Management

Date Approved:	4 December 2013
Next review date:	December 2018
Approved by:	Board of Directors
Responsible for review:	Chief Operating Officer

How do I make a request?

You must make a Freedom of Information request in writing by letter or email

You should include:

- *Your name;*
- *A contact address;*
- *A detailed description of the information you want including dates if relevant;*
- *Any preference for the format for receiving the information.*

For **postal** requests, please send to the following address:

FOI Request

Swale Academies Trust
Ashdown House
Johnson Road
Sittingbourne
Kent
ME10 1JS

Email requests should be sent to: FOI@swaleacademiestrust.org.uk

How long does it take?

We will normally respond to your request within 20 school days. However, where the 20th day to respond to a request is during a non-school day, we will have up to 60 days to respond.

The Regulations state that the time for compliance will be whichever is the shorter period;

- 20 working days following the date of receipt, excluding any day which is not a school day (this effectively equates to a period of 20 school days; **or**
- 60 working days following the date of receipt.

A 'school day' will be any day on which there is a session and the pupils are in attendance.

'Working days' exclude school holidays and 'inset' or training dates where the pupils are not present.

How much does it cost?

The Trust reserves the right to charge large, complicated or time consuming FOI requests and an estimation of costs will be provided.

Estimating the costs of processing requests **the method of calculating charges is in accordance with the Freedom of Information and Data Protection (appropriate limits and fees) Regulations 2004.*

When estimating the cost of complying with a written request for Information, Swale Academies Trust will take into account the staff time involved the following activities:

- Determining whether the information is held
- Locating the information or a document that may contain the information
- Retrieving and extracting the information, or a document that may contain the information

The cost of the above activities will be calculated by applying an hourly rate of £25 per person.

Where the cost to process a request is below £450

Where the cost of complying with a written request for information is estimated to be below £450, there will be no charge unless the disbursement costs (printing, copying and postage) exceed £5. Where disbursement costs exceed £5, the applicant will be issued with a fees notice and must pay the costs within a period of three months before Swale Academies Trust can comply with the request. Disbursement costs applied by the Trust are shown below.

Where the cost to process a request exceeds £450

In accordance with the Freedom of Information and Data Protection (appropriate Limits and Fees) Regulations 2004, Swale Academies Trust is not obliged to respond to a written request for information, where it estimates that the cost of complying with the request would be in excess of £450 (which equates to 18 hours of work at £25 per hour).

- *Staff costs (£25 per hour) involved in determining whether Swale Academies Trust holds the information*
- *Staff costs (£25 per hour) of locating, retrieving and extracting the information*
- *Disbursement and staff costs (£25 per hour) incurred in informing the applicant that the information is held*
- *Disbursement and staff costs (£25 per hour) incurred in communicating the information to the applicant*
- *In all cases the costs must be 'reasonable'*

Campaign requests

If the Trust receives two or more related requests within a period of 60 consecutive working days, from a person or different persons who appear to be acting in concert or in pursuance of a campaign, the costs of complying with the individual requests will be aggregated.