



FREEDOM OF INFORMATION POLICY

Document Control

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1. Introduction

- 1.1. The Harmony Trust has a strong moral purpose to do what is best for children and families which underpins our ethos. We aim to raise aspirations and attainment for all children, developing pupils with high self-esteem and responsibility. We are committed to the delivery of high quality education by excellent staff, in a caring, supportive learning environment. This policy represents part of our ethos and helps to facilitate consistency and quality across our academies.
- 1.2 Under the provisions of the Freedom of Information Act 2000 (referred to as FOIA in the rest of this document), the Trust has a legal duty to supply information to enquirers and we must be clear and proactive about the information we make public. We are committed to the aims of the FOIA and the access provisions of the Data Protection Act 2018 and promoting this open policy (referred to as our publication scheme) as we believe the public have a right to access the recorded information held by us.
- 1.3 Our scheme commits the Trust and its academies to make information available to the public as part of our normal business activities. The scheme sets out -
 - the classes of information which we publish or intend to publish
 - the way the information will be published
 - whether the information is available free of charge or on payment
 - how to request information
- 1.4 We are obliged to produce a schedule of any fees charged for access to information which is proactively available, and to make this publication scheme available to the public.
- 1.5 Some information which we hold may not be made available, for example personal information

2. Links with other Policies

- 2.1 As can be seen from the following section, our scheme is relevant to our policies and information relating to strategies, policies, procedures, performance information, financial information, inspections and reviews.

3. Classes of information

- 3.1 In accordance with the FOIA, and its application to academies, the classes of information covered are:
 - **Who we are and what we do** - Organisational information, locations and contacts, constitutional and legal governance.
 - **What we spend and how we spend it** - Financial information relating to projected and actual income and expenditure, tendering, procurement and contracts.
 - **Our priorities and how we are performing** - Strategy and performance information, plans, assessments, inspections and reviews.
 - **Decision making** - Decisions of the Board of Trustees and Trust and our academies leadership,

Including consultations.

- **Policies and Procedures** - Current written protocols for delivering our functions and responsibilities.
- **Registers and Lists** - Information held in registers required by law and other lists and registers relating to the functions of the Trust and its academies.
- **Services Provided** - Advice and guidance, booklets, leaflets and media releases.

4. How to request Information

- 4.1 The attached Annex A provides information as to what information is covered by this scheme and how it can be obtained and, if applicable, any appropriate charges.
- 4.2 Where possible, the Trust will provide information on its website or on the websites of individual academies. If information is not available on websites, we will indicate how information can be obtained by other means and provide it by those means.
- 4.3 Some information may only be available by viewing in person. If this is the case, then information will be provided on request and arrangements made to view the information within a reasonable timescale.
- 4.4 If information is required contact should be made in the first instance to the Principal of the appropriate Academy or to the Chief Executive of the Trust. Please make your request in writing, in a letter or email. Contact details for our academies are available on the websites and our Trust address is
 - The Chief Executive, The Harmony Trust, Alderson Street, Oldham OL9 6AQ
 - Telephone number 0161 -260 – 0482 and email info@theharmonytrust.org
- 4.5 To help us process your request quickly, mark any correspondence “Publication Scheme Request” and please give your name and address to which we can reply. This can be either a postal or email address.

5. Response Time

- 5.1 Your request will be acknowledged as soon as possible and within the specified time limit of 20 days. If the request is particularly complex, we will assess how long it is likely to take to retrieve the required information and whether it will be necessary to levy a further charge. In this case we will contact you and advise you of the position so that you can decide if you wish to pursue with your request for information.

6. Dealing with a request for information

- 6.1 In the first instance, any request will be dealt with by the Principal of the appropriate Academy or The Chief Executive of the Trust. They will –
 - decide if the request comes under the Freedom of Information Act; the Data Protection Act; the Environmental Information Regulations etc.

- decide whether the Trust or Academy holds the requested information
- provide the information if it has already been made public
- inform the enquirer if the Trust or Academy does not have the information
- decide if information disclosed might affect the interests of a third party
- decide if the estimated cost of complying with the request will exceed the appropriate limit
- ensure that all personal information is excluded from a requested document
- consider if the request is annoying or repeated
- deal with the request within 20 working days
- if applicable, deal with a Data Protection request within 40 calendar days

7. Reasons for not complying with a request

7.1 The FOIA outlines four reasons for not complying with a request, namely:

- that the requested information is not held
- the cost threshold is reached
- the request is considered to be annoying and/or repeated
- that one or more of the exemptions apply.

8. Charges to be applied for information available under this scheme

8.1 The purpose of the scheme and the desire of the Trust is to make as much information readily available at minimum cost to the public. Any charges made will be fully justified, transparent and kept to a minimum.

8.2 Material which is accessed on a website will be provided free of charge.

8.3 Charges made for information are subject to those specified by regulation. Charges may also be made by the Trust to cover actual disbursement costs incurred, such as:

- photocopying and printing
- postage and packaging
- the costs directly incurred as a result of viewing information

8.4 If a charge is to be made, confirmation of the payment due will be given before information is provided. Payment may be requested prior to the information being provided.

9. Monitoring and reviewing the effectiveness of the Policy

9.1 The practical application and effectiveness of this policy will be reviewed annually or when the need arises by the Chief Executive of the Trust. A statement of the policy's effectiveness and any necessary recommendations for improvement will be presented to the Board of the Trust for consideration.

10. Equality Impact Assessment

10.1 Under the Equality Act 2010 we have a duty not to discriminate against people based on their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote and encourage equality in our academies.

11. Data Protection Statement

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy. All data will be handled in accordance with the school’s Data Protection Policy.

| Data Audit For This Policy | | | | | |
|----------------------------|--------------------------------------------------------|------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------------------|
| What ? | Probable Content | Why ? | Who ? | Where ? | When ? |
| FOI policy | Name, address, information related to the FOI request, | Required to be retained as part of FOI process | Principal / SLT, Trust central team, staff or other representative as required as part of the FOI process | Kept on file at academy (and Trust central where appropriate) | Held on file until FOI request is complete and then for 12 months. |

As such, our assessment is that this policy :

| Has Few / No Data Compliance Requirements | Has A Moderate Level of Data Compliance Requirements | Has a High Level Of Data Compliance Requirements |
|-------------------------------------------|------------------------------------------------------|--------------------------------------------------|
| ✓ | | |

12. ANNEX A – Guide to Information available under the Freedom of Information Scheme

Who we are and what we do: - Organisational information, locations and contacts and structure.

| Provision of information | How to obtain | Cost |
|---------------------------------------|---------------|-------------------------------|
| Who is who in the Trust and academies | Websites | Free of charge (FOC) |
| Who is who on the Board of Trustees | Website | FOC |
| Scheme of Delegation | Hard copy | Charges as per schedule below |
| Academy prospectus | Website | FOC |
| Staffing Structures | Hard copy | Charges as below |
| Term dates | Website | FOC |

What we spend and how we spend it: Financial information relating to projected and actual income and expenditure, tendering, procurement and contracts.

| Provision of information | How to obtain | Cost |
|----------------------------------------|---------------|------------------|
| Annual budget and financial statements | Hard copy | Charges as below |
| Capital Funding | Hard Copy | ditto |
| Additional Funding | Hard copy | ditto |
| Procurement and projects | Hard copy | ditto |
| Pay Policy | Hard copy | ditto |
| Staffing and grading structure | Hard copy | ditto |
| Trustees Allowances | Hard copy | ditto |

Our Priorities and how we are performing: Strategy and performance information, plans, assessments, inspections and reviews.

| Provision of Information | How to obtain | Cost |
|---------------------------|---------------|------------------|
| Latest inspection reports | Website | FOC |
| Improvement Plans | Hard Copy | Charges as below |

Decision Making: Decisions of Board of Trustees and by Trust and our academies leadership, including consultations.

| Provision of Information | How to obtain | Cost |
|----------------------------------------------------------------|---------------|------------------|
| Agenda and minutes of Board of Trustees and any sub committees | Hard copy | Charges as below |

Policies and Procedures: Current written Protocols for delivering our functions and responsibilities.

| Provision of Information | How to obtain | Cost |
|---------------------------------------|--------------------------------------------|-------------------------|
| Harmony Trust Policies and procedures | Majority on website Others by Hard copy | FOC Charges as below |

Registers and Lists: Information held in registers required by law and other lists and registers relating to the functions of the Trust and its academies.

| Provision of Information | How to obtain | Cost |
|------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------|
| Curriculum circulars and statutory instruments | Hard copy | Charges as below |
| Asset Registers | Hard copy | ditto |
| Any other information that the Trust is legally required to hold in publicly available registers (does not include attendance registers) | Hard copy | ditto |

Services Provided: Advice and guidance, booklets, leaflets and media releases.

| Provision of Information | How to obtain | Cost |
|--------------------------------|---------------|------|
| Extra-curricular opportunities | Website | FOC |
| Trust and academy publications | Website | FOC |
| Newsletters | Website | FOC |

Schedule of Charges:

| Type of Charge | Description | Basis of charge |
|----------------------|------------------------------------------------------------|-------------------------------------------------|
| Disbursement cost | Photocopying/printing @ 10p per A4 sheet (black and white) | Actual cost |
| | Photocopying/printing @ 30p per sheet (colour) | Actual cost |
| | Postage | Actual cost of Royal Mail standard second class |
| Statutory fee | | In accordance with relevant legislation |

Reviewed Jul 2019