

Freedom of Information Act 2000 (FOIA)

Decision notice

Date: 17 March 2023

Public Authority: The Royal Borough of Greenwich
Address: The Woolwich Centre
35 Wellington Street
Woolwich
SE18 6HQ

Decision

1. The complainant requested information from the Royal Borough of Greenwich ("the Council") relating to the recruitment of the Head of Legal Services.
2. The Commissioner's decision is that on the balance of probabilities, the Council does not hold information within the scope of parts 3, 4 and 5 of the request.
3. The Commissioner does not require the Council to take any steps.

Request and response

4. The complainant made the following information request to the Council on 25 May 2022:

"Under the Freedom of Information Request please provide me with the following information.

1. The date you got promoted to your current role.
2. Details of interview process that you would have had to go through to apply for the role.

3. A copy of the application that you would have submitted to apply for the role.
 4. Details of all other candidates that applied for the role.
 5. Details of why other candidates were unsuccessful for the role.
 6. Details of the employees that interviewed you for the role.”
5. The Council provided the complainant with information within the scope of parts 1, 2 and 6 of the request but denied holding information within the scope of parts 3, 4 and 5 of the request.

Reasons for decision

6. This reasoning covers whether the Council holds information within the scope of parts 3, 4 and 5 of the request.
7. The complainant considers the Council to hold information within the scope of parts 3, 4 and 5 of the request. The complainant believes that the Council would hold the requested information as it relates to the recruitment of a senior role. In their complaint to the Commissioner, the complainant stated that if the Council had followed the correct procedures when recruiting for the role of Head of Legal Services, candidates' job applications would be held on file.
8. The Council's position is that it does not hold information within the scope of part 3, 4 and 5 of the request. In its submissions to the Commissioner, the Council explained that it has conducted an electronic search of its HR and payroll records for information held within the scope of part 3 of the request using the name of the current Head of Legal Services and the term 'Head of Legal Services' as its search terms. The Council did not locate any information within the scope of part 3 of the request.
9. The Council explained that it has also conducted a search of its HR records for information held within the scope of parts 4 and 5 of the request using the search 'Head of Legal Services'. This search did not locate any information within the scope of parts 4 and 5 of the request. The Council explained that it does not hold information within the scope of parts 4 and 5 of the request, as the current Head of Legal Services was the only individual who applied for the role.
10. Whilst the Commissioner notes that the Council's Human Resources Retention policy states that a staff member's job application form should be retained for the full time that they are employed by the Council, he is

satisfied that the Council has carried out adequate searches for information held within the scope of part 3 of the request.

11. Furthermore, the Commissioner accepts the Council's explanation for not holding information within the scope of parts 4 and 5 of the request. Therefore, his decision is that, on the balance of probabilities, the Council does not hold information within the scope of parts 3, 4 and 5 of the request.

Right of appeal

12. Either party has the right to appeal against this decision notice to the First-tier Tribunal (Information Rights). Information about the appeals process may be obtained from:

First-tier Tribunal (Information Rights)
GRC & GRP Tribunals,
PO Box 9300,
LEICESTER,
LE1 8DJ

Tel: 0300 1234504

Fax: 0870 739 5836

Email: grc@justice.gov.uk

Website: www.justice.gov.uk/tribunals/general-regulatory-chamber

13. If you wish to appeal against a decision notice, you can obtain information on how to appeal along with the relevant forms from the Information Tribunal website.
14. Any Notice of Appeal should be served on the Tribunal within 28 (calendar) days of the date on which this decision notice is sent.

Signed

Christopher Williams
Senior Case Officer
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF