

London Borough of Barnet  
2 Bristol Avenue,  
Colindale NW9 4EW  
22 May 2023  
Our ref: 9614876

Thank you for your request received on 19 April 2023, for the following information:

**Please include the following information:**

- \* The number of employees currently with permission to work outside of the United Kingdom**
  - \* The number of employees who were given permission to work outside of the United Kingdom in the 2020/21, 2021/22 and 2022/23 financial years**
  - \* If possible, for each employee given permission, please provide their pay band, and the country which they were provided permission to work from**
- If it is not possible to provide the information requested due to the information exceeding the cost of compliance limits identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the Act, as to how I can refine my request.
- If you have any queries please don't hesitate to contact me via email or phone and I will be very happy to clarify what I am asking for.

**I would prefer a response via email,**

We have processed this request under the Freedom of Information Act 2000.

## **Response**

I can confirm that London Borough of Barnet holds the information you requested.

However, we believe that the exemptions detailed below apply to some/all of this information and this is withheld. Please see the Refusal Notice below.

***Please include the following information:***

- \* The number of employees currently with permission to work outside of the United Kingdom***

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- \* The number of employees who were given permission to work outside of the United Kingdom in the 2020/21, 2021/22 and 2022/23 financial years***

2020/21 - N/A

2021/22 - 134

2022/23 - 152

***\* If possible, for each employee given permission, please provide their pay band, and the country which they were provided permission to work from***  
Please see the refusal notice below.

## **Refusal Notice**

### **Section 31 (Law Enforcement)**

We consider that the qualified exemption set out in Section 31 (Law enforcement) subsection (1)(a) applies to the information requested. Therefore, we have decided to withhold the information.

The information withheld is exempt under section 31 (1) (a). The Act states that the information will be exempt 'if its disclosure under this Act would, or would be likely to, prejudice - (a) the prevention or detection of crime'

We consider that knowledge of detailed information regarding countries, staff role details or the frequency of how often we update security details of countries and if staff are working from locations. We also consider that disclosure of the requested information would increase the chances of a successful cyber-attack or similar on the council network or systems. Whilst no illegal intent is imported upon the requesters, a response provided to one legitimate requester under the Act is considered to be disclosure to the whole world. We consider In applying this exemption, we have had to balance the public interest in withholding the information against the interest in favour of disclosure.

Factors in favour of disclosure

- Openness and transparency
- Knowledge that the council has appropriate security of its information and systems

Factors in favour of withholding

- Prevention of cyber attacks and disruption to public services
- Duty to take all necessary steps to safeguard the confidentiality, integrity and accessibility of Council data which includes large volumes of commercially sensitive, personal and sensitive personal data relating to staff and residents
- Prevention of crimes avoiding the costs associated with any attacks recovery, revenue, regulatory fines

We consider that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information. In applying this exemption, we have had to balance the public interest in withholding the information against the interest in favour of disclosure.

## **Further information**

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

## **Advice and Assistance : Direct Marketing**

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link [www.ico.org.uk](http://www.ico.org.uk)

**For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.**

## **Your rights**

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: [foi@barnet.gov.uk](mailto:foi@barnet.gov.uk). Or by post to Records & Information Management Service, Assurance Group, London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website [www.ico.org.uk](http://www.ico.org.uk)). There is no charge for making an appeal.