

Freedom of Information Act Request

I am writing to request information under the Freedom of Information Act 2000.

Copies of all finance reorganisation documentation presented to staff side colleagues on 10 February.

The organisation is unable to fulfil this request under the following exemptions:

Section 22 – Information Intended for Future Publication

The Trust is withholding the requested information under **Section 22(1) of the Freedom of Information Act 2000**, which applies where information is held with a settled intention for future publication.

The finance reorganisation documentation presented to staff side colleagues forms part of an ongoing organisational change process. The information presented is draft and evolving material that forms part of a structured consultation and governance process. There is a settled intention to publish finalised proposals and supporting documentation through appropriate formal channels, including Board papers and staff communications, once the consultation and governance processes are complete.

At the time of your request, the material was held with the intention that finalised information would be published following completion of internal consultation, staff engagement and formal approval processes.

Public Interest Test

Section 22 is a qualified exemption and requires the Trust to consider the balance of public interest.

Factors in favour of disclosure:

- Promoting transparency regarding organisational change.
- Supporting accountability in relation to financial planning and workforce restructuring.
- Allowing public scrutiny of proposals affecting Trust services.

Factors in favour of maintaining the exemption:

- Ensuring information is released in an accurate, complete and finalised form.
- Avoiding public misunderstanding of draft or incomplete proposals.
- Protecting the integrity of the ongoing consultation and governance process.
- Preventing premature disclosure that could cause unnecessary uncertainty for staff during a live reorganisation process.

The documentation requested represents draft and consultation-stage material. Disclosure at this stage would risk misinterpretation of proposals that may change following engagement and review.

The Trust considers that the public interest is better served by allowing the formal process to conclude and publishing finalised documentation through established governance mechanisms.

Accordingly, the Trust is withholding the information under **Section 22(1)**.

Releasing this information prior to the future publication date via the Freedom of Information route is likely to cause an unjustified level of disruption, irritation or distress to staff.

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to d.wraith@nhs.net.

Our Ref: 132
February 2026

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
Website: <https://ico.org.uk/make-a-complaint/>