

## Freedom of Information Act 2000

Your request for information has now been considered and the Council's response to your questions is shown below.

### You asked:

**1) Under the Freedom of Information Act please can you tell me if employees are requested to inform a line manager or any other official in their department if and when they have a romantic relationship with any colleague who works in the same department.**

### Answer:

Leicester City Council does not have a policy which covers employees and personal relationships of a romantic nature and there is currently no requirement to inform a line manager or any other official in the department in the instance of a romantic relationship.

**2) Can you provide the form of words in the code of conduct that covers this requirement.**

**3) Can you provide the latest code of conduct for staff members.**

Please see below link to our Code of Conduct. Section 4 and section 7.5 of the code is the only reference Leicester City Council makes towards relationships between staff members.

<http://www.leicester.gov.uk/your-council-services/council-and-democracy/key-documents/conditions-of-service/appendices/appendix-l-to-z/code-of-conduct/>

**4) How many staff members in 2014, 2013, 2012 and 2011 have informed managers they are having a romantic relationship, regardless of whether it is still continuing.**

Leicester City Council has approximately 8000 members of staff of whom we would have to look in each file held with their managers to see if there was any mention of a romantic nature. If we look into staff members file at five minutes a time it would take over 600 hours. It is extremely unlikely that there would be any notes of this nature, since as we have previously stated, there is no policy nor obligation to inform managers of this type of relationship.

Section 12 of the Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit, which for local government is set at £450. This represents the estimated cost of one person spending more than 18 hours in determining whether the department holds the information, locating, retrieving and extracting the information.

This is therefore a Refusal Notice under section 17.1 of the Freedom of Information Act, because under the provisions of section 12.1 of the Act, the Council estimates that to comply with your request in its current form will exceed the appropriate limit.

You may wish to refine your request by narrowing its scope by being more specific about what information you particularly wish to obtain, including any dates or period of time relevant to the information required. We do have a duty to advise and assist you in refining your request under s16 of the Act so please don't hesitate to contact us if you need help in refining your request.

The legislation allows you to use the information supplied for your own personal use, or for journalistic purposes. If the information is a dataset (which does not relate to the environment), you may also use the information for commercial re-use under an [Open Government Licence](#).

If you are dissatisfied with the handling of your request please write to:

**Information Governance Manager**  
**Information and Support**  
**Leicester City Council**  
**Bosworth House**  
**9 – 15 Princess Road West**  
**LEICESTER LE1 6TH**  
e-mail: [info.requests@leicester.gov.uk](mailto:info.requests@leicester.gov.uk)

Your request for internal review should be submitted to the above address within 40 (forty) working days of receipt by you of this response. Any such request received after this time will only be considered at the Council's absolute discretion.

You may also seek independent advice from the Information Commissioner at:

**Information Commissioner's Office**  
**Wycliffe House**  
**Water Lane**  
**Wilmslow SK9 5AF**  
**Telephone: 01625 545 700**  
[www.informationcommissioner.gov.uk](http://www.informationcommissioner.gov.uk)

Please be aware that the Information Commissioner does not normally consider requests until the internal appeals process of the Council has been exhausted. You are therefore advised to appeal to the Information Governance Manager before contacting the Commissioner.