Cygnus Academies Trust

Freedom of Information Policy

Approved by:	CEO, Danielle Lewis - Egonu	Date:27th January 2025
Reviewed by:	H Bannister, DPO	
Last reviewed on:	January 2025	
Next review due by:	January 2027	

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Statement of intent

As an educational provider, Cygnus Academies Trust has an obligation to publish a freedom of information statement, outlining how we will meet our duties under the Freedom of Information Act 2000 and associated regulations. The development and effective implementation of this policy fulfils that requirement.

More specifically, this policy outlines our Trust's policy and procedures for:

- The release and publication of private data and public records.
- Providing applicants with advice and assistance throughout the duration of their requests.

It also clarifies our position regarding the appropriate limit to the costs incurred by the Trust and its schools in obtaining any requested information, and on charging fees for its provision.

1. Legal framework

1.1. This policy has due regard to the following legislation:

- UK GDPR
- The Data Protection Act 2018
- The Freedom of Information Act 2000
- The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004

1.2. This policy also has due regard to guidance including, but not limited to, the following:

- Cabinet Office (2018) 'Freedom of Information Code of Practice'
- ICO (2013) 'Definition document for the governing bodies of maintained and other state-funded schools in England'
- ICO (2015) 'Model publication scheme'
- ICO (2016) 'Duty to provide advice and assistance (section 16)'
- ICO (2015) 'Time limits for compliance under the Freedom of Information Act (section 10)'

1.3. This policy will be viewed in conjunction with the following other Trust policies:

- CAT Data Protection Policy
- CAT Subject Access Request Policy
- CAT CCTV Policy

2. Accepting requests for information

2.1. The Trust will only accept a request for information which meets all of the following criteria:

- It is in writing
- It states the name of the applicant (not a pseudonym) and an address for correspondence
- It adequately describes the information requested

2.2. A request will be treated as made in writing if it meets all of the following requirements:

- It is transmitted by electronic means
- It is received in legible form

- It is capable of being used for subsequent reference

2.3. Where a request is submitted in a foreign language, the Trust is not expected to obtain a translation of the request. For the request to be processed, the Trust will ask the applicant to provide their request in English.

2.4. The Trust will publish details of its procedures for dealing with requests for information on the website (also on school websites), which includes the following:

- A contact address and email address
- A telephone number
- A named individual to assist applicants with their requests
- Please send requests to dpo@cygnus.org.uk

3. General rights of access to information held by the Trust

3.1. Provided that the request meets the requirements set out in section 2 of this policy, the Trust will comply with its duty to:

- Confirm or deny to any person making a request for information to the Trust or its schools, whether it holds information of the description specified in the request.
- Provide the documentation, if the Trust or its schools confirms that it holds the requested information.

3.2. The duties outlined in 3.1 will be completed no later than 20 school days, or 60 working days if this is shorter, from receipt of the request. Working days exclude school holidays or Inset days. In the event of a request being made just before or in a school holiday, the school will advise the requester (either through an email or an automated out of office message) that the school is closed and that the appropriate staff are not in place to deal with the request. A date will be given as to when the requester can expect a response. Please refer to page 16 in the following document: https://ico.org.uk/media/for-organisations/documents/1165/time-for-compliance-foia-guidance.pdf

3.3. Where a fee is charged, the timeframe within which the Trust has to respond to the request begins from the day the fee is received.

3.4. The Trust will not comply with section 3.1 of this policy where:

- The Trust reasonably requires further information to meet a freedom of information request, has informed the applicant of this requirement, but was not subsequently supplied with that further information.
- The information is no longer readily available as it is contained in files that have been placed in archive storage or is difficult to access for similar reasons.
- A request for information is exempt under section 2 of the Freedom of Information Act 2000.

- The cost of providing the information exceeds the appropriate limit.
- The request is vexatious.
- The request is a repeated request from the same person made within 60 consecutive working days of the initial one.
- A fee notice was not honoured.
- The requested information is not held by the Trust or its schools for the purposes of the Trust's business.

3.5. Where information is, or is thought to be, exempt, the Trust will, within 20 school days, give notice to the applicant which:

- States that fact.
- Specifies the exemption in question.

3.6. If information falls within scope of a qualified exemption and the Trust needs additional time to consider the public interest test, the Trust may extend the deadline. In most cases, the extension will exceed no more than a further 20 school days; however, the actual length of the extension will be decided on a case-by-case basis.

3.7. Where a public interest test extension is required, the Trust will write to the applicant to inform them of this, stating the following information:

- Which exemption(s) the extension relies on and why
- A revised deadline for when the applicant will receive their response

3.8. Where a deadline has to be further extended, the Trust will write to the applicant again, stating the information outlined in 2.7.

3.9. Requests for information that is not recorded by the Trust (e.g. requests for explanations, clarification of policy and comments on its schools' business) will not be considered valid requests. In these cases, the applicant will be provided with an explanation of why their request will not be treated under the Freedom of Information Act 2000 and the Trust will respond to the applicant through other channels as appropriate.

3.10. The information provided to the applicant will be in the format that they have requested, where possible.

3.11. Where it is not possible to provide the information in the requested format, the Trust will assist the applicant by discussing alternative formats in which it can be provided.

3.12. The information provided will also be in the language in which it is held, or another language that is legally required.

3.13. If, under relevant disability and discrimination regulations, the Trust is legally obliged to provide the information in other forms and formats, it will do so.

3.14. In some cases, a request may be dealt with under more than one access regime, e.g. if the request involves both information about the Trust or its schools and personal information, it will be dealt with under the Freedom of Information Act 2000 and the Data Protection Act 2018.

3.15. Staff are made aware that it is a criminal offence to alter, deface, block, erase, destroy or conceal any information held by the school with the intention of preventing disclosure following a request.

4. The appropriate limit

4.1. The Trust will not comply with any freedom of information request that exceeds the statutorily imposed appropriate limit of £450.

4.2. When determining whether the cost of complying with a freedom of information request is within the appropriate limit, the Trust will take account only of the costs we reasonably expect to incur in relation to:

- Determining whether it holds the information.
- Locating the information, or a document, which may contain the information.
- Retrieving the information, or a document, which may contain the information.
- Extracting the information from a document containing it.
- Costs related to the time spent by any person undertaking any of the activities outlined in section 4.2 of this policy on behalf of the school, are to be estimated at a rate of £25 per person per hour.

4.3. The Trust is not required to search for information in scope of a request until it is within the cost limit.

4.4. If responding to one part of a request would exceed the cost limit, the Trust does not have to respond to any other parts of the request.

4.5. Where multiple requests for information are made to the Trust or its schools within 60 consecutive working days of each other, either by a single person or by different persons who appear to be acting in concert, the estimated cost of complying with any of the requests is to be taken to be the total costs to the Trust of complying with all of them.

5. Charging fees

5.1. The Trust may, within 20 school days, give an applicant who has requested information from the school, a written notice stating that a fee is to be charged for the Trust's compliance.

5.2. Charges may be made for disbursements, such as the following:

- Production expenses, e.g. printing and photocopying

- Transmission costs, e.g. postage
- Complying with the applicant's preferences about the format in which they would like to receive the information, e.g. scanning to a CD

5.3. Fees charged will not exceed the total cost to the school of:

- Informing the person making the request whether we hold the information.
- Communicating the information to the person making the request.

5.4. Where a fee is to be charged, the Trust will not comply with section 3 of this policy unless the requested fee is paid within a period of three months, beginning with the day on which the fees notice is given to the applicant.

5.5. Where a fee is paid by cheque, the Trust has the right to wait until the cheque is cleared before commencing work.

5.6. Once a fee is received, the Trust will inform the applicant of the revised response deadline, i.e. an additional 20 school days (or 60 working days).

5.7. Where the Trust has underestimated the cost to be charged to an applicant, a second fees notice will not be issued; instead, the school will bear the additional costs.

5.8. The Trust will not take into account any costs, which are attributable to the time spent by persons undertaking any of the activities mentioned in section 5.3 above.

5.9. When calculating the 20th school day in which to respond to a freedom of information request, the period beginning the day on which the fee notice is given to the applicant and ending with the day on which the fee is received will be disregarded.

6. Means of communication

6.1. Where, on making a request for information, the applicant expresses a preference for communication by any one of the following means, the Trust will, as far as is practicable, give effect to that preference:

- The provision to the applicant of a copy of the information in permanent form or in another form acceptable to the applicant.
- The provision to the applicant of a reasonable opportunity to inspect a record containing the information.
- The provision to the applicant of a digest, or summary of the information, in permanent form or in another form acceptable to the applicant.

6.2. Where a preference is not stated by the applicant, the Trust will communicate by any means, which are reasonable under the circumstances.

6.3. The Trust will respond by email or through writing. If the response is written, it will not be posted. Instead, the applicant will need to come to the school office to collect the information

7. Providing advice and assistance

7.1. The Trust will meet its duty to provide advice and assistance, as far as is reasonable, to any person who proposes to make, or has made, requests for information to the Trust or its schools.

7.2. The Trust may offer advice and assistance in the following circumstances:

- If an individual requests to know what types of information the Trust or its schools holds and the format in which it is available, as well as information on the fees regulations and charging procedures.
- If a request has been made, but the Trust is unable to regard it as a valid request due to insufficient information, leading to an inability to identify and locate the information.
- If a request has been refused, e.g. due to an excessive cost, and it is necessary for the Trust to assist the individual who has submitted the request.

7.3. The Trust will provide assistance for each individual on a case-by-case basis; examples of how the Trust will provide assistance include the following:

- Informing an applicant of their rights under the Freedom of Information Act 2000
- Assisting an individual in the focus of their request, e.g. by advising of the types of information available within the requested category
- Advising an applicant if information is available elsewhere and how to access this information
- Keeping an applicant informed on the progress of their request

7.4. Where the Trust wishes to ask a different public authority to deal with a request by transferring it to them, this will only be done with the agreement of the applicant.

7.5. In order to provide assistance as outlined above, the Trust will engage in the following good practice procedures:

- Make early contact with an individual and keep them informed of the process of their request.
- Accurately record and document all correspondence concerning the clarification and handling of any request.
- Give consideration to the most appropriate means of contacting the applicant, taking into account their individual circumstances.
- Discuss with the applicant whether they would prefer to receive the information in an alternative format, in cases where it is not possible to provide the information requested in the manner originally specified.

- Remain prepared to assist an applicant who has had their request denied due to an exemption.

7.6. The Trust will give particular consideration to what level of assistance is required for an applicant who has difficulty submitting a written request.

7.7. In circumstances where an applicant has difficulty submitting a written request, the Trust will:

- Make a note of the application over the telephone and then send the note to the applicant to confirm and return – the statutory time limit for a reply would begin here.

- Direct the individual to a different agency that may be able to assist with framing their request.

NB. This list is not exhaustive, and the Trust may decide to take additional assistance measures that are appropriate to the case.

7.8. Where an applicant's request has been refused either because the information is accessible by other means, or the information is intended for future publication or research, the Trust, as a matter of good practice, will provide advice and assistance.

7.9. The Trust will advise the applicant how and where information can be obtained, if it is accessible by other means.

7.10. Where there is an intention to publish the information in the future, the Trust will advise the applicant of when this publication is expected.

7.11. If the request is not clear, the Trust will ask for more detail from the applicant in order to identify and locate the relevant information, before providing further advice and assistance. The timeframe of 20 school days (or 60 working days, whichever is shorter) will not be applied until the Trust has received clarification of the request.

7.12. If the Trust believes the applicant has not provided their real name, the Trust will inform the applicant that the request will not be responded to until further information is received from the applicant.

7.13. If the Trust is able to clearly identify the elements of a request, it will respond following usual procedures and will provide advice and assistance for the remainder of the request.

7.14. If any additional clarification is needed for the remainder of a request, the Trust will ensure there is no delay in asking for further information.

7.15. Applicants are given **two months** to provide any requested clarification. If an applicant decides not to follow the school's advice and assistance and fails to provide clarification, the school is under no obligation to contact the applicant again.

7.16. If the Trust is under any doubt that the applicant did not receive the advice and assistance, the school will re-issue it.

7.17. The Trust is not required to provide assistance where an applicant's request is vexatious or repeated, as defined under section 14 of the Freedom of Information Act 2000.

7.18. Where the Trust has already sent a refusal request in relation to a previous vexatious request, the school is not obliged to send another notice for future vexatious requests.

7.19. An ongoing evidence log is kept, recording relevant correspondence or behaviour that has been taken into account when a request has been classed as vexatious.

7.20. The Trust is not required to provide information where the cost of complying with a request exceeds the limit outlined in the Freedom of Information Act 2000. In such cases, the Trust will firstly provide the applicant with advice and assistance to help them reframe or refocus their request with a view of bringing it within the cost limit. Then the Trust will consider whether any information can be provided free of charge if the applicant refuses to pay the fee.

7.21. If a request is refined, it will be treated as a new request.

7.22. A record will be kept by the DPO in their office of all the advice and assistance provided.

8. Consultation with third parties

8.1. The Trust may need to consult third parties about information held in scope of a request to consider whether it would be suitable to disclose the information. Situations where third parties may need to be consulted include the following:

- When requests relate to persons or bodies who are not the applicant and/or the school
- When the disclosure of information is likely to affect the interests of persons or bodies who are not the applicant or the school

8.2. The Trust will consider if a third party needs to be directly consulted about a request, particularly, if there are contractual obligations that require consultation before information is disclosed.

8.3. Third parties will also be consulted where the Trust is proposing to disclose information relating to them or information that is likely to affect their business or private interests.

8.4. The views of third parties will be given appropriate weighting when deciding how to respond to a request. For example, if the third party created or provided the information, they may have a better understanding of its sensitivity.

8.5. It is ultimately the Trust's decision as to whether information in scope of a request will be released following any relevant consultation.

8.6. Where the Trust decides to release information following consultation with a third party, the third party will be informed in advance that the information is going to be disclosed.

8.7. Where the Trust intends to release information that relates to a large number of third parties, the Trust will consider whether it would be more appropriate to contact a representative organisation who can express views on behalf of the third parties, rather than contacting each party individually. If no representative organisation exists, the Trust may also consider only notifying or consulting a sample of the third parties relating to the disclosure.

8.8. Decisions made in line with 8.7 will be made on a case-by-case basis.

9. Internal reviews

9.1. When responding to requests for information, the details of the Trust's internal review process will be set out, including information about how applicants can request an internal review. Applicants will also be informed of their right to complain to the ICO if they are still dissatisfied following the outcome of the school's internal review.

9.2. Requests for an internal review should be made in writing to the Trust.

9.3. For a request for an internal review to be accepted, it must be made within 40 school days from the date the Trust issued an initial response to the request.

9.4. Upon receipt of an application, the Trust will acknowledge an application and inform the applicant of the intended response date. Responses will usually be delivered within 20 school days of receipt of the application.

9.5. If an internal review is complex, requires consultation with third parties or the relevant information is of high volume, the Trust may need to extend the usual response timeframe. In these cases, the Trust will inform the applicant and provide an alternative response date. In most cases, the extension will exceed no more than a further 20 school days; however, the actual length of the extension will be decided on a case-by-case basis.

9.6. Where clarification is needed from an applicant regarding the review, the normal response period will not begin until clarification is received.

9.7. Wherever possible, the review will be undertaken by a different member of staff than the person who took the original decision.

9.8. During a review, the Trust will evaluate the handling of the request; particular attention will be paid to concerns raised by the applicant.

9.9. The applicant will be informed of the outcome of the review and a record will be kept of such reviews and the final decision that is made.

9.10. If the outcome of the review is to disclose information that was previously withheld, the information will be provided to the applicant at the same time they are informed of the response to the review, where possible. If this is not possible, the applicant will be informed of when the information will be provided.

9.11. Within the response to a review, the applicant will be informed again of their right to complain to the ICO.

10. Publication scheme

10.1. The Trust will meet its duty to adopt and maintain a publication scheme, which specifies the information, which it will publish on the Trust website and the Trust's schools' website, and whether the information will be available free of charge or on payment.

10.2. The publication scheme will be reviewed and, where necessary, updated on an **annual** basis.

11. Contracts and outsourced services

11.1. The Trust will make clear what information is held by third party contractors on behalf of its schools.

11.2. When entering into a contract, the Trust/school and contractor will agree what information the Trust/school will consider to be held by the contractor on behalf of the school.

11.3. In some situations, the Trust/school may offer or accept confidentiality arrangements that are not set out within a contract with a third party. The Trust/school and the third party will both be aware of the legal limits placed on the enforceability of expectations of confidentiality and the public interest in transparency.

11.4. Such expectations outlined in 11.5 will only be created where it is appropriate to do so.

11.5. Contractors must comply with requests from the Trust/school for access to information they hold on behalf of the Trust/school.

11.6. Requests for information held by a contractor on behalf of the Trust/school will be responded to by the Trust/school. If a contractor receives a request, this will be passed onto the Trust/school for consideration.

12. Monitoring and review

12.1. This policy will be received every 2 years, or in light of any changes to relevant legislation, by the DPO.

12.2. The next scheduled review date for this policy is **January 2027.**

Model Publication Scheme

This scheme follows the model approved by the ICO and commits our Trust to make information available to the public as part of its normal business activities. We will:

- Proactively publish or otherwise make available as a matter of routine, information, including environmental information, which is held by the Trust and its schools and falls within the classifications below.
- Specify the information, which is held by the Trust and its schools and falls within the classifications below.
- Proactively publish or otherwise make available as a matter of routine, information in line with the statements contained within this scheme.
- Produce and publish the methods by which the specific information is made routinely available so that it can be easily identified and accessed by members of the public.
- Review and update on a regular basis the information the Trust and its schools makes available under this scheme.
- Produce a schedule of any fees charged for access to information, which is made proactively available.
- Make this publication scheme available to the public.
- Publish any dataset held by the Trust and its schools that has been requested, and any updated versions it holds, unless the Trust/school is satisfied that it is not appropriate to do so; to publish the dataset, where reasonably practicable, in an electronic form that is capable of re-use; and, if any information in the dataset is a relevant copyright work and the Trust/school is the only owner, to make the information available for re-use under the terms of the Re-use of Public Sector Information Regulations 2015, if they apply, and otherwise under the terms section 19 of the Freedom of Information Act 2000. The terms 'dataset' and 'relevant copyright work are defined in sections 11(5) and 19(8) of the Freedom of Information Act 2000 respectively.

1. Classes of information

Information that is available under this scheme includes:

- **Who we are and what we do:** Organisational information, locations and contacts, information on 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.
- **What our priorities are and how we are doing:** Strategy and performance information, plans, assessments, inspections and reviews.
- **How we make decisions:** Policy proposals and decisions, decision-making processes, internal criteria and procedures, consultations.

- **Our policies and procedures:** Current written protocols for delivering our functions and responsibilities.
- **Lists and registers:** Information held in registers required by law and other lists and registers relating to the functions of the school.
- **The services we offer:** Advice and guidance, booklets and leaflets, transactions and media releases. A description of the services offered.

Information, which will not be made available under this scheme, includes:

- Information the disclosure of which is prevented by law, or exempt under the Freedom of Information Act 2000, or is otherwise properly considered to be protected from disclosure.
- Information in draft form or notes, documents in older versions, emails or other correspondence.
- Information that is no longer readily available as it is contained in files that have been placed in archive storage or is difficult to access for similar reasons.

2. How information published under this scheme will be made available

Information covered by this scheme will, as far as possible, be published on the Trust's schools' websites. Where this is impracticable, or you do not wish to access the information via the websites, information covered by this scheme can also be obtained by contacting our DPO at dpo@cygnus.org.uk

Requested information under this scheme will be delivered electronically, but paper copies can also be provided and collected from the relevant school's office.

Where you wish to view any of the information listed above, please request an appointment by contacting our DPO at dpo@cygnus.org.uk

Information will be provided in the language in which it is held. Where we are legally required to translate any information or provide it in any accessible format, we will do so.

3. Freedom of information requests

Information that is not covered by this scheme can be requested in writing, where its provision will be considered under the Freedom of Information Act 2000.

To enable us to process freedom of information requests within statutory timeframes, please mark all correspondence:

"FREEDOM OF INFORMATION REQUEST"

4. Charges

The purpose of this scheme is to make the maximum amount of Information readily available at minimum inconvenience and cost to the public. Charges made by the Trust for routinely published material will be justified and transparent and kept to a minimum.

Material which has been published and accessible on the schools' websites is available free of charge.

Charges may be made for information subject to a charging regime specified by Parliament.

Charges may also be made for information provided under this scheme where they are legally authorised, they are in all the circumstances, including the general principles of the right of access to information held by the school, justified and are in accordance with a published schedule or schedule of fees – this is available via our 'Guide to information'.

Where paper copies of the information covered by this scheme are requested, a small charge may be made to cover disbursements incurred such as:

- Photocopying.
- Postage and packaging.
- The costs directly incurred as a result of viewing information.

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

Where a request is made to re-use all, or part, of a copyrighted dataset, a charge may be made – this will be in accordance with the terms of the Re-use of Public Sector Information Regulations 2015, where applicable, with regulations made under section 11B of the Freedom of Information Act 2000, or with any other statutory powers held by the school.

Single paper copies are also available free of charge to parents and prospective parents of the relevant school.

FOI Request Evidence Log

Date of request	Format (e.g. email or in writing)	Location (Where is the correspondence stored?)	Requester	Repeated request? (Yes/No)	Deemed vexatious or repeated? (Yes/No)	Comments

Guide to information

All schools in England that are subject to the Freedom of Information Act (FOIA) 2000, are required to complete a 'guide to information' explaining where certain information can be found and what charge can be expected.

Information to be published	How the information can be obtained	Cost
1. Who we are and what we do		
Our organisational information, structures, locations and contacts	**Hard copy or website**	**£**
Who's who in the school	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Who's who on the governing board, and the basis of their appointment	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Articles of Association	Hard copy	
Contact details for the Headteacher	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Contact details for the governing board	School website:	Free

	https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	
The school prospectus	Hard copy	Free
The school's annual report	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
The school's staffing structure	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
School session times and term dates	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/	Free

	https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	
The school's address	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
The school's contact details	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
The school's email address	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/	Free

	https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	
The school website	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
The names of key personnel	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
2. What we spend and how we spend it		
Our financial information concerning the school's projected and actual income and expenditure, procurement, contracts and financial audit – including the current and previous financial year	Hard copy or website	£
Annual budget plan and financial statements	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/	Free

	http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	
Capital funding	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
Financial audit reports	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
Procurement and contracts the school has entered into, or information relating to information held by an organisation which has entered into procurement or contracts on the school's behalf, for example, the LA	Hard Copy	Chargeable

The pay policy	Hard Copy	Free
Staff allowances and expenses that can be incurred or claimed, with totals paid to individual senior staff members by reference to categories.	Hard Copy	Free
The staffing, pay and grading structure	Pay & grading structure available on https://www.bexley.gov.uk/about-council/jobs-and-careers/information-prospective-employees/our-pay-and-salary-scales https://www.kent-teach.com/pay_scales Refer to Cygnus Annual Accounts for information on higher paid staff on the school's websites: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
Governors' allowances that can be incurred or claimed, and a record of total payments made to individual governors	Hard Copy	Free
3. What our priories are and how we are doing		
Our strategies and plans, performance indicators, audits, inspections and reviews	Hard copy or website	£
The school profile	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/	Free

	https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	
Performance data supplied to the government	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
The latest Ofsted summary	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
The latest Ofsted full report	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free

The performance management policy and procedures	Hard Copy	Free
The latest performance data	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
The safeguarding and child protection policies and procedures	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
4. How we make decisions		
Our decision-making processes and records of the decision we have made – including the current year and the previous three years	Hard copy or website	£
Admissions policy	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free

Information pertaining to admissions decisions	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
The governing board and its committees' agendas and meeting minutes (excluding information regarded as confidential)	Hard Copy	Chargeable
5. Our policies and procedures		
Our current written protocols, policies and procedures for delivering our services and responsibilities	Hard copy or website	£
Charging and remissions policy	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
School Behaviour policy	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk	Free

	https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	
Sex education policy	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Special educational needs (SEN) – SEN information report	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Data protection policy	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
Health and safety policy	School website:	Free

	https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	
Admissions arrangements	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Accessibility plan	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Behaviour principles written statement	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk	Free
Complaints policy	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk	Free

	https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	
Freedom of information procedures	School website:	Free

	https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	
Premises management documents	Hard Copy	Chargeable
Equality information and objectives statement for publication	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free

Register of business interests of Headteachers and governors	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free

Child protection policy and procedures	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Early years foundation stage (EYFS) policy and procedures	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free

Statement of procedures for dealing with allegations of abuse against staff	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free
Supporting pupils with medical conditions policy	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free

	https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	

Any records management and personal data policies and procedures held in addition to the data protection policy and FOI procedures, including: ● Information security policies ● Records retention, destruction and archive policies ● Information sharing policies	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk Records Management – Hard Copy	Free Free
Charging regimes and policies	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
6. The services we offer		
Information about the services we offer including, leaflets, guidance and newsletters produced for the public and businesses – current information only	Hard copy or website (Some information may only be available by inspection)	£
Extra-curricular activities	School website: https://www.upland.bexley.sch.uk/	Free

	https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	

Out of school clubs	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
School Information and Newsletters	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/	Free
Additional information		
Remote Learning	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ Royal Rise Primary School - Home The Brent Primary School - Home	Free

Vacancies	Kent School Jobs - Teaching Jobs in Kent | School Support Jobs in Kent Cygnus Academies Trust, Swanscombe, | Teaching Jobs & Education Jobs | MyNewTerm Schools & Academies - Careers website	Free

GDPR information	School website: https://www.upland.bexley.sch.uk/ https://www.gravelhillschool.co.uk https://www.dartfordbridgecps.com/ https://westgateprimary.org/ http://www.greenlandsprimary.org.uk/ https://www.manor.kent.sch.uk https://www.royalriseprimary.kent.sch.uk/ https://brent.kent.sch.uk/ https://www.cygnusacademiestrust.org.uk	Free

Schedule of charges

This schedule of charges provides a breakdown of how we have determined our charges.

Type of charge	Description	Basis of charge
Disbursement cost	Photocopying/printing charged at **10**p per sheet (black and white)	The actual cost incurred by the school
	Photocopying/printing charged at **25**p per sheet (colour)	The actual cost incurred by the school
Statutory fee		In accordance with the relevant legislation