

## PBNI Disclosure Log – Response to Request

### Category: Human Resources

Request Reference: 023.45.17

Date of Request: 3 October 2017

Date of Response: 20 October 2017

### Request and Response

Q1. How many Catholics work in PBNI Headquarters in North Street and the Intensive Supervision Unit in Belfast City Centre?

Q2. How many Protestant males work in PBNI Headquarters and the Intensive Supervision Unit?

The number of Catholics who work in PBNI Headquarters as at 12 October 2017 is 51.

The number of Male Protestants who work in PBNI Headquarters as at 12 October 2017 is 16.

These figures are provided at a point in time and are subject to change. Staff recruitment, team rotation, team location and promotion will result in variations in team membership over the course of the year and as such this information could be described as variable.

In respect of your question regarding the number of Catholics and Male Protestants who work in the Intensive Supervision Unit in Belfast City centre, (this is based in PBNI Headquarters), in accordance with Section 17 of the Freedom of Information Act (FOIA), I am advising you that we are unable to provide you with the information requested.

The community background information of employees within the Probation Board for Northern Ireland is gathered and retained for monitoring purposes only, in accordance with the Fair Employment (Monitoring) Regulations (Northern Ireland) 1999. Any disclosure of the community background of individual employees other than what is required by law, would contravene the above Regulations (Part III section 16 (2)).

PBNI considers that the specific information requested is exempt under Section 40 (2) (a) (b) of the FOIA by virtue of Section 40 (3) (a) (i) i.e. information is exempt if it constitutes personal data and disclosure would breach any of the Data Protection Principles.

PBNI believes that, given the small number of staff working in this team (currently 16), to provide the breakdown you requested, it may be possible to identify these individuals which would breach the first data protection principle i.e. Personal data shall be processed fairly and lawfully. Personal information is defined in the Data Protection Act (s1) as data which relate to a living individual who can be identified

- (a) from those data, or
- (b) from those data and other information which is in the possession of, or is likely to come into the possession of, the data controller.

The information requested is considered sensitive personal data under s2 (c) of the Data Protection Act 1998 i.e. personal data consisting of information as to - religious beliefs or other beliefs of a similar nature.

If this information is disclosed, we consider that there is a high risk that individuals may be identified either from other information already in the public domain or known by individuals, such as other PBNI employees. This would breach these individuals' data protection rights and also their right to privacy under Article 8 of the Human Rights Act.

If you have any queries about this response, please come back to me. Please quote the above amended reference number in any future correspondence.

If you are unhappy with the way PBNI has handled your request, you may ask for an internal review using our [complaints procedure](#). See [www.pbni.org.uk](http://www.pbni.org.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office,

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Wycliffe House,  
Water Lane,  
Wilmslow,  
Cheshire,  
SK9 5AF.

Please note that PBNI publishes responses to requests for information on its website where we believe there may be a wider public interest. If requests are published they are anonymised i.e. details of the requester are not published.