



Our ref: 721971
Your ref:

Via Email:

Linda Ainsbury
Highways England
The Cube
199 Wharfside
Birmingham
B1 1RN

8 June 2016

Dear Mr

FREEDOM OF INFORMATION REQUEST

I am writing to advise you that we do hold information that is relevant to your request sent to us on the 3rd of June 2015 but regret to inform you of my decision not to disclose this information.

The information you requested is being withheld in reliance on the exemption(s) in section 40 of the Freedom of Information Act 2000. Whilst reporting overall numbers of Lesbian, Gay and Bisexual (LGB) employees in Highways England would not breach this exemption, the request you made was regarding a small group of Highways England employees for who once the information was released may have been able to be identified.

Highways England policy is to not release this type of information for samples smaller than Division or, if large enough, Directorate level. As this is a Highways England policy we have not conducted a Public Interest Test.

Please also note that whilst we can provide overall numbers this information is voluntarily self-reported by Highways England staff and there may be additional LGB employees who have chosen to not disclose this information.

If you are unhappy with the way we have handled your request you may ask for an internal review. Our internal review process is available at:
<https://www.gov.uk/government/organisations/highways-england/about/complaints-procedure>

If you require a print copy, please phone the Information Line on 0300 123 5000; or e-mail info@highwaysengland.co.uk. You should contact me if you wish to complain.

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:

Page 1 of 2



Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

If you have any queries about this letter, please contact me. Please remember to quote reference number 721971 in any future communications.

Yours sincerely,



P.P. Linda Ainsbury
Email: linda.ainsbury@highwaysengland.co.uk