



Homes
England

Date: 31/03/2020

Our Ref: RFI2939

Tel: 0300 1234 500

Email: infogov@homesengland.gov.uk

Making homes happen

By Email Only

Windsor House
Homes England – 6th Floor
50 Victoria Street
London
SW1H 0TL

Dear [REDACTED],

RE: Request for Information – RFI2939

Thank you for your recent email, which was processed under the Freedom of Information Act 2000 (FOIA). For clarification, you requested the following information:

- *The names of any planned/upcoming HR change and transformation projects/programmes? Who will these affect?*
- *Which new HR systems are being implemented in the organisation, if any?*
- *Is there is any planned organisational restructure, which departments will be affected?*
- *Is the organisation is going through any major acquisitions/mergers?*

Response

We can confirm that we do hold some of the requested information. We will address each of your points in turn.

- ***The names of any planned/upcoming HR change and transformation projects/programmes? Who will these affect?***
Upcoming HR change and transformation projects or programmes are for Pay and Grading and Performance Management. Both programmes will affect the whole workforce.
- ***Which new HR systems are being implemented in the organisation, if any?***
We are in the final stages of procuring a new Applicant Tracking System which is a system for recruitment.

Section 22 - Information intended for future publication.

(1) Information is exempt information if:

- (a) the information is held by the public authority with a view to its publication, by the authority or any other person, at some future date (whether determined or not),
- (b) the information was already held with a view to such publication at the time when the request for information was made, and
- (c) it is reasonable in all the circumstances that the information should be withheld from disclosure until the date referred to in paragraph (a).

(2) The duty to confirm or deny does not arise if, or to the extent that, compliance with section 1(1)(a) would involve the disclosure of any information (whether or not already recorded) which falls within subsection (1).

OFFICIAL



Date: 31/03/2020

Our Ref: RFI2939

Tel: 0300 1234 500

Email: infogov@homesengland.gov.uk

Section 22 is a qualified exemption. This means that in order to withhold information under this exemption, we must consider the public interest in disclosure.

Public Interest Test – Factors in favour of disclosure

Homes England is compliant with the government agenda of transparency and recognises the benefit of publishing the information, particularly when it concerns how Homes England undertakes its work.

Public Interest Test – Factors in favour of non-disclosure

The contract between Homes England and the supplier for the Applicant Tracking System (ATS) is still being finalised and has not yet been signed. Releasing working information in relation to this contract before it is final would prejudice both Homes England and the potential supplier. The supplier and future suppliers of services for Homes England would have their negotiating position affected if the information were in the public domain. Homes England would not receive all relevant information from prospective partners if they felt that un-confirmed, working information would be disclosed to the public. This would result in Homes England entering into agreements that may not be best value for money, which would not be in the public interest as it would negatively affect the public purse.

Therefore after careful consideration we have concluded that at this time, the balance of the public interest favours the non-disclosure.

The full text of the legislation can be found on the following link:

<https://www.legislation.gov.uk/ukpga/2000/36/section/22>

We can confirm that this contract will be published on Contract Finder when complete. The link to Contract Finder is here: <https://www.gov.uk/contracts-finder>. The information will be found by searching “Homes England”.

- ***Is there is any planned organisational restructure, which departments will be affected?***
Homes England recently completed an organisational restructure which affected the entirety of the organisation.
- ***Is the organisation is going through any major acquisitions/mergers?***
Homes England is not currently going through any major acquisitions or mergers in relation to HR. However, as an organisation we regularly acquire major land sites in line with our strategic objectives. More information can be found in our Strategic Plan, which is published here: <https://www.gov.uk/government/publications/homes-england-strategic-plan-201819-to-202223>.
Information on major transactions can be found here: <https://www.gov.uk/government/publications/homes-england-spend-for-transactions-over-250>

Right to Appeal

If you are not happy with the information that has been provided or the way in which your request has been handled you may request an internal review by writing to;



Homes
England

Date: 31/03/2020
Our Ref: RFI2939
Tel: 0300 1234 500
Email: infogov@homesengland.gov.uk

Making homes happen

The Information Governance Team
Homes England – 6th Floor
Windsor House
50 Victoria Street
London
SW1H 0TL

Or by email to infogov@homesengland.gov.uk

You may also complain to the Information Commissioner however, the Information Commissioner does usually expect the internal review procedure to be exhausted in the first instance.

The Information Commissioner's details can be found via the following link

<https://ico.org.uk/>

Please note that the contents of your request and this response are also subject to the Freedom of Information Act 2000. Homes England may be required to disclose your request and our response accordingly.

Yours sincerely,

The Information Governance Team
For Homes England

OFFICIAL