

**AFBIFOI20180102****AFBI Response to Qu 1.:**

- Annual Review of Progress Reports to the Equality Commission – reports for the years 2012/13; 2013/14; 2014/15; 2015/16 & 2016/17 are available in .pdf format on AFBI's website at the following address: <https://www.afbini.gov.uk/equality-progress-reports>

The following documents are contained in the folder attached to this email:

- Fair Employment Returns – reports for the years 2012;13;14;15;16 & 17
- Article 55 Review (period 01-Jan-2012 to 01-Jan-2015) which was completed in May 2016
- Section 75 Audit of Inequalities & Action Plan 2015/16 – 2018/19

**AFBI Response to Qu 2.: as per response to Qu. 1.****AFBI response to Qu 3.:**

AFBI's Equality Scheme covering the period 2013-2017 is available in .pdf format on AFBI's website at the following address: <https://www.afbini.gov.uk/afbis-equality-scheme>

AFBI can confirm that it also holds the two documents listed below in working draft format; however these are exempt from disclosure because they are intended for future publication once finalised.

1. AFBI Learning & Development Strategy;
2. Disability Action Plan (a public consultation process has recently taken place - refer to AFBI's website: <https://www.afbini.gov.uk/news/disability-action-plan-2017-2021-consultation>).

We are not obliged under section 22 of the FOIA to provide information that is intended for future publication. In line with the terms of this exemption, we have considered whether it would be in the public interest for us to provide you with the information ahead of publication, despite the exemption being applicable. In this case, we have concluded that the public interest favours withholding the information.

When assessing whether or not it was in the public interest to disclose the information to you, we took into account the following factors:

**Public interest considerations favouring disclosure**

- Disclosure would improve transparency in the operations of AFBI.

- Disclosure of the information under FOIA would be consistent with the Institute's commitment to proactively publish data on matters of a wider public interest.

### **Public interest considerations favouring withholding the information**

- As the information is of interest to the wider public it is important it can be accessed simultaneously by the general public rather than piecemeal by disclosure to a small number of individuals under the FOIA. Therefore it is in the wider interest that information is accessible to the wider public by adhering to the publication schedule.
- The evaluation of the two documents is going through the standard internal quality assurance checks and they may be subject to further revision before publication. It is in the public interest that the quality assurance process is able to conclude before making information available to the public to ensure confidence and accuracy in the information disclosed.
- The Learning & Development Strategy directly affects AFBI's staff members and senior management would prefer this document to be launched to them in the first instance prior to release into the public domain.

We reached the view that, on balance, the public interest is better served by withholding this information under section 22 of the FOIA at this time.

You may be interested to know that this information is due to be published with an advisory date of June 2018, and should be available at the following web address:

<https://www.afbini.gov.uk/publications>