

Freedom of Information Request  
Received 15 December, 12:07

**The income and expenditure of The Promise in each year since it was created.**

1 April 2021 to 31 March 2022:

Income: £1,681,000

(plus £1,030,781 placed into reserve for use in the following accounting period)

Expenditure: £1,681,000

The Promise Scotland filed its first set of annual accounts for 01 April 2021 to 31 March 2022 with Companies House in December 2022. They are attached and can also be found [here](#).

1 April 2022 to 31 December 2022:

Funds held in reserve as at 1 April 2022: £1,030,781

Income: £765,524

Expenditure: £1,518,549

The company's financial year runs from 1 April to 31 March.

**The staffing structure of The Promise and salaries paid to each staff member.**

The staffing structure is attached. The salary points are:

7	£100,000
6	£68,541
5	£52,355
4	£41,239
3	£33,109
2	£27,986
1	£24,978

The senior team are paid as follows:

- Chief Executive: £100,000
- Head of Insights: £68,541
- Head of Public Affairs: £58,749 (reduced hours)
- Head of Governance & Operations: £58,749 (reduced hours)

The Head of Support role is currently vacant.

With regard to other individual staff salaries we have applied an exemption to that information under section 38 of FOISA on the basis that the information is personal data and disclosing it to you in response to your request would breach the data protection principles in Article 5(1) of the GDPR (now UK GDPR) ("the first condition" in section 38(2A)). This provides that information that is the personal information of a third party (in this case, our employees) is exempt from disclosure unless the third party's data rights are

outweighed by your legitimate interest in the information requested. In this case, we understand that your legitimate interest is in understanding the salaries paid to the employees of a publicly-funded organisation such as The Promise Scotland. However we must weigh that against the rights and legitimate expectations of privacy of those individuals.

For those employees below 'senior team' level, we have concluded that their right to privacy is not outweighed by your legitimate interest. We have taken into account that the salary points set out above provide you with sufficient indication of what employees of The Promise Scotland are paid.

This exemption is not subject to the public interest test and so (other than balancing your legitimate interests in the information with the interests of the data subjects, which we have done above) we are not required to consider if the public interest in disclosing the information outweighs the public interest in applying the exemption.



