



## FREEDOM OF INFORMATION

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**FOI REFERENCE:** 108 - 25.01.23

**DATE RECEIVED:** 25/01/2023

**TITLE / CATEGORY:** HR/personnel – Complaints

### REQUEST

For EACH of the previous three fiscal years (i.e. 2019/20, 2020/21, 2021/22) and 2022/23 - up to December 31 - please can you tell me:

1. The TOTAL number of complaints brought by fire and rescue service employees, against other fire and rescue employees, under the relevant Complaints Procedure; ideally, I wish the data to be broken down by type of grievance/s (e.g. bullying and discrimination, sexual harassment and assault, etc.).
2. The TOTAL number of complaints that were upheld.
3. The TOTAL number of upheld complaints that resulted in disciplinary action.

### RESPONSE

1. During the time period April 2019 to date, Tyne and Wear Fire and Rescue Service have received the following complaints by service employees against other employees:
  - 6 bullying and discrimination
  - 3 unacceptable behaviour
2. 1 upheld and 1 partially upheld.
3. 0 resulted in disciplinary action

We hold this information broken down by year. However, given the low numbers of cases involved during the time periods requested, disclosure of this level of detail could lead to the identification of the individuals involved when combined with other information that may already be in the public domain or known to others, for example colleagues or friends of the individuals involved.

Disclosure of the information would breach data protection principle (a) (i.e. that data “should be processed lawfully, fairly and in a transparent manner in relation to the data subject”). The individuals concerned would reasonably expect this information to be treated in confidence and not disclosed into the public domain. We therefore consider that this information is exempt under section 40(2) (personal information) of the Freedom of Information Act

Any printed documents are considered uncontrolled.