



## FREEDOM OF INFORMATION

© Copyright Tyne and Wear Fire and Rescue Service

**FOI REFERENCE:** 98 - 16.01.23

**DATE RECEIVED:** 16/01/2023

**TITLE / CATEGORY:** HR/Personnel – Grievances

### REQUEST

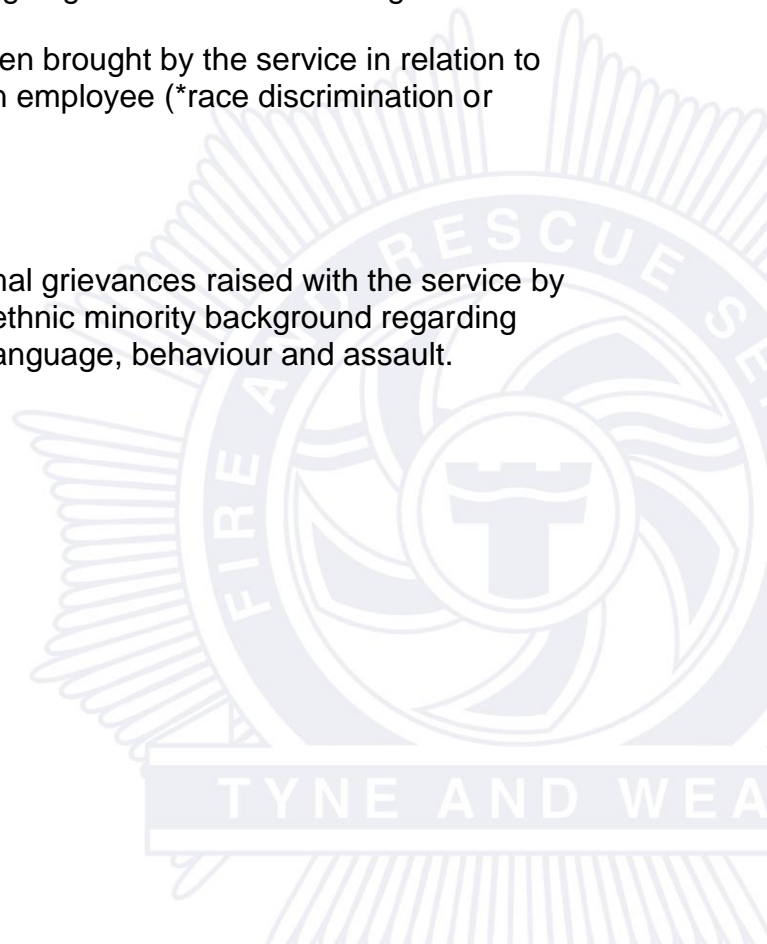
I am requesting the below under the freedom of information act.  
For each of the calendar years 2019, 2020, 2021 and 2022 please can you provide figures on the following:

1. How many formal grievances have been raised with the service by members of staff and firefighters from an ethnic minority background regarding complaints of harassment, inappropriate language, behaviour and assault?
2. How many claims have been submitted to employment tribunal regarding the above?
3. How many of those claims have settled prior to a full remedy hearing?
4. What was the settlement figure in each claim?
5. How many of those settlements involved the signing of a non-disclosure agreement?
6. How many grievance/discipline cases have been brought by the service in relation to Inappropriate behaviour/language/conduct\* by an employee (\*race discrimination or harassment)?

### RESPONSE

1. During 2019 – 2022 there has been 4 formal grievances raised with the service by members of staff and firefighters from an ethnic minority background regarding complaints of harassment, inappropriate language, behaviour and assault.
2. 0
3. Not applicable
4. Not applicable
5. Not applicable

Any printed documents are considered uncontrolled.



Official

Tyne and Wear Fire  
and Rescue Service



## FREEDOM OF INFORMATION

© Copyright Tyne and Wear Fire and Rescue Service

**FOI REFERENCE:** 98 - 16.01.23

**DATE RECEIVED:** 16/01/2023

**TITLE / CATEGORY:** HR/Personnel – Grievances

### RESPONSE CONT.

- Grievances are raised by an individual and not by Tyne and Wear Fire and Rescue Service. During 2019 – 2022 there have been 16 discipline cases have been brought by the service in relation to inappropriate behaviour/language/conduct\* by an employee (\*race discrimination or harassment).

We hold this information broken down by year. However, given the low numbers of cases involved during some of 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.

[www.twfire.gov.uk](http://www.twfire.gov.uk)

