



## Freedom of Information Request FOI 23 11

### Complaints of bullying, racism, sexism, discrimination or harassment

#### Query:

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:

Please see the table below for the answers to questions one to three.

	2019-20	2020-21	2021-22	Apr 22 to Dec 22
<b>Bullying &amp; Harassment</b>	<b>3</b>	<b>10</b>	<b>2</b>	<b>3</b>
<b>Disciplinary</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>6</b>
<b>Grievance</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>5</b>	<b>11</b>	<b>5</b>	<b>9</b>
<b>Total number of complaints upheld</b>	<b>5</b>	<b>9</b>	<b>3</b>	<b>2</b>
<b>Total number of complaints resulting in formal disciplinary action (hearing / formal sanction)</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>1</b>

Information/Detail accurate on the date provided: 24, 05 2023