



**Hampshire
& Isle of Wight**
FIRE & RESCUE SERVICE

Information Compliance Team

Headquarters
Leigh Road
Eastleigh
Hampshire
SO50 9SJ

Sent by email to:

[REDACTED]

t. 02380 626850
e. DP@hantsfire.gov.uk
w. hantsfire.gov.uk

Date: 12 January 2023

Our Reference: FOI 106 22-23

Enquiries to: Information Compliance Officer

Freedom of Information Act 2000

Dear [REDACTED]

We are writing in respect of your application for the release of information held by the Service, which we received on 14 December 2022. We can confirm that we have now completed our search for the information requested.

You asked:

For each of the calendar years 2019, 2020, 2021, and this year to date, please can you provide figures on the following:

1. How many formal grievances have been raised with the service by female members of staff and female firefighters regarding complaints of harassment, inappropriate 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/conduct* by an employee (*sex discrimination, harassment)?

Our answer:

We can confirm we hold the information requested. Per section 40 of the Freedom of Information Act 2000, we are refusing to provide the answers to these questions. In light of the nature of the allegations involved in the request, it would be unfair (within the meaning of the UK GDPR) to release this information as it would enable the identification of members of the Service. However, we can confirm that the number of cases in any given year is less than five, and in some years zero.

Any future correspondence with Hampshire and Isle of Wight Fire and Rescue Service in relation to this matter should be sent to the Information Compliance Officer at the above address.

If for whatever reason you are unhappy with our response you may request an internal review by contacting DP@hantsfire.gov.uk or by writing to the Information Compliance Team at the above address.

Should you remain dissatisfied you can appeal against the internal review decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.

Yours sincerely

Information Compliance Officer
Information Compliance Team
Hampshire and Isle of Wight Fire and Rescue Service