



**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: 10 February 2023

Our Reference: FOI 117 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 16 January 2023. 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 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 been 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)?

**Our answer:**

We can confirm we hold the information requested. There have been no formal grievances raised by any member of staff employed by the service from an ethnic minority background regarding complaints of harassment, inappropriate language, behaviour and assault in the calendar years 2019, 2020, 2021 and 2022. There were no claims submitted to an Employment Tribunal. There were no grievance or discipline cases in relation to inappropriate behaviour/language/conduct by an employee regarding race discrimination or harassment in the calendar years 2019, 2020, 2021 and 2022.

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](mailto: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