



**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: 17 February 2023

Our Reference: FOI 123 22-23

Enquiries to: Information Compliance Officer

Dear [REDACTED]

We are writing in reply to your request for information held by the Service under the Freedom of Information Act 2000, received on 25 January 2023. We have now completed our search for the information requested.

You asked:

I am writing to request information to which I am entitled under the Freedom of Information Act 2000.

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 (eg bullying and discrimination, sexual harassment and assault, etc).*

Our answer:

As we are only in February 2023, we have provided information up to 31 December 2022.

We can confirm that we hold the information requested.

1. 17 formal grievances in total were brought between 2019/20 and 31 December 2022.

2019/20 – 6 grievances

2020/21 – 6 grievances

2021/22 (up to 31 December 2022) – 5 grievances

Due to the low numbers, we are unable to breakdown these figures by type for any year as it would enable the identification of individuals. In addition, given the complaints were made under the grievance procedure, it would be unfair to identify these individuals under the UK GDPR and Data Protection Act 2018. Consequently, we are refusing to provide this information under Section 40 of the Freedom of Information Act 2000

2. *The TOTAL number of complaints that were upheld.*

Our answer:

Between 2019/20 and 2022 there were 6 partially upheld grievances.

3. *The TOTAL number of upheld complaints that resulted in disciplinary action.*

Our answer

Due to the low number of cases, providing this information would enable the identification of individuals. We are therefore refusing to provide this information for the same reasons as outlined above and as per Section 40 of the Freedom of Information Act 2000.

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 the Data Protection Officer at DP@hantsfire.gov.uk or in writing to 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
Hampshire and Isle of Wight Fire and Rescue Service