



## Request

Please provide the following information for the period from 1 April 2020 to the present (or the most recent available data):

1. How many employees have made an official complaint of bullying and/or harassment at work to Human Resources (or the equivalent service)?
2. Please break these complaints down by directorate and service area.
3. How many of these complaints were resolved informally?
4. How many of the complaints referenced in point 1 were withdrawn?
5. How many complaints progressed to the investigation stage?
6. How many of these complaints were upheld in favour of the complainant?
7. How many complaints that were not upheld went to appeal?
8. Of those that went to appeal, how many were subsequently upheld in favour of the complainant?
9. How many complaints progressed to an Employment Tribunal?
10. Of those, how many resulted in a judgment upholding the complaint?
11. How many complaints of bullying or harassment, referenced in point 1, involved staff who were also working carers?
12. How many complaints, referenced in point 1, were made by employees from racially minority backgrounds?
13. How many complaints, referenced in point 1, were made by females and how many by males?
14. How many complaints, referenced in point 1, referenced psychological harm or mental health deterioration as part of the grievance?
15. In how many cases was trauma explicitly referenced? And in how many of these cases was a trauma informed-approach applied during the investigation or appeal process?
16. How many grievance investigations were led by a female investigator, and how many by a male?
17. How many complaints resulted in a change to the complainant's reporting structure or team deployment as part of resolution?
18. How many staff are currently employed by your authority?
19. What is the current population within your authority's area?

## Response

Q1 – Q18

[Please see attached spreadsheet](#)

Q19

[Nomis - Official Census and Labour Market Statistics](#)