



18 March 2019

FREEDOM OF INFORMATION REQUEST – 341/19

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request & Response:

May you please supply me with the following information.

Sexual Harassment, racism and bullying

**Please note that the Council does not hold case papers regrading grievances and disciplinary prior to 2014.**

1. May you please provide the number of allegations of workplace bullying reported within the council by present and former staff from the start of 2000 to the end of 2018.

Answer: 12

2. May you please provide the number of allegations of sexual harassment reported within the council by present and former staff from the start of 2000 to the end of 2018.

Answer: In accordance with the Freedom of Information Act 2000 this email message acts as a Refusal Notice.

We can confirm that we hold the information however we are unable to supply it as we consider this information to be exempt due to the low number of individuals identified.

The Council is relying on Section 40(2) – personal information in that it believes the exemption applies because the information is personal information and we believe that disclosure would not be fair or lawful because it would breach the first data protection principle as outlined in Part 4, Chapter 2 of the Data Protection Act 2018. We consider that these individuals would have a reasonable expectation of privacy.

3. May you please provide the number of allegations of racial discrimination reported within the council by present and former staff from the start of 2000 to the end of 2018.

Answer: In accordance with the Freedom of Information Act 2000 this email message acts as a Refusal Notice.

We can confirm that we hold the information however we are unable to supply it as we



consider this information to be exempt due to the low number of individuals identified.

The Council is relying on Section 40(2) – personal information in that it believes the exemption applies because the information is personal information and we believe that disclosure would not be fair or lawful because it would breach the first data protection principle as outlined in Part 4, Chapter 2 of the Data Protection Act 2018. We consider that these individuals would have a reasonable expectation of privacy.

4. May you please provide the number of allegations of religious discrimination reported within the council by present and former staff from the start of 2000 to the end of 2018.

Answer: 0

5. Within this same period, how many complaints of sexual harassment resulted in some form of disciplinary action?

Answer: 0

6. How many complaints of workplace bullying resulted in some form of disciplinary action?

Answer: 0

7. How many complaints of racial discrimination resulted in some form of disciplinary action?

Answer: 0

8. How many complaints regarding religious discrimination resulted in some form of disciplinary action?

Answer: 0

9. For any of the above, where disciplinary action was taken may you please detail what action was taken i.e written warning, fine, suspended without pay

Answer: 0

### NDA's

10. The number of Non Disclosure Agreements signed by former or current staff from the start of 2000 to the end of 2018

Answer: 2012-2018 = 16

11. Within the same period, may you please specify the largest amount paid out to an individual who signed a NDA

Answer: £22,520

12. If possible, may you please provide the number of NDA agreements signed and paid out to alleged victims of

a. sexual harassment

Answer: 0

b. workplace bullying

Answer: 0

c. racial discrimination

Answer: In accordance with the Freedom of Information Act 2000 this email message acts as a Refusal Notice.

We can confirm that we hold the information however we are unable to supply it as we consider this information to be exempt due to the low number of individuals identified.

The Council is relying on Section 40(2) – personal information in that it believes the exemption applies because the information is personal information and we believe that disclosure would not be fair or lawful because it would breach the first data protection principle as outlined in Part 4, Chapter 2 of the Data Protection Act 2018. We consider that these individuals would have a reasonable expectation of privacy.

d. religious discrimination

Answer: 0

13. May you please specify the largest amount paid out to alleged victims of

e. sexual harassment

Answer: 0

f. workplace bullying

Answer: 0

g. racial discrimination

Answer: £13,750

h. religious discrimination

Answer: 0

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Wycliffe House, Water lane  
Wilmslow, Cheshire  
SK9 5AF  
Tel: 01625 545700

Yours faithfully

FOI Administrator  
Business Support Team  
Rutland County Council