

Nicola Hesketh
Project and Information Coordinator

Our Ref: FOI5551/NH/02
Please ask for: Nicola Hesketh
Direct dial: 01827 709266 / 01827 709587
E-mail: FOImailbox@tamworth.gov.uk

[Name Redacted]
Telegraph

5th December 2018

Dear [Name Redacted]

Freedom of Information – Request for Information

With regards to your recent enquiry for information held by the Authority under the provisions of the Freedom of Information Act, please find the information you requested below with reference in the box to your original enquiry for clarity where multiple answers are required.

Details of Your Request

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

Specifically, I would like to know:

1. The number of sexual harassment complaints made against council employees by other council employees in the 12 months to October for 2016, 2017 and 2018.
2. The number of employees in each period who a) were suspended, b) were fired or c) received another form of disciplinary action as a result of these complaints.
3. Any details you are able to provide about why these decisions were reached.
4. The number of employees who resigned as a result of these complaints.

I would like to receive this information via email in the form of a spreadsheet document (e.g. csv, xls or ods). Ideally in the following format:

Period	Measure	Number	Details
Year to October 2016	Complaints	12	NA
Year to October 2016	Suspended	1	...
Year to October 2016	Fired	1	...
Year to October 2016	Resigned	1	...
Year to October 2016	Other action	1	...
Year to October 2017	Complaints	12	NA
Year to October 2017	Suspended	1	...
Year to October 2017	Fired	1	...
Year to October 2017	Resigned	1	...
Year to October 2017	Other action	1	...
Year to October 2018	Complaints	12	NA
Year to October 2018	Suspended	1	...
Year to October 2018	Fired	1	...
Year to October 2018	Resigned	1	...
Year to October 2018	Other action	1	...

Please see attached spreadsheet

This email services as our refusal notice under section 17 of the FOI Act for information exempt under Section 40(2) of the FOI Act

Year to October 2017	Complaints	Fewer than 5	NA
Year to October 2017	Suspended	Fewer than 5	NA
Year to October 2017	Fired	0	NA
Year to October 2017	Resigned	Fewer than 5	NA

In relation to the above extract, due to the small numbers involved we are unable to provide actual numbers in relation to the complaints, suspensions & resignations as the potential risk of identifying staff members becomes significant. Where the numbers are fewer than 5 this has been provided as fewer than five.

We are withholding the information under Section 40(2) of the Freedom of Information Act 2000. This information is protected by the Data Protection Act 2018 and General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing set out in Principle 1 Article 5 (1) (a). This exemption is absolute and therefore there is no requirement to apply the public interest test.

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For information where the copyright is owned by another person or organisation you must apply to the copyright owner to obtain their permission.

This council also believes in transparency of information, this includes requests made under the Freedom of Information Act and the Environmental Information Regulations and we reserve the right to publish these requests in our Disclosure Log along with the response, the requestors name and/or company where the information is requested on a regular basis. Care shall be taken not to publish your email address or physical address where it is considered personal information as defined under the General Data Protection Regulation 2018.

Project and Information Coordinator,
Tamworth Borough Council,

Marmion House,
Lichfield Street,
Tamworth,
B79 7BZ

Details of Tamworth Borough Council's internal review and complaints procedure are attached, in accordance with the provisions of the Act.

Yours Sincerely

Nicola Hesketh
Project and Information Coordinator