**Freedom of Information - Humberside Fire and Rescue Service**

**2025/26 052 Workplace bullying, harassment and sexual harm**

**The request is:**

1. What data does your organisation collect about incidents or concerns related to workplace bullying, harassment or sexual harm?  
   *- For clarity, this includes requests for advice, assistance, informal notifications or formal complaints relating to these types of behaviour.*
2. Please provide a list or schema of all data fields used to record or track information about workplace bullying, harassment or sexual harm, at any stage of the process your organisation follows (from initial contact to case closure).  
   *- Please include an explanation of the classifications used in each data field and any specific terminology, so it can be easily understood by someone from outside your organisation.*
3. Please provide a list of all reports produced by your organisation that relate to workplace bullying, harassment or sexual harm?  
   *- Please include a brief explanation for each report of:*
   * *who is responsible for its creation (i.e. the job title/role, not individual names)*
   * *how often they are produced*
   * *the purpose of the report, and*
   * *the information and any data fields contained in each report.*
   * *to whom they are distributed (job titles/roles)*
   * *whether the reports are shared externally (e.g. with elected members, Local Authority governance bodies, HMICFRS or other regulators, unions and associations, the general public)*

Please provide responses to Q4-7 for the period 2020-2025 (inclusive), broken down by calendar year and listed under the headings of  
(a) workplace bullying  
(b) harassment  
(c) sexual harm

1. The total number of incidents recorded.  
   *Please also break these down according to any sub-categorisations you use internally to differentiate types of bullying, harassment or sexual harm incidents.*
2. The number of incidents that involved a formal investigation, broken down to show:
   * 1. internal investigations *(i.e. those conducted by people employed by your organisation)*
     2. independent external investigations *(i.e. external lawyers, investigators or other 3rd parties engaged for the purpose of conducting the investigation)*
3. The outcomes of the investigations completed in Q5 *(using whatever categorisations your organisation records internally against cases)*.
4. The number of people who have left your organisation who were:
   1. complainants *(i.e. people who raised any inquiry or complaint)*
   2. respondents *(i.e. people who were the subject of any inquiry or complaint allegations)*

Please provide responses to Q8-9 for the period 2020-2025 (inclusive), broken down by calendar year:

1. The number of settlement agreements (or other legal agreements containing any form of non-disclosure requirement) signed by people leaving your organisation who were:
   1. complainants who raised any inquiry or complaint about workplace bullying, harassment or sexual harm.
   2. respondents who were the subject of any inquiry or complaint about workplace bullying, harassment or sexual harm.
2. The amount spent by your organisation on external legal advice for:
   1. legal services or advice provided in conducting independent investigations in Q5 (ii)
   2. other advice provided about any other matters involving workplace bullying, harassment or sexual harm

**The response is:**

I can confirm that Humberside Fire and Rescue Service hold this information.

1. We collect informal and formal complaints about incidents or concerns related to workplace bullying, harassment or sexual harm.

2. Please see the below tables including the data fields used to record or track information about workplace bullying, harassment and sexual harm:

|  |
| --- |
| \*Non-Compliance of Availability/Contract |
| Breach of Service Policy |
| Bullying and Harassment |
| Conduct and Behaviour |
| Costs or Expenses |
| Criminal Charges |
| Damaging Service Property |
| Data Protection |
| Driving Offences |
| Drugs and Alcohol |
| Failure to Attend Incident/s |
| Failure to Follow Management Request |
| Failure to Follow Procedure |
| Harming Service Reputation |
| Health and Safety |
| Misuse of Service Vehicle |
| Non-Attendance of Training |
| Other |
| Performance and Capability |
| Social Media Use |
| Time and Attendance |
| Various |

Cases involving conduct-related matters—such as bullying and harassment, inappropriate behaviour, criminal charges, and substance misuse—are subsequently categorised in accordance with the classifications provided by His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

|  |
| --- |
| Driving related |
| Home visits (SWV/HFSC) |
| Incident related |
| Fire safety inspection/audit |
| Industrial action |
| Recruitment |
| Volunteer work |
| Other |
| Bullying |
| Sexual harassment |
| Other form of harassment |
| Abuse of power |
| Intimidation |
| Violence |
| Drug/Alcohol misuse |
| Rude / Offensive |
| Theft |
| Other criminal activity |
| N/A |

 3. HR are responsible for the creation of reports that relate to workplace bullying, harassment or sexual harm.

This is just one report which is produced monthly and is a trend report.

The purpose of the report is to provide senior management with clear oversight and the opportunity for informed scrutiny. It is designed to enhance transparency across key areas and to support the identification of emerging trends and patterns that may inform strategic decision-making.

Included in the report is the total number of cases each month, category, comparisons with previous years/months, outcomes, investigation/hearing levels, stage of grievances.

This report is distributed to the Chief Fire Officer, Deputy Chief Fire Officer, Assistant Chief Fire Officer, and Area Managers of People and Development, Emergency Response, Service Improvement, Prevent, Protection, Fleet and Estates, and the Executive Director of Finance.

These reports are shared externally.

4. Due to a cyber incident, we are only able to provide the following data back to 1 January 2022.

Total number of incidents recorded:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 2022 | 2023 | 2024 | 2025 |
| **Workplace bullying** | 0 | 3 | 3 | 0 |
| **Harassment** | 0 | 0 | 1  (Bullying and Harassment – Sexual Harassment) | 1  (Criminal charges – other form of harassment & Bullying and Harassment – Sexual Harassment) |
| **Sexual Harm** | 0 | 0 | 0 | 0 |

5. Number of incidents that involved a formal investigation:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 2022 | 2023 | 2024 | 2025 |
| **Workplace bullying** | 0 | 3 | 3 | 0 |
| **Harassment** | 0 | 1 | 1 | 2 |
| **Sexual Harm** | 0 | 0 | 0 | 0 |

There we no independent external investigations.

6. Outcomes of the investigations:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 2022 | 2023 | 2024 | 2025 |
| **Workplace bullying** | N/A | 1 – No case to answer  1 – Fast Track Level 2  1 – Level 3 Hearing | 2 – No case to answer  1 – Level 3 Hearing | 0 |
| **Harassment** | N/A | 1 – No case to answer | 1 – Level 3 Hearing | 1 – Fast Track Level 2  1 – Level 3 Hearing |
| **Sexual Harm** | N/A | 0 | 0 | 0 |

7. The number of people who left the organisation who were people who raised any inquiry or complaint is 0.

The number of people who have left the organisation who were the subject of any inquiry or complaint is too low to disclose as this is likely to identify the individuals concerned and is therefore deemed personal data which is exempt under Section 40(2) of the Freedom of Information Act 2000. Personal data is information that relates to an identified or identifiable individual. Please see further information on Section 40(2) below.

8. a) No settlement agreements (or other legal agreements containing any form of non-disclosure requirement) were signed by people leaving the organisation who were complainants who raised an inquiry or complaint about workplace bullying, harassment or sexual harm.

b) No settlement agreements (or other legal agreements containing any form of non-disclosure requirement) were signed by people leaving the organisation who were respondents who were subject of any inquiry or complaint about workplace bullying, harassment or sexual harm.

9. The amount that has been spent by the organisation on external legal advice for legal services or advice provided in conducting independent investigations is £0.

The amount that has been spent by the organisation on other advice provided about any other matters involving workplace bullying, harassment or sexual harm is £7,500.

**Section 40 of FOIA:**

(2) Any information to which a request for information relates is also exempt information if—

1. it constitutes personal data which does not fall within subsection (1), and
2. the first condition below is satisfied.

(3A) The first condition is that the disclosure of the information to a member of the public otherwise than under this Act—

1. would contravene any of the data protection principles

Section 40(2) is an absolute exemption where if the first condition is satisfied, then a public interest test is not necessary, however, public interest must be considered when judging lawfulness under principle (3A(a)).

To judge whether disclosure would contravene principle (3A(a)), consideration must be given to whether it is it lawful, fair and transparent. The most relevant lawful basis in this case would be legitimate interest and have therefore considered the public interest on this basis:

**Public interest in favour of disclosure:**

1. There is a legitimate public interest in the number of individuals who have left the organisation who were the subject of an inquiry or complaint.

**Public Interest in favour of withholding:**

1. Disclosing small numbers could lead to the identification of individuals, which would be an unwarranted invasion of their personal privacy.
2. Identifying of individuals through the disclosure could expose them to harm, distress, or discrimination.
3. Ensuring that personal data is protected helps maintain public trust in public authorities and encourages individuals to engage and provide accurate meaningful information to the organisation.

We then considered whether disclosure is necessary to meet the legitimate interest.

We believe there is a legitimate interest for the requester in the information withheld, however, do not believe that detailed numbers are required to meet this interest.

**Balancing Test:**

It is necessary to balance the factors above whilst maintaining transparency and privacy. Withholding the number of individuals who have left the organisation who were the subject of an inquiry or complaint would not wholly satisfy the request, however, would satisfy the wider legitimate interest, and disclosure of the detailed information is likely to cause harm to the individuals concerned as outlined above in the public interest reasoning. It is our belief that the legitimate interest does not outweigh the interests and rights of the individuals who have a right to personal privacy.

On balance, the public interest in withholding the requested information outweighs the public interest in disclosure and the information requested is exempt under Section 40(2) Personal Information of the Freedom of Information Act.

If you are unhappy with the handling of your request, you have the right to ask for an internal review. A request for an internal review should be made within 40 working days of the date of this email. If you are not happy with the outcome of the internal review, you have the right to apply direct to the Information Commissioner at [www.ico.org.uk/foicomplaints](https://newsletter.ico.org.uk/c/1lULiJldYNwfIFlCf3c4BKJdO). The postal address is: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.