

Question 1 and 2

Fewer than 5

Please be aware that I have decided not to release the full details where the number of grievances falls below 5. This is because the staff members could be identified, when combined with other information that may be in the public domain or reasonably available.

This information falls under the exemption in section 40 subsections 2 and 3A (a) of the Freedom of Information Act.

This is because it would breach the first data protection principle as:

- a) it is not fair to disclose staff personal details to the world and is likely to cause damage or distress.
- b) these details are not of sufficient interest to the public to warrant an intrusion into the privacy of the staff.

Annex A attached sets out this exemption in full.

Year	No. of Grievances	Upheld
2018/19 to date	6	
2017/18	14	
2016/17	Withheld	
2015/16	6	
2014/15	5	
2013/14	Withheld	
Total		5