Dear

Freedom of Information Response (Our Ref: K/21/209)

Thank you for your Freedom of Information (FOI) request dated 26 April 2021, reference K/21/209. Please accept our sincere apologies for the delay in providing a response to your request.

Your request read:

"Under the Freedom of Information Act, I would like to be provided with the following information:

• From September 2018 to September 2020, please provide the total numbers of reports of bullying brought to the University against members of staff, broken down into academic and non-academic staff and listed by academic year. For this figure, please provide a breakdown for each academic year outlining whether the complainant was an undergraduate student, postgraduate student, non-academic staff member or academic staff member.

• From September 2018 to September 2020, a breakdown by academic year of the outcomes of the above complaints/reports, including how many complaints were dismissed without consequence, how many led to behaviour training, how many accused staff members were fired or formally dismissed, how many were suspended (with or without pay), and how many resigned before the completion of the complaints procedure.

• A breakdown by academic year of the total number of non-disclosure agreements (NDAs) signed between September 2018 to September 2020 as part of an investigation, agreement, settlement, or resignation agreement in a bullying complaint. Please also provide a breakdown by academic year of the total number of confidentiality clauses signed between September 2018 to September 2020 in exchange for a financial settlement in a bullying case."

The University of Leeds holds this information.

However, we consider that to provide the information broken down to the level you have requested would risk the identification of individuals party to the complaints. This would contravene the expectations of those who make, and are subject, to complaints, thus breaching their Data Protection rights. We are therefore withholding the full breakdown under section 40(2) of the FOI Act. The information we are able to release is set out below.

Between September 2018 and September 2020, there were a total of 19 reports of alleged bullying by members of staff reported. Of these,
• 9 were made against a member of academic staff
• 10 were made against a member of non-academic staff
• 6 were made by academic staff
• 13 were made by non-academic staff

The outcomes of cases were as follows:
• 2 behaviour training programmes
• 1 suspension
• 13 other outcomes which do not fall into the categories you have set out in your request.

Three cases remain open and as such do not yet have outcomes.

There have been no NDAs signed regarding incidents of bullying.

We hope this information is helpful. If you have any questions about this email, however, please do not hesitate to contact us on foi@leeds.ac.uk

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you can request an Internal Review. Requests for Internal Review should be made in writing using the following contact information:

Post: Mr D Wardle
Deputy Secretary
The University of Leeds
Leeds
LS2 9JT

Email: foi@leeds.ac.uk

Requests for Internal Review should be submitted within 40 working days of receiving the University’s response to your request. Further information about how the University manages Freedom of Information requests and about our complaints procedure is also available on our website (www.leeds.ac.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review/complaints procedure provided by the University. The Information Commissioner can be contacted at: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely,

Chloe Wilkins
Freedom of Information Officer

Secretariat