

Nicola Hesketh  
Project and Information Co Ordinator

**Our Ref: FOI4010/NH/02**  
**Please ask for: Nicola Hesketh**  
**Direct dial: 01827 709 587**  
**E-mail: FOImailbox@tamworth.gov.uk**

[name redacted]

14<sup>th</sup> July 2016

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**

This request is being made to make the public at large and people in each authority aware of which councils are the worst offenders or the better examples when it comes to bullying in the workplace. All councils have very similar anti-bullying / dignity at work policies, but there seems to be a difference in the level of bullying. This is intended to statistically show those differences.

Please reply to the first two questions first as they are the most important:

a) Please inform me of the cost of dealing with this request.

1) How many official complaints of harassment and bullying at work did you receive between the 1st April 2009 and the 31st December 2015?

2) How many of these complaints were upheld in favour of the complainant?

Please reply to these questions if the £450 limit is not exceeded or in order of the questions up to the limit should the limit be surpassed somewhere within these questions:

3) How many of those which were not upheld in favour of the complainant went on to Appeal?

4) How many of those that went to Appeal were found to favour the complainant?

5) How many complaints went on to an Employment Tribunal?

6) How many of these were found to uphold the complaint?

7) Out of how many of those allegations (the number given to question 1) did the complainant of bullying claim that the bullies were telling lies?

8) How many staff does your authority have and what is the current population within your authority's area?

**The response to your request as follows:**

- n/a below threshold 30minutes of officer time to check specific allegations on file and outcomes.
1. 4
  2. 1
  3. 1
  4. 0
  5. 1
  6. 0
  7. 1
  8. FTE 323 Headcount 426 Population (Census) 77,000

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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