

Responses to recent questions regarding Bullying and Harassment

Our workforce data is held in particular specified formats on our HR system, we have extracted the data and can present responses to each of the recent questions as follows.

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

Currently there are 4299 centrally employed members of staff within the council and 2450 based within Schools (the schools figures are those that use the Camden HR service and are in the figures below).

How many employees of your authority have made an official complaint of harassment and bullying at work since the 1st April 2009?

There have been 131 formal complaints, 111 in the Council and 20 in schools (we only hold records for those schools who use our Camden's HR Service – Schools can chose to use other HR providers). On average this equates to complaints from 22 employees each year or 0.3% of the workforce.

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

The nature of grievances means that it is often difficult to describe a complaint as upheld or no upheld. The main purpose of a grievance is to find a resolution that all parties are happy with. It's for this reason that the data is held in the format below:

| Outcome | Total |
|---|--------------|
| No Further Action | 67 |
| Informal Action / resolution | 13 |
| Cases Open (as of 26th Feb 2016) | 10 |
| Mediation Proposed | 8 |
| Action plan for change devised | 6 |
| An action plan for change, with reviews | 4 |
| Apology secured | 5 |
| Disciplinary procedure initiated | 7 |
| Training and Development to be provided | 7 |
| Employee resigned | 2 |
| Compromise Agreement | 1 |
| Moving An Employee to Another Job | 1 |
| Grand Total | 131 |

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

There have been 27 appeals, 21 in the Council and 6 in schools

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

2 out of the 27 appeals were partially upheld in favour of the complainant.

| Outcome of Appeal | Total |
|----------------------------|-----------|
| Appeal Not Upheld | 23 |
| Appeal Partially Upheld | 2 |
| Appeal Found to be Invalid | 2 |
| Grand Total | 27 |

How many complaints went on to an Employment Tribunal?

There have been 12 claimants from the Council to an employment tribunal 3 of which were from schools.

How many of these were found to uphold the complaint?

Of those cases that progressed to Employment Tribunal, 1 was found in favour of the applicant.

| Outcome of Employment Tribunal | Total |
|--------------------------------|-----------|
| Claim Dismissed | 6 |
| Withdrawn by Applicant | 1 |
| Withdrawn on Settlement | 2 |
| Won by Applicant | 1 |
| Won by Council | 2 |
| Grand Total | 12 |

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?

It is difficult to respond to this question, to extract such information would mean reading individual case files (131), each case file contains significant or extensive documents (50-100 pages per bundle). It is for this reason that we were not able to readily answer this specific question.