



29 June 2020

Freedom of Information request: FOI2020/00122

Thank you for your Freedom of Information request received on the 11 May 2020 in which you requested the following:

Your request:

1. *How many Formal Grievances have been issued by employees to Innovate UK in past 5 years.*
 1. *Please confirm quantity upheld by female issuers*
 2. *Please confirm quantity upheld by male issuers*
 3. *Please confirm quantity not upheld by female issuers*
 4. *Please confirm quantity not upheld by male issuers*
2. *How many Formal Grievances have been issued by employees to UKRI in past 3 years*
 1. *Please confirm quantity upheld by female issuers*
 2. *Please confirm quantity upheld by male issuers*
 3. *Please confirm quantity not upheld by female issuers*
 4. *Please confirm quantity not upheld by male issuers*

Our response

I can confirm UK Research and Innovation (UKRI) hold the information relevant to your request.

The information you have requested is below, please note the following regarding the data provided:

- The figures have been rounded based on [HESA principles](https://www.hesa.ac.uk/about/regulation/data-protection/rounding-and-suppression-anonymise-statistics)¹ to anonymise the data and prevent any personal data inadvertently being released
- The date provided for UKRI includes all constituent parts of UKRI, which are as follows:
 - UKRI Central Hub
 - AHRC
 - BBSRC
 - ESRC
 - EPSRC
 - Innovate UK
 - MRC
 - NERC*
 - Research England
 - STFC

* Please note that the table below does not include data from the National Oceanography Centre or the UK Centre for Ecology and Hydrology who both became independent from UKRI in 2019.

¹ <https://www.hesa.ac.uk/about/regulation/data-protection/rounding-and-suppression-anonymise-statistics>

- In your request you have asked for UKRI data for the last 3 years, please note that UKRI was formed on 01 April 2018. As such, the data provided is from UKRI's formation on 01 April 2018.
- The Innovate UK data is for the last 5 years as requested. Please note that although Innovate UK figures are shown separately, from April 2018 all Innovate UK activities and staff are now part of UKRI.

Table: Outcome of grievances issued to Innovate UK and UKRI by gender

	Innovate UK (last 5 years)	UKRI (last 3 years)
Female		
Upheld	<5	<5
Not upheld	<5	10
Partially upheld	<5	<5
Male		
Upheld	<5	<5
Not upheld	<5	20
Partially upheld	<5	<5

If you have any queries regarding our response or you are unhappy with the outcome of your request and wish to seek an internal review of the decision, please contact:

Head of Information Governance

Email: foi@ukri.org or infogovernance@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: <http://www.ico.gov.uk/>

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see UKRI's complaints policy: <https://www.ukri.org/about-us/policies-and-standards/complaints-policy/>

Yours sincerely,


 Information Governance
 Information Rights Team
 UK Research and Innovation
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