



[REDACTED]

09 June 2026

Dear [REDACTED]

Freedom of Information request: FOI2026/00249

Thank you for your Freedom of Information request received on the 22 March in which you requested the following:

Your request:

Please provide the following information for the National Quantum Computing Centre (NQCC), and if possible separately for the Programme Delivery team, for the period 1 January 2023 to 22 March 2026:

1. *The number of employees who:*
 - a) *passed probation*
 - b) *had probation extended*
 - c) *did not pass probation*
 - d) *resigned during probation and*
 - e) *left employment within 12 months of starting*
2. *The number of formal grievances raised by employees.*
3. *The number of complaints alleging:*
 - a) *bullying and/or harassment*
 - b) *discrimination*
 - c) *disability discrimination and*
 - d) *failure to make reasonable adjustments.*
4. *For each category above, the number that were:*
 - a) *upheld*
 - b) *partially upheld and*
 - c) *not upheld*
5. *Any anonymised management information, reports, summaries, or trend analyses relating to:*
 - a) *probation outcomes*
 - b) *bullying or harassment complaints*
 - c) *discrimination complaints*
 - d) *reasonable adjustments and*
 - e) *employee wellbeing concerns within NQCC.*
6. *Any recorded notices, guidance, internal communications, meeting papers, or reports held by UKRI/NQCC during that period which refer to the following terms in relation to NQCC or the Programme Delivery team:*
 - *"reasonable adjustments"*
 - *"flexible working"*
 - *"probation"*
 - *"bullying"*

- “harassment”
- “discrimination”
- “disability”
- “wellbeing”

I am content for personal data and identifying details of individuals to be redacted. I am seeking anonymised statistical, policy, and recorded management information only.

Our response

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

I have determined that to answer the internal correspondence element in point 6 of your request would significantly exceed the cost threshold under [section 12 of the FOI Act](#)¹, where the cost of compliance exceeds the appropriate limit (further details on this exemption are provided in the response to point 6 below).

As section 12 has been engaged, UKRI is not obligated to provide a response to your FOI request, however given that some of the information you have requested has already been obtained, I am providing this to you where it is available.

1. The number of employees who:

- passed probation
- had probation extended
- did not pass probation
- resigned during probation and
- left employment within 12 months of starting

Of the 52 relevant employees in the period 1 January 2023 to 22 March 2026:

- 47 employees passed their probation period
- We were unable to identify any extensions to probation periods
- 5 left employment within 12 months of starting

For questions 1c and d, as well as questions 2, 3, and 4, we have considered the risks of identifying individuals from small numbers, therefore, in line with standard statistical reporting practice, this data has been withheld to mitigate against the disclosure of personal data.

We consider that under Section 40(2) of the FOIA, this data would be exempt where it relates to fewer than five individuals. We believe that disclosing information relating to small numbers of individuals would contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK General Data Protection Regulation (UK GDPR) of lawfulness, fairness and transparency.

Section 40(2) is an absolute exemption and does not require a public interest test.

5. Any anonymised management information, reports, summaries, or trend analyses relating to:

- probation outcomes
- bullying or harassment complaints
- discrimination complaints
- reasonable adjustments and
- employee wellbeing concerns within NQCC.

We cannot provide data for probation outcomes for employees within NQCC as our systems only permit us to filter down as far as the council area i.e. STFC. Please also note that “Probation Outcomes” is not a mandatory field for an employee’s probation to be completed, therefore any information that may be held is likely to be incomplete.

¹ <https://ico.org.uk/for-organisations/foi/freedom-of-information-and-environmental-information-regulations/section-12-requests-where-the-cost-of-compliance-exceeds-the-appropriate-limit/>

UKRI does not hold any management information, reports, summaries, or trend analyses in relation to NQCC or the Programme Delivery Team for the other areas you have requested.

6. Any recorded notices, guidance, internal communications, meeting papers, or reports held by UKRI/NQCC during that period (01/01/2023 to 22/03/2026) which refer to the following terms in relation to NQCC or the Programme Delivery team:

- “reasonable adjustments”
- “flexible working”
- “probation”
- “bullying”
- “harassment”
- “discrimination”
- “disability”
- “wellbeing”

Under Section 21 - Information already reasonably accessible, of the FOIA the information you have requested in regard to recorded notices and guidance, is already available in the public domain:

- [UKRI Sickness Absence Policy](#)²
- [UKRI Ways of Working Policy](#)³
- [UKRI Probation Policy](#)⁴
- [UKRI Grievance, Harassment and Bullying Policy](#)⁵
- [UKRI Wellbeing Policy](#)⁶
- [UKRI Health Promotion Policy](#)⁷

Section 21 is an absolute exemption which means that there is no requirement to conduct a public interest test.

UKRI does not hold any meeting papers or reports in relation to NQCC or the Programme Delivery Team for the period specified, so we are unable to respond to this part of your request.

Internal communications and Section 12 of the FOI Act

We conducted searches of our systems for internal communications based on the parameters you provided, however these returned a significantly large number of results. Meeting your request would require manually reviewing each search result to identify, locate, and extract relevant material. We estimate this would greatly exceed the appropriate statutory limit under Section 12 of the FOIA, which for UKRI is set at £450, representing 18 hours of staff time. Consequently, UKRI is not obliged to comply with this part of your request under Section 12 of the FOIA.

Under our duty to advise and assist, we would note that the search words you provided are very commonly used across the organisation and, that when combined with the wide date range, resulted in a large number of results. We also believe that the search terms may have returned a substantial number of “false positives”, where these words are used in general, for example in internal communications or within training materials, notices, and reminders.

We would recommend further narrowing the date range and providing more unique terms in order to refine the search results, should you wish to submit a new FOI request for this information.

² <https://www.ukri.org/wp-content/uploads/2020/10/UKRI-081020-SicknessAbsencePolicy.pdf>

³ <https://www.ukri.org/wp-content/uploads/2024/04/UKRI-020424-WaysWorkingPolicyMarch2024.pdf>

⁴ <https://www.ukri.org/wp-content/uploads/2020/10/UKRI-081020-ProbationPolicyV2.0.pdf>

⁵ <https://www.ukri.org/publications/ukri-grievance-harassment-and-bullying-policy/>

⁶ <https://www.ukri.org/wp-content/uploads/2020/10/UKRI-081020-EmployeeWellbeingPolicyV1.0.pdf>

⁷ https://www.ukri.org/wp-content/uploads/2024/10/UKRI-011024-081020-HealthPromotionPolicy_updated.pdf

Your rights

If you have any queries regarding our response please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

Head of Information Governance

Email: foi@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: www.ico.org.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 procedure](#)⁸.

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

⁸ <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>