



22 October 2021

Dear [REDACTED],

Freedom of Information request: FOI2021/00442

Thank you for your Freedom of Information request received on the 29 September in which you requested the following:

Your request:

1. *What is the grievance procedure at InnovateUK?*
2. *Does it cover projects as well as employed staff?*
3. *What is the anti-bullying policy at InnovateUK?*
4. *How many times have the grievance and anti-bullying policies been invoked in each of the last 3 years, what were the issues and outcomes?*

Our response:

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

1. *What is the grievance procedure at InnovateUK?*

Innovate UK use the [UKRI Grievance, Harassment and Bullying Policy](#)¹.

2. *Does it cover projects as well as employed staff?*

The UKRI Grievance, Harassment and Bullying Policy covers all UKRI employees. This includes those employed on temporary or fixed term contracts, but excludes visiting workers, students or those workers provided by a third-party agency, therefore does not include projects.

3. *What is the anti-bullying policy at InnovateUK?*

Please see Q1.

4. *How many times have the grievance and anti-bullying policies been invoked in each of the last 3 years, what were the issues and outcomes?*

Issue	Year			Outcomes
	2019	2020	2021	
Grievance	<5	<5	0	Withheld
Harassment & Bullying	0	<5	<5	Withheld

¹ <https://www.ukri.org/wp-content/uploads/2020/10/UKRI-081020-GrievanceHarassmentAndBullyingPolicyV2.0.pdf>

In responding to your request, you will note that some information has been withheld under section 40(2), personal information, where the data relates to less than five individuals. Where numbers are between 1 and 4, this is indicated by <5 and where there are no members within a category, a count of zero has been included.

We consider that to disclose 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.

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,


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