



[REDACTED]

7 July 2022

Dear [REDACTED],

**Freedom of Information request: FOI2022/00185**

Thank you for your Freedom of Information request received on the 25 May in which you requested the following:

**Your request:**

1. *How many of your staff have been accused of a) sexual misconduct, or b) other professional misconduct in the workplace since 1st January 2021?*
2. *How many of your staff have been disciplined for a) sexual misconduct, or b) other professional misconduct in the workplace since 1st January 2021?*

**Clarification received 8 June 2022:**

You clarified that professional misconduct relates to the following:

*Professional Misconduct: unethical or unprofessional behaviour that falls short of the ethical or professional standards, guides or codes of conduct, accepted by a particular profession.*

**Our response**

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

UKRI believes that all employees should be treated fairly and with respect. However, it recognises that from time to time employees may have concerns or complaints regarding their work, working relationships or the working environment. UKRI therefore operates a formal [Grievance, Harassment and Bullying Policy](https://www.ukri.org/wp-content/uploads/2020/10/UKRI-081020-GrievanceHarassmentAndBullyingPolicyV2.0.pdf)<sup>1</sup> to help create a more effective working environment. UKRI also operates a [Managing Performance and Conduct Policy](https://www.ukri.org/wp-content/uploads/2020/10/UKRI-081020-ManagingPerformanceAndConductPolicy.pdf)<sup>2</sup> that sets out disciplinary processes to be followed in relation to an employee's performance or conduct.

Information on the number of allegations and disciplinary action across UKRI, including councils and research centres, units and institutes, is provided in the tables below.

**Question 1 – from 1 January 2021 to end May 2022**

Number of staff accused of sexual misconduct	Number of staff accused of other professional misconduct in the workplace
<5*	29

\* Data is not disclosed for 0 to 4 individuals, which is denoted with '<5'

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

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

**Question 2 - from 1 January 2021 to end May 2022**

<b>Number of staff disciplined for sexual misconduct</b>	<b>Number of staff disciplined for other professional misconduct</b>
<5*	10**

\* Data is not disclosed for 0 to 4 individuals, which is denoted with '<5'

\*\* Investigations involving a further 5 staff were ongoing at the time of the request.

Some information has been withheld from disclosure under section 40(2), the exemption relating to personal information, and data relating to less than five individuals has not been detailed. We consider that to provide the details, individuals in this group could be identifiable. This would undermine expectations of confidentiality in such circumstances and would be unfair to those concerned. 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](mailto:foi@ukri.org) or [infogovernance@ukri.org](mailto: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: [www.ico.org.uk](http://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 policy: <https://www.ukri.org/about-us/policies-and-standards/complaints-policy/>

Yours sincerely,

  
Information Governance  
Information Rights Team  
UK Research and Innovation  
[foi@ukri.org](mailto:foi@ukri.org) | [dataprotection@ukri.org](mailto:dataprotection@ukri.org)