



Information Policy & Compliance

bbc.co.uk/foi bbc.co.uk/privacy

R Preston-Ellis

Via e-mail: request-398252-3e9a53b0@whatdotheyknow.com

2nd May 2017

Dear R Preston-Ellis

Freedom of Information Request - RF120170494

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 30th March 2017, seeking the following information:

I am writing to find out the answers to the following questions.

- 1. How many employees of the BBC in the Devon and Cornwall region have made an official complaint of harassment and bullying at work since January 1 2012?*
- 2. How many of these complaints were upheld in favour of the complainant?*
- 3. How many of those which were not upheld in favour of the complainant went on to an appeal?*
- 4. How many of those that went to appeal were found to favour the complainant?*
- 5. How many complaints went on to an Employment Tribunal?*
- 6. How many staff does the BBC employ in Devon and Cornwall?*
- 7. How many of these members of staff earn over £50,000 a year?*

In response to your request in order to provide you with a definitive response, we would need to investigate the details of each Bullying & Harassment case recorded since 2012.

In order to ascertain the exact nature of each case, including locality within the BBC it would be necessary to look at each individual's personal file to check for information relating to Bullying & Harassment, then making a note of the details, including the outcome, to fully answer your request.

As there are more than 170 cases recorded on the database for the period of 2013 to 2017, coupled with the fact that case prior to 2013 were recorded locally and not centrally we estimate that to carry out this search would take BBC staff more than two and a half days. Under section 12 of the Act, we are allowed to refuse to handle the request if it would exceed the appropriate limit. The appropriate limit has been set by the Regulations (SI 2004/3244) as being £450 (equivalent to two and a half days work, at an hourly rate of £25).

We are mindful of our duty under section 16 of the Act to provide reasonable advice and assistance to you, and specifically to advise how you might narrow your request so that it complies with the time limit. We are however concerned that, because of the way the BBC holds the information that you request, it is not possible to suggest any meaningful way of narrowing. However as part of a larger body of work we can provide you with a higher level Pan BBC figures. Please see the link below:

http://downloads.bbc.co.uk/aboutthebbc/insidethebbc/reports/pdf/bbc_progressreport_damejanetsmith_july_2016.pdf

Please note that, as set out in section 6(1)(b)(ii) of the FOI Act, our subsidiaries (including BBC Studios & Post Production Ltd, UKTV, BBC Global News Ltd and BBC Worldwide Ltd), as well as the charities BBC Media Action and BBC Children in Need, are not subject to the Act, therefore information for their personnel is not included in the figures quoted above.

I hope this response satisfies your request.

Appeal Rights

If you are not satisfied that we have complied with the Act in responding to your request, you have the right to an internal review by a BBC senior manager or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate) or see <http://www.ico.gov.uk/>.

Yours sincerely

BBC People

