



Information Policy & Compliance
bbc.co.uk/foi bbc.co.uk/privacy

Alister Stewart
By email: request-286896-8f041a4d@whatdotheyknow.com

14th September 2015

Dear Mr Stewart

Freedom of Information Request - RFI20151425

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 18 August, seeking the following information:

'I would like to know how many staff in Glasgow have been disciplined for breaking the fair use policy of your internet?'

The BBC has a central HR case database which was created in 2006 where we log formal cases dealt with under our bullying and harassment, grievance and disciplinary policies, regardless of the outcome of the case, where the complainant(s) and/or the person(s) against whom the complaint was made, were BBC employees.

This database is not a comprehensive or detailed record of all cases; it is a means of logging and monitoring the number and type of cases under broad headings. Further details of individual cases are held on employee files. As logging on the database is a manual process it is possible that some cases may have been omitted and so any statistics we provide may not necessarily represent the totality of cases investigated by the BBC.

Disciplinary cases within the BBC are categorised under a reason on the database. However, in the past, it was not necessary to provide a reason, and in some cases this is not specified. Cases related to your request may not fall within one specific category on the database, and the level of detail you have requested would not be recorded on the database. However, we have searched the database for cases in BBC Scotland, where the reason for the disciplinary includes the phrase, 'misuse of resources' or the word 'internet' and there are no such cases recorded.

The BBC takes disciplinary matters extremely seriously and we have a clear policy in place to handle allegations. The BBC's policies on Disciplinary and Grievances can be found on our publication scheme at the following address:

<http://www.bbc.co.uk/foi/publication-scheme/classes/policies-and-procedures>

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

James Hacker
BBC People

