



Information Rights

bbc.co.uk/foi

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W Collier

Via email: request-651599-d6c79371@whatdotheyknow.com

22 April 2020

Dear W Collier,

Freedom of Information request – RF120200344

Thank you for your request to the BBC of 2nd March 2020 seeking the following information under the Freedom of Information (FOI) Act 2000:

I would like to know how many Grievances and Grievance Appeals brought by members of staff have been upheld against staff in the bands SM1 and SM2 or their equivalent grades in the new Terms and Conditions structure - that is SL (Senior Leaders). I would like this request to cover the last 2 years. I would like to know how many were not upheld in the same time frame.

I have vastly reduced the scope and depth of this request to fit in with your parameters for actioning. This request started at 10 years and was reduced to 5 year. I have now reduced it to two years. Given the number of senior managers in the BBC, I would expect the corporation to be able to meet the parameters of this request.

We have understood your request to pertain to grievance and grievance appeals raised under the BBC Anti Bullying and Harassment Policy. Policies for both can be found at the following links;

http://downloads.bbc.co.uk/foi/classes/policies_procedures/bullying_harassment_policy.pdf

http://downloads.bbc.co.uk/foi/classes/policies_procedures/bbc_appeals_policy.pdf

Given that your request requires the grade of the named respondent we have provided information based on grievance and grievance appeals in the financial years of 2017/18 and 2018/2019 as published in the following location (p86)

<https://downloads.bbc.co.uk/aboutthebbc/reports/annualreport/2018-19.pdf>

Furthermore we understand your request to be specifically relating to SL band or equivalent (SM1/2) employees.

In response to your request please see the tables below showing the answers to your request. Table 1 shows the number of grievances upheld and not upheld against SL band or equivalent (SM1/2)

employees. Table 2 shows the number of grievance appeals upheld and not upheld against SL band or equivalent (SM1/2) employees.

Table 1: Grievances

	Grievance Against BBC Senior Leader		
Year	Upheld	Partially Upheld	Not Upheld
2017/18	0	0	7
2018/19	0	3	11

Table 2: Grievance Appeals

	Grievance Appeal Against BBC Senior Leader		
Year	Upheld	Partially Upheld	Not Upheld
2017/18	0	0	2
2018/19	1	1	4

As set out in section 6(1)(b)(ii) of the Act, our subsidiaries (including BBC Studioworks Limited, UKTV, BBC Global News Ltd and BBC Studios Ltd), as well as the charities BBC Media Action and BBC Children in Need, are not subject to the Act. As such, information relating to these entities is not considered in the above response.

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. A request for an internal review must be made within 40 working days of receiving the BBC's response to your original request.

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 or see <https://ico.org.uk/>.

Yours sincerely,

BBC HR