

05 February 2019

**Graeme Amis**

[request-533791-2adfc922@whatdotheyknow.com](mailto:request-533791-2adfc922@whatdotheyknow.com)

Dear Mr Amis

## **FOI-18-2200-R – internal review response**

I am writing in response to your concerns about HS2 Ltd's handling of your request for information (our reference: FOI-18-2200) received on 20 November 2018 and which was responded to on 07 January 2019.

Your information request was handled by F Woollard – Briefings, Correspondence & FOI Adviser. I was appointed to carry out an independent review as a member of the HS2 Ltd Executive team not involved in the original decision.

In your request you asked for the following information:

***"Please can you provide:***

- 1. How many sexual misconduct/harassment investigations have been conducted?***
- 2. How many sexual misconduct/harassment investigations have been concluded?***
- 3. What were the conclusions of these investigations?***
- 4. How many members of staff have left the company after being investigated for sexual misconduct/harassment?***
- 5. How many sexual misconduct/harassment complaints have involved a member of senior management***
- 6. How many members of staff have left the company who have at some point submitted a sexual misconduct/harassment complaint?"***

## **Original decision**

HS2 Ltd wrote to you on 07 January 2019 to confirm we searched our Human Resources records and 0 records were found.

## **Internal review request**

On 09 January 2019 you contacted HS2 Ltd to request an internal review as you were not satisfied with the original response to the above request.

***“Thank you eventually for this extremely late response. However, this leaves a number of questions unanswered and I would like to request an internal review as well as further information, which you may treat as a new request or an extension of this request as you see fit. Please provide answers to the following:***

***How many informal investigations into sexual misconduct/harassment were detailed in the HR records?***

- 1. What were the results of these investigations?***
- 2. Why did this request take so long to answer?***
- 3. What other records aside from HR records, were searched for this request?***
- 4. What other avenues do employees have to report sexual misconduct/harassment complaints? e.g. the Speak Out whistleblowing line, the Health & Safety Directorate***  
***6. Were these records searched? If not, why not?***
- 5. Please provide all correspondence from the FOI/correspondence/briefings team regarding the original request, this should include internal correspondence from within the FOI department (or whatever it is named) and any correspondence it had with HR, senior management, external whistleblowing line contractors or anyone else that is relevant to this request. Of course I'm happy for you to redact the names of junior members of staff as per ICO guidance.”***

## **Information requested**

I can confirm that our Human Resources team conducted a search of their systems and that no records of investigations into sexual misconduct were found. Therefore the original response was correct.

During the Internal Review we have identified one complaint not previously identified.

The complaint was investigated and subsequently not upheld. The complainant specifically requested the case was not recorded on Human Resources systems. This accounts for why this complaint did not show in the results of the search of formal records and systems undertaken by the Human Resources team.

Please find a revised response at the end of this letter.

With regards to the timeframe for response, I have found that we did not respond within the statutory deadline of 20 working days and I apologise for the late delivery of the response.

I understand that your further request for information as set out above is being dealt with separately as a new request (reference: FOI-19-3037).

## **Conclusion**

If you are not content with the way we have handled your review, you may take this up in writing with the Information Commissioner, please see further details below.

Please remember to quote reference number **FOI-18-2200-R** in any future communication relating to this request.

Yours sincerely,

**Richard Robinson**

Chief Operating Officer

High Speed Two (HS2) Limited

### **Your right to complain to HS2 Ltd and the Information Commissioner**

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

***Please can you provide:***

***1. How many sexual misconduct/harassment investigations have been conducted?***

*One*

***2. How many sexual misconduct/harassment investigations have been concluded?***

*One*

***3. What were the conclusions of these investigations?***

*Not upheld*

***4. How many members of staff have left the company after being investigated for sexual misconduct/harassment?***

*None, as the complaint was not upheld*

***5. How many sexual misconduct/harassment complaints have involved a member of senior management***

*One*

***6. How many members of staff have left the company who have at some point submitted a sexual misconduct/harassment complaint?***

*One*