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22 August 2018

Dear

**Freedom of Information Act 2000 – Information request (ref: FOI\_18-166)**

We have now considered your request of 24 July 2018 for information relating to University action in response to bullying complaints over the last five academic years.

As per your request, our response is presented in CSV format in the attached document, FOI\_18-166 Appendix A. For reference, we have provided a copy of your request on page 2 of this letter.

It should be noted in relation to questions 3 and 3 of your request that the data presented pertains only to complaints submitted by individuals who were employed as staff at the time the complaint was submitted.

On this occasion, it is not possible to provide all the requested information. The Act contains a number of exemptions that allow public authorities to withhold certain information from release. We have applied the following exemption to part of your request.

Exemption	Reason
s.40(2), Personal information	Disclosure of information would be contrary to the requirements of the General Data Protection Regulation

*Exemption explanation*

In line with s.40(2) of the Act we have removed certain personal data from part of our response to questions 1, 2 and 3 of your request.

We believe that information on the department of complainants and the subject of complaints would constitute, in combination with other information available, the personal data of these individuals, as defined by Article 4(1) of the General Data Protection Regulation (GDPR), as it would allow the reader to identify these individuals.

We believe that disclosure of this information relating to these individuals would be contrary to the requirements of Article 5(1)(a) of the GDPR; namely that information must be processed lawfully, fairly and in a transparent manner in relation to the data subject. These individuals would have no expectation that this information would be

made publicly available, and we have not identified a lawful basis that would allow or require us to disclose this information.

We have indicated in our response where information has been removed from the accompanying file in accordance with s.40(2).

We hope this information will meet your requirements, however if you are not satisfied you have the right of appeal. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

[https://ico.org.uk/Global/contact\\_us](https://ico.org.uk/Global/contact_us), or by telephone on 0303 123 1113.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Dave Palmer  
Information Compliance Manager  
University of East Anglia

## Freedom of Information Act 2000 request (FOI\_18-166)

1) How many students were disciplined for bullying over the last five academic years (2013-14, 2014-15, 2015-16, 2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and university department of those involved, where possible.

2) How many students were dismissed for bullying over the last five academic years (2013-14, 2014-15, 2015-16, 2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and university department of those involved, where possible.

3) How many staff were disciplined for bullying over the last five academic years (2013-14, 2014-15, 2015-16, 2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and university department of those involved, where possible.

4) How many staff were dismissed for bullying over the last five academic years (2013-14, 2014-15, 2015-16, 2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and university department of those involved, where possible.

5) Has any legal action been taken against your university over the last five academic years (2013-14, 2014-15, 2015-16, 2016-17, 2017-2018) due to a bullying case? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and university department of those involved, where possible.

6) How much has your university spent in legal fees in connection with bullying complaints over the last five academic years (2013-14, 2014-15, 2015-16, 2016-17, 2017-2018). Please break down by year.

7) Has your university used non-disclosure agreement settlements in relation to bullying complaints over the last five academic years? (2013-14, 2014-15, 2015-16, 2016-17, 2017-2018). If so, please provide the numbers and sums of money paid out, broken down by year.