

Our ref: GSA 1563/23
Please quote our reference
number when responding

Thursday, 20 April 2023

FREEDOM OF INFORMATION REQUEST REFERENCE NO: GSA 1563/23

I write in connection with your request for information dated 22/03/2023, I note you seek access to the following information:

1. The total number of employee grievances submitted for the following years:

- 1) April 2020 to March 2021 (inclusive)*
- 2) April 2021 to March 2022 (inclusive)*
- 3) April 2022 to March 2023 (inclusive)*

A breakdown by grievance type e.g. disability related / bullying related / victimisation / harassment etc

2. How many written policies / processes / toolkits / procedures have been amended since 01.12.2021

Result of Searches

Following receipt of your request, searches were conducted within Greater Manchester Police to locate information relevant to your request. I can confirm that the information you have requested is held by Greater Manchester Police.

However, A grievance type breakdown on Question 1 has been exempted from disclosure under Section **40(2) Personal Information** – this information constitutes personal data of an identifiable living individual, and to disclose this information would breach the principles of the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Personal data is defined by Section 1 of the Data Protection Act 1998 and means data that relates to an individual who can be identified directly or indirectly from that data.

In accordance with the Section 17 of the Freedom of Information Act 2000, this letter acts as a Refusal Notice for that particular piece of information.

Caveats

In July 2019, GMP implemented one of the largest IT infrastructure changes in UK policing. The systems are in continual development and the data provided for this request is what the systems currently hold.

- Question 1 please note - The information is all of the fairness at work cases that were raised during this period. Not all cases were accepted as Fairness at Work and referred back for things such as mediation or other appeals processes.

Response

1. 2020/21 – 101
2021/22 – 86
2022/23 – 98
2. None

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]