

By email to: [REDACTED]

**Human Tissue Authority**

2nd Floor  
2 Redman Place  
London  
E20 1JQ

**Tel** 020 7269 1900

**Web** [www.hta.gov.uk](http://www.hta.gov.uk)

**Email** [enquiries@hta.gov.uk](mailto:enquiries@hta.gov.uk)

Date: 21 September 2021

Dear [REDACTED]

**Freedom of Information request**

Thank you for your request for information under the Freedom of Information Act (FOIA), which was received by the Human Tissue Authority (HTA) on 24 August 2021. Your email outlined the following request:

I am looking for information about bullying complaints made by civil servants. Please could you provide me with the following:

1. How many civil servants have made complaints that they have been bullied by another civil servant/staff member in the last three calendar years (up to and including August 2021)? To be clear, I'm asking for information for 2019, 2020 and 2021. Please could you break this information down by year and gender.
2. How many civil servants/staff have faced civil service disciplinary investigations as a result of an accusation of bullying made against them by a civil servant in the last three calendar years (up to and including August 2021)? Please could you break this information down by year, gender. In each case, please could you state whether any misconduct was found and, if so, what type of disciplinary action was taken including verbal/written/final warnings, suspension, dismissal etc.

**Response**

1. In years 2019 and 2020 no complaints were made by any member of HTA staff against another member of HTA staff.

In 2021 one allegation of bullying was made.

2. The allegation in 2021 was investigated in line with the HTA's Grievance Policy and Bullying and Harassment Policy. No disciplinary action was required as a result of this investigation.

## **Section 40 FOIA**

In reviewing the information you have requested, we have not provided the gender of the individual making the allegation. We believe this is exempt by virtue of the fact that it is personal data of a third party, disclosure of which would be unfair to the individual concerned and would constitute unlawful processing of their personal data.

Section 40(3A)(a) FOIA states that information is absolutely exempt from disclosure if its disclosure would breach any of the any of the principles relating to the processing of personal data ("the DP principles"), as set out in Article 5 of the General Data Protection Regulation ("GDPR"). The HTA has concluded that disclosure under FOIA would breach the first DP principle.

As stated above, this information is exempt under Section 40(2) ,which is an absolute exemption which does not require the HTA to consider the public interest test.

## **Further information**

If you are unhappy with the way the HTA has handled your request for information in this case, you may in the first instance ask us for an internal review by writing to us at the above postal or email address.

If you remain dissatisfied with the handling of your request, you have the right to appeal directly to the Information Commissioner for a decision, at the address below. There is no charge for making an appeal.

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

Telephone: 08456 30 60 60 or 01625 54 57 45

Website: [www.ico.gov.uk](http://www.ico.gov.uk)

Yours sincerely



