**Freedom of Information - Humberside Fire and Rescue Service**

**2022/081 – Grievances from staff from an ethnic minority background**

**The request is:**

I am requesting the below under the freedom of information act.

For each of the calendar years 2019, 2020, 2021 and 2022 please can you provide

figures on the following:

1. How many formal grievances have been raised with the service by members of

staff and firefighters from an ethnic minority background regarding complaints of harassment, inappropriate language, behaviour and assault?

2. How many claims have been submitted to employment tribunal regarding the above?

3. How many of those claims have settled prior to a full remedy hearing?

4. What was the settlement figure in each claim?

5. How many of those settlements involved the signing of a non-disclosure agreement?

6. How many grievance/discipline cases have been brought by the service in relation to

Inappropriate behaviour/language/conduct\* by an employee (\*race discrimination or harassment)?

**The response is:**

1. 1 (2021)
2. None
3. N/A
4. N/A
5. N/A
6. None

If you are unhappy with the handling of your request, you have the right to ask for an internal review. A request for an internal review should be made within 40 working days of the date of this email. If you are not happy with the outcome of the internal review, you have the right to apply direct to the Information Commissioner. The address is: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

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