



My Ref: FOI 5563
Enquiries to: Information Requests
E-Mail: informationrequests@barnsley.gov.uk

Dear Requester,

Re: Request for Information – Freedom of Information Act 2000

I wish to confirm that the council has completed its search for the information which you requested.

The information requested and our findings are as follows: -

Please can you provide UNISON with the following information about what steps your council as an employer takes to be proactive and systematic in preventing and tackling sexual harassment at work.

- 1) Does your council have a policy on sexual harassment in the workplace? a. Yes - Please attach a copy of this policy or a copy of a document that includes a policy and procedures on this. b. No – Please explain why?**

The Dignity at Work Policy is attached to the covering email

- 2) If you answered yes to question 1, are local authority-maintained schools required to adhere to the same policy? a. Yes b. No**

Yes, schools follow this policy.

- 3) Does your council have training initiatives in place to address and prevent sexual harassment in the workplace? a. Yes - Is the training provided: 1. To all employees? Yes/No 2. To managers on how to support staff who have reported workplace sexual harassment? Yes/No b. No – Please explain why.**

Yes, training is provided to staff. This training is mandatory for all employees, including managers on how to support staff who have reported sexual harassment.

- 4) If you answered yes to question 2: a. Is the training delivered: 1. Online 2. In person 3. Hybrid b. Please provide details about who delivers the training on sexual harassment.**

The training is delivered online

- 5) For 2023, 2024 and 2025 calendar years, please provide the number of recorded formal and informal complaints made about sexual harassment allegedly perpetrated by council employees against other employees broken down by: a. Gender of claimant and alleged perpetrator b. The nature of the allegations for example: 1. Unwelcome verbal/banter of a**

sexual nature 2. Unwelcome physical advances of a sexual nature. 3. Sexual assault c. The number of formal and informal complaints that led to the perpetrator being: 1. Given a warning. 2. Suspended 3. Dismissed 4. Other – please state. d. The number of formal and informal complaints that to your knowledge have been referred to: 1. The police for criminal investigation? 2. The appropriate professional registration body. e, g Social Work England?

The information below relates to council cases only. For schools cases we do not hold accurate information relating to these and you would need to approach schools directly.

2023 – No cases

2024

Claimant	Perpetrator	Nature of Allegation	Referrals made	Suspension	Outcome
2xFemale	2x Male	2x Unwelcome verbal/banter of a sexual nature	None	None	1x Informal 1x Written Warning

2025

Claimant	Perpetrator	Nature of Allegation	Referrals made	Suspension	Outcome
5xFemale	5x Male	5x Unwelcome verbal/banter of a sexual nature	1x The police for criminal investigation 1x the appropriate professional registration body	2x Suspension	1x Dismissed 1x No action 1x Resignation 2x Written Warning

If you have any queries about this letter, please contact Information Requests Via email.

Please remember to quote the reference number above in any future communications.

If you are unhappy with the way the Directorate has handled your request, you may ask for an internal review. Please clearly mark your correspondence 'Complaint' and address it to:

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PO Box 634, Barnsley, South Yorkshire S70 9GG

Barnsley MBC
Information Requests Team
PO Box 634
Barnsley
S70 9GG
email: informationrequests@barnsley.gov.uk

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: -

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

Email: <http://www.ico.org.uk/foicomplaints>

Kind regards,

Information Requests Team, Barnsley MBC

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