



Request Reference: 3253

FOI Request dated 24/09/2024 -

1. The number of student complaints of staff sexual misconduct that were made to the university in each of the past six academic years, including 2023/24
2. The number of student complaints of staff sexual misconduct that were upheld following an investigation in each of the past six academic years, including 2023/24.
3. The action taken in the case of each upheld complaint, for each of these six academic years, whether this constituted dismissal, a formal/informal complaint, harassment training, or other.
4. Please also indicate whether any staff involved in a student complaint left the University before the disciplinary process was completed.

Response

	18/19	19/20	20/21	21/22	22/23	23/24
1. The number of student complaints of staff sexual misconduct that were made to the university in each of the past six academic years, including 2023/24	0	0	0	0	<5	<5
2. The number of student complaints of staff sexual misconduct that were upheld following an investigation in each of the past six academic years, including 2023/24.	0	0	0	0	<5	0
3. The action taken in the case of each upheld complaint, for each of these six academic years, whether this constituted dismissal, a formal/informal complaint, harassment training, or other.	n/a	n/a	n/a	n/a	*Please see below	*Please see below
4. Please also indicate whether any staff involved in a student complaint left the University before the disciplinary process was completed.	n/a	n/a	n/a	n/a	n/a	<5

* Actions included written warning, no evidence, staff resigning before completion of investigations.

* Section 1 of the Freedom of Information Act 2000 (FOIA) places two duties on public authorities. Unless exemptions apply, the first duty at Section 1(1)(a) is to confirm or deny whether the information specified in a request is held. The second duty at Section 1(1)(b) is to disclose information that has been confirmed as being held. Where exemptions are relied upon Section 17 of FOIA requires that we provide the applicant with a notice which: a) states that fact b) specifies the exemption(s) in question and c) states (if that would not otherwise be apparent) why the exemption applies.

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.

S.40(2), Personal information - Disclosure of some of the requested information would be contrary to the requirements of the UK General Data Protection Regulation

In line with s.40(2) of the act we have removed certain personal data from our responses in the tables above.

A report of sexual misconduct made by any living individual, against a perpetrator and the specific sanction and outcomes of those reports, is the personal data of either the reporter or perpetrator.

On some occasions, the numbers of reports made of sexual misconduct and the numbers of specific types of sanctions and outcomes to those reports were low and fell below five. We believe that disclosing the exact numbers of the requested information will make these living individuals identifiable. This information specifically constitutes the personal data of these living individuals, as defined by Article 4(1) of the UK General Data Protection Regulation (GDPR).

Since disclosure of this information would make these living individuals identifiable it would be contrary to the requirements of Article 5(1)(a) of the GDPR to disclose this information; namely that information must be processed lawfully, fairly and in a transparent manner. 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.

Where information has been removed from the accompanying file we have replaced the text with <5.