

FOI DOF/2022-0369

Request

I would like to request the following information under FOI:

- the number of Dignity at Work complaints received for the NICS from 2019 to date, broken down by department
- the number of complaints that were upheld, broken down by department
- the length of time it took to provide the final response for each case upheld, broken down by department

DoF Response

I can confirm the department holds the information requested.

The information requested is attached at **Annex B**.

Some of this information is exempt under section 40(2) of the Freedom of Information Act, therefore figures less than five have been suppressed. Section 40(2) exempts personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would contravene one of the data protection principles in schedule 1 of the Data Protection Act 2018.

Having considered all of the information contained within the Legitimate Interest Test - lawful, fairness and transparency test (attached as a separate document), the department has established that, on balance, there is no lawful basis for the disclosure of third party personal data falling within the scope of the request of which the requester is not the data subject and where it relates to a small number of individuals who could be identified. Making an unrestricted disclosure of personal data for private interests could constitute a disproportionate and unwarranted level of interference with the individuals' rights and freedoms – particularly their right to privacy and family life under the Human Rights Act 1998.