



Information Governance Team

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Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)
Request ID: FOI688289018**

Thank you for your request for information relating to Grievances received by the Council.

You have requested the following information:

- 1) Number of grievances from previous or present employees of Coventry city council have received year by within the last 5 years including the year to date 16th February 2025.**
- 2) at which stage was a resolution obtained and how ie discussions between parties, employee terminated their employment.**
- 3) percentage of grievances at each level where the outcome was not upheld, partly upheld and upheld**
- 4) number of points raised within each grievance**
- 5) from which Directorate were the: commissioning officers, investigating officers and chairs**
- 6) how many of these grievances were held within the timescales set out in CCC policies and procedures**
- 7) if the grievances were not heard within time how many days over were each of them.**

Points 1-7 for areas specifically under [REDACTED] section by section.

You have requested information in relation to the Council's City Services team for Questions 1 to 7. Due to the low number of cases involved, the Council are unable to disclose the requested information as it could identify the individuals who have raised the grievance. The Council's view is that this information is exempt under section 40 (2) of the FOIA. This exemption covers the personal data of third parties (anyone other than the requester) where complying with the request would breach any of the principles in the Data Protection Act.

This has been done as the Council considers that this information meets the definition for personal data set out in Section 3(2) and 3(3) of the Data Protection Act 2018 (DPA) as:

(2) personal data means any information relating to an identified or identifiable living individual (subject to subsection (14)(c))”

(3) “Identifiable living individual” means a living individual who can be identified, directly or indirectly, in particular by reference to –

*(a) an identifier such as a name, an identification number, location data or an online identifier, or
(b) one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual.”*

Section 40(2) of the FOIA states that personal data relating to third parties (i.e. a party other than the person requesting the information) is exempt information if it is the personal data of a third party (i.e. not yourself) and one of the conditions in section 40(3A-B) or 40(4A) is satisfied.

The information you have requested includes information relating to employees of Coventry City Council. The disclosure of this information would breach one or more of the Data Protection Principles in the UK General Data Protection Regulation (UK GDPR). The condition at section 40 3A(a) is therefore satisfied because disclosure in this instance would breach the first data protection principle. This is because it would be unfair to disclose such personal data where the employees concerned have no expectation that their information would be released in the context of the information held.

Section 40(2) is an absolute exemption not subject to the Public Interest Test.

To assist, we may be able to provide some information on a Council wide basis. Please note that any reformulated request will be treated as a new FOI request.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

Information Governance