



From: DCDS Pers Secretariat  
Zone J, Seventh Floor,  
**MINISTRY OF DEFENCE**  
Main Building, London, SW1A 2HB.

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Our Reference: FOI 04-09-2009-095251-003

Date: 14 April 2010

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Dear

Thank you for your correspondence dated 2 September 2009 which has been considered to be a request for information in accordance with the Freedom of Information (FOI) Act 2000. I sincerely apologise for the administrative oversight that has caused the delay in responding to your request.

Your request was for the following information:

1. I would like to request the number of sexual offence allegations made by women in the armed forces against another member of the armed forces in each of the last three years.
2. I would also like to request the number of complaints of harassment or bullying made by members of the armed forces against another member or members of the armed forces for each of the last three years.
3. Also for each of these two queries, I would like to request how many of the complaints relate to incidents which allegedly occurred at armed forces training establishments.
4. Also for each of these two queries, I would like to request how many of the incidents in each year resulted in a) a criminal conviction b) police caution c) disciplinary action within the armed forces.

It is not possible to provide statistics on point 3 of this request, because the detailed information requested is not held. However the statistics we have that relate to the remaining points of your question are set out below.

#### Sexual Harassment Complaints since 1 April 2006

In the period October 2006 - September 2007 there were 35 formal sexual harassment complaints. In the same period in 2007/08 there were 34 formal sexual harassment complaints and in the period October 2008 - December 2009 there were 32 formal sexual harassment complaints. This data relates to complaints made by Service personnel (male and female) against other members of the Armed Forces and civilians at MOD establishments. It is not possible to further disaggregate the data.

#### Formal Harassment and Bullying Complaints since 1 Oct 2006

In the period October 06 - September 07 there were 136 formal harassment complaints and 84 formal bullying complaints. In the same period in 2007/08 there were 158 formal harassment complaints and 73 formal bullying complaints. In the period October 2008 - December 2009 there were 206 formal harassment complaints and 142 formal bullying complaints. This data includes complaints made against MOD civilians by members of the armed forces.

## Outcomes of Formal Bullying Complaints since 1 Apr 2008

Information on the number of complaints that result in criminal convictions or police cautions is not held centrally. It is possible, within the FOI cost threshold, to provide information on the number of formal complaints of bullying that have resulted in administrative action against an individual since 01 April 2008. These outcomes are presented in the tables below.

The statistical breakdown of case resolutions does not agree the total of cases because, at any given date of reckoning, a certain number of cases are always ongoing and resolved during a subsequent period. It also follows therefore that the tables show *resolution* of cases in any time period, not cases of *instance of event*. Instance of 'complaint withdrawn' is also not shown. It is MOD convention to not release figures of 5 or lower.

01 Apr 08 – 30 Sep 08

<b>Outcome</b>	<b>Total</b>
Those that received a follow up report	~
Complaints resolved by Mediation	~
Complaints upheld	~
Complaints not upheld	~
Action was an apology	~
Sent for Equality & Diversity training	~
Given an informal warning	~
Given a formal warning	~

01 Oct 08 – 31 Mar 09

<b>Outcome</b>	<b>Total</b>
Those that received a follow up report	16
Complaints resolved by Mediation	~
Complaints upheld	6
Complaints not upheld	~
Action was an apology	~
Sent to be counselled	~
Sent for Equality & Diversity training	~
Given an informal warning	~
Removed from appointment	~

01 Apr 09 – 31 Dec 09

<b>Outcome</b>	<b>Total</b>
Those that received a follow up report	10
Complaints resolved by Mediation	6
Complaints upheld	9
Complaints not upheld	20
Action was an apology	6
Sent to be counselled	~
Sent for Equality & Diversity training	~
Given an informal warning	~
Given a formal warning	~
Dismissed from the Service	~

Note:

- ~ represents 5 or less

The Service complaints process came into effect on 1 January 2008. The Service Complaints Commissioner is an important part of this process providing an independent alternative point of contact for Service personnel and others (such as family members or friends) who wish to make

an allegation of wrongdoing against a Service person, but who do not wish to make their complaint directly to the chain of command. By introducing this independent element to the system, the post of Commissioner provides assurance that the system is working fairly and effectively. Therefore we believe the increase in the number of complaints is due to greater awareness and more confidence in the complaints procedure.

The Armed Forces now provide a variety of options for informal resolution at the lowest appropriate level including access to professionally trained mediators. All complaints that are denied by the respondent are investigated by trained Harassment Investigation Officers. Each unit has at least one trained Equality and Diversity Advisor where individuals can get advice on the complaints procedure.

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In keeping with the spirit and effect of the Freedom of Information Act, all information is assumed to be releasable to the public unless exempt. The MOD therefore will be simultaneously posting the information you requested, together with any related information that will provide a key to its wider context, in our online FOI Disclosure Log at <http://www.foi.mod.uk>.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Head of Corporate Information, 6th Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.uk](mailto:CIO-FOI-IR@mod.uk)). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>.

Yours Sincerely

DCDS Personnel Secretariat