



Foreign &  
Commonwealth  
Office

**North America Department**  
Foreign and Commonwealth Office  
King Charles Street  
London SW1A 2AH

Website: <https://www.gov.uk>

12 August 2015

Dear

**FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0699-15**

Thank you for your email of 14 July 2015 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

*Can you please the results of the Staff Surveys completed from 2010 through 2015 for the San Francisco Post/Consulate? Do you hold any comparative data with relation to the levels of Bullying, Harassment and Discrimination across the US Network? How do figures at this post compare with UK levels? With levels reported Worldwide?*

I am writing to confirm that we have now completed the search for the information which you requested.

I can confirm that the Foreign and Commonwealth Office (FCO) does hold information relevant to your request.

However, the information you have requested is exempt under section 40(2) of the Freedom of Information Act.

Section 40(2) exempts personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of the information would, amongst other things, contravene one of the data protection principles in schedule 1 of the Data Protection Act. In this case, I believe disclosure would contravene the first data protection principle, which provides that personal data must be processed fairly and lawfully. Section 40(2) is an absolute exemption and the FCO is not obliged to consider whether the public interest favours disclosing the information. Given the size of the San Francisco Consulate-General, the results of the FCO's Staff Survey over the past five years could be connected back to specific individuals. Therefore the results can be considered to be personal data about these individuals. Bullying, Harassment and Discrimination levels within the staff survey results are also considered personal data and therefore are also exempt from release. The overall staff

survey results for the FCO for the past four years are already in the public domain on [gov.uk](http://gov.uk) and can be found at the following links:

<https://www.gov.uk/government/publications/foreign-office-staff-survey-results-2014>

<https://www.gov.uk/government/publications/foreign-office-staff-survey-results-2013>

<https://www.gov.uk/government/publications/foreign-office-staff-survey-results-2012>

<https://www.gov.uk/government/statistics/fco-people-survey>

As the 2010 staff survey results are not publically available online, I have attached a copy of the results to this letter.

Once an FOI request is answered, it is considered to be in the public domain. To promote transparency, we may now publish the response and any material released on [gov.uk](http://gov.uk) in the [FOI releases](#) section. All personal information in the letter will be removed before publishing.

Yours sincerely,

North America Department



We keep and use information in line with the Data Protection Act 1998. We may release this personal information to other UK government departments and public authorities.