



Homes
England

Date: 21 July 2021
Our Ref: RFI3517
Tel: 0300 1234 500
Email: infogov@homesengland.gov.uk

Making homes happen

[REDACTED]
By Email Only

Windsor House
Homes England – 6th Floor
50 Victoria Street
London
SW1H 0TL

Dear [REDACTED]

RE: Request for Information – RFI3517

Thank you for your request for information which we have processed in accordance with the Freedom of Information Act 2000 (FOIA).

For clarification, you requested the following information:

I wish to raise a freedom of information request to seek information on how many staff have sought to progress grievances in relation to each different type of differentiating characteristic in each of the past 6 years?

How many of these grievances have been upheld/failed to be supported, how many have progressed to ACAS dialogue and how many have progressed to tribunal, together with the details of the outcome.

Please also detail any that have been settled ahead of tribunal.

Response

We can confirm that we do hold some of the information requested. Over the past 6 years Homes England have received 12 cases in total where the subject has been in regard to protected characteristics (although it is important to note that in some cases protected characteristics were not the entire subject matter but a small part of). Also note that 2 out of the 12 cases were investigated under the Homes England Dignity and Respect at Work Policy and therefore not formally defined as a grievance.

Of these 12 cases we can confirm that (to date) 1 case has been partly upheld however at the date of your request 2 of the cases are on-going. The remaining 9 cases were not upheld and furthermore, they were not progressed to ACAS or to an Employment Tribunal. None of these cases were settled ahead of an Employment Tribunal.

Right to Appeal

If you are not happy with the information that has been provided or the way in which your request has been handled, you may request an internal review. You can request an internal review by writing to Homes England via the details below, quoting the reference number at the top of this letter.

Email: infogov@homesengland.gov.uk

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Your request for review must be made in writing, explain why you wish to appeal, and be received within 40 working days of the date of this response. Failure to meet this criteria may lead to your request being refused.

Upon receipt, your request for review will be passed to an independent party not involved in your original request. We aim to issue a response within 20 working days.

You may also complain to the Information Commissioner's Office (ICO) however, the Information Commissioner does usually expect the internal review procedure to be exhausted in the first instance.

The Information Commissioner's details can be found via the following link:

<https://ico.org.uk/>

Please note that the contents of your request and this response are also subject to the Freedom of Information Act 2000. Homes England may be required to disclose your request and our response accordingly.

Yours sincerely,

The Information Governance Team

For Homes England

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