

Reference: 2025-035

Thank you for your email in which you requested the following information under the Freedom of Information Act 2000 (FOIA):

Please can I ask for the following information via either post or e mail, whichever your preferred method.

“What practical steps, policies, and initiatives do you have within your staff team to tackle and prevent workplace bullying?”

Response

The Serious Fraud Office complies with relevant requirements set out in the Civil Service Diversity and Inclusion Strategy 2022-25, which includes a section regarding preventing and tackling bullying. [Civil Service Diversity and Inclusion Strategy 2022-2025](#)

Internally, we have relevant policies in place which set standards to prevent and tackle bullying including dignity at work, grievance, and discipline.

We have a range of avenues for staff to raise concerns regarding bullying and receive support:

- a. Line manager or head of division.
- b. People Business Partner or other colleague from the People & Culture (HR) division.
- c. Representative of recognised trade union.
- d. Freedom to Speak Up Champion.
- e. Work in Confidence portal which offers the option to report concerns anonymously to a senior colleague.
- f. Mental Health First Aiders.

Leaders communicate expected standards to colleagues, confirming the SFO's commitment to a zero-tolerance approach to bullying, and set out the possible consequences of failing to meet those standards.

In collaboration with our colleagues across government, we participate in the annual Civil Service People Survey, which includes questions about employees' experiences of bullying. The SFO results are included in the results published centrally and covering all departments: [Civil Service People Survey: 2024 results - GOV.UK](#). We are participating in a Cabinet Office-led initiative to assess organisational readiness for change in relation to bullying, harassment and discrimination. We are implementing action plans to ensure we maintain a zero-tolerance approach to these inappropriate behaviours.