



Arolygiaeth Ei Mawrhydi dros Addysg a Hyfforddiant yng Nghymru  
Her Majesty's Inspectorate for Education and Training In Wales

15 November 2018

Dear

I am writing in response to your request under the Freedom of Information Act (FOIA) to be provided with information on the series of questions relating to sexual harassment in the workplace.

Under FOIA, Estyn is required to:

- (i) confirm or deny whether it holds the information of the description specified in the request
- (ii) communicate the information requested to the applicant

In response to your queries, I have provided responses to each of your questions in the email below.

I hope that this information is helpful to you.

If you are not satisfied with the response Estyn has made regarding your request for information, you are entitled to request that we review the matter. Your request for a review should be addressed to the Feedback and Complaints Manager, and receive no later than 20 working days after the date of this communication.

If you are still not satisfied, you also have a right to complain to the Information Commissioner, who can be contacted at:

Information Commissioner's Office  
Wycliffe House, Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 01625 545 745  
Fax: 01624 524510  
Email: [enquiries@ico.gsi.gov.uk](mailto:enquiries@ico.gsi.gov.uk)

Yours sincerely

**Robert Gairey**

Swyddog Arweiniol Cyhoeddiadau / Lead Officer: Publications

**Estyn**

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## Her Majesty's Inspectorate For Education and Training in Wales

**Cyfeiriad:** Llys Angor, Heol Keen, Caerdydd, CF24 5JW

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**Ffôn Estyn/Estyn Phone:** 02920 446309

**E-bost/E-mail:** [robert.gairey@estyn.gov.wales](mailto:robert.gairey@estyn.gov.wales)

**Gwefan/Website:** [www.estyn.llyw.cymru](http://www.estyn.llyw.cymru) / [www.estyn.gov.wales](http://www.estyn.gov.wales)

Mae Estyn yn croesawu gohebiaeth yn Gymraeg a Saesneg. Bydd gohebiaeth a dderbynnir yn y naill iaith neu'r llall yn cael yr un flaenoriaeth.

Estyn welcomes correspondence in both English and Welsh. Correspondence received in either language will be given equal priority.



Dilynwch [@EstynAEM](https://twitter.com/EstynAEM) / Follow [@EstynHMI](https://twitter.com/EstynHMI)

**From:**

**Sent:** 14 November 2018 16:33

**To:** Enquiries <[Enquiries@estyn.gov.uk](mailto:Enquiries@estyn.gov.uk)>

**Subject:** Sexual harrassment

Dear Estyn,

Please accept this as a request under the Freedom of Information Act (2000). My request relates to sexual harassment in the work place.

Please provide a total figure across the financial years 2015-16, 2016-17, and 2017-18 for the following information:

1. In total, how many accusations of sexual harassment were made by members of staff against other members of staff? **0**
  - Of these in 1, how many complainants were women?
  - Of these in 1, how many of those accused were men?
2. How many members of staff were subject to disciplinary proceedings due to accusations of sexual harassment in the work place? **0**
3. How many members of staff were dismissed due to sexual harassment in the work place? **0**
4. How much money has the authority paid out in damages/compensation or in settlement agreements to individuals as a result of sexual misconduct proceedings? **N/A** *The answer should include cases where an out of court financial settlement was reached after a claim had been filed, even when the authority does not accept the claim/liability; and it should also include cases where court proceedings were not initiated but the authority paid damages/compensation or entered an agreement without itself necessarily accepting liability.*

- What was the largest single sum paid out for such purposes? *(If finding this information would tip the request over the threshold for costs of compliance, please disregard this question)*
5. What is the authority's policy for entering non-disclosure agreements (NDAs)?  
**Estyn has not used non-disclosure agreements**
  6. In how many cases in the years specified above has the authority used NDAs to resolve sexual harassment cases? **0** *(If finding this information would tip the request over the threshold for costs of compliance, please disregard this question)*

I have carried out significant research for this request and the following should not be the case, but if you think my request exceeds the cost of compliance, you are required to evidence this and advise me how I might bring it under the limit, as outlined in sections 16(1) and 16(2) of FOIA.

**Please provide the data in a .xls spreadsheet format**, as laid out in section 11(1A) of the Act.

I'm always open to an informal chat about my requests so please do not hesitate to contact me on the contact details below.

Many thanks,