

56256

Bullying Complaints – Staff

What was the average number of employees per year in the last five calendar years?

14,600 Full Time Equivalent employees

The number of complaints of bullying or harassment made by staff in each of the last five calendar years.

We are only able to provide this for the last 3 years.

Where available, please break these figures down by:

- i. Year
- ii. Department or service

Please refer to the response below.

- iii. The seniority or grade of the complainant
- iv. The seniority or grade of the person complained against

The seniority or grade of the individuals will not be provided. Personal data cannot be released to a third party where to do so would breach any of the “data protection principles” as set out in the Data Protection Act 2018.

Outcomes of Complaints

For each of the last five calendar years, please provide the number of these complaints that resulted in:

- i. Disciplinary action
- ii. Mediation or informal resolution
- iii. Dismissal
- iv. No further action taken

2023

17 cases
EHSCP – 5
CE&JS – 5
Place – 6
Corporate Services – 1

Outcomes

Redeployment – 3
Disciplinary – 1
Mediation – 2
Informal Resolution – 1
Not Upheld – 7
Partially Upheld – 3

2024

40 cases

EHSCP – 9
CE&JS – 15
Place – 14
Corporate Services – 2

Outcomes

Not concluded - 14
Informal Resolution – 1
Not Upheld – 7
Partially upheld - 8
Upheld – 8
Withdrawn – 2

2025 to date

7 cases

EHSCP – 2
CE&JS – 4
Place – 0
Corporate Services – 1

Outcomes

Not yet concluded - 3
Informal Resolution – 1
Not Upheld – 1
Partially upheld - 2

Staff Survey Data

Please provide the results, or relevant extracts, of any internal staff surveys, culture audits, or engagement assessments conducted in the past five calendar years that included questions on:

i. Bullying

N/A

ii. Harassment

N/A

iii. Workplace culture

We carried out a short pulse survey in 2024. However, we did not ask a specific question about workplace culture. The [Workforce Dashboard](#) committee report provides high level findings. We will be launching a new colleague survey in the autumn of this year.

Exit Interviews

Where available, please provide the number of exit interviews in the past five calendar years in which bullying, harassment, or a toxic workplace culture was cited as a contributing factor in the employee's decision to leave.

Since our refreshed Exit Questionnaire process launched in October 2022 we have had 1495 employee responses. Of these 1495 responses – 286 have cited (amongst other

reasons) organisational culture as having a lot of influence on their decision for leaving the City of Edinburgh Council and 287 sited organisational culture as having some influence on their decision for leaving the City of Edinburgh Council. We specifically ask colleagues leaving the Council's employment whether organisational culture was one of the reasons for their decision to move on.

Policies and Reporting Procedures

A copy of your current policies or internal guidance documents relating to bullying and harassment in the workplace.

Please see the [Grievance Policy](#) published on the website.

An outline of any mechanisms in place for staff to report bullying anonymously, including through whistleblowing procedures.

Please see the [Whistleblowing Policy](#) published on the website.

Training and Prevention

Please provide details of any training provided to staff and/or line managers on preventing or responding to bullying or harassment, including:

i. Whether this training is mandatory

The Grievance Policy training is essential learning for managers

ii. How frequently it is delivered

This is online learning but we also offer Grievance Policy into Practice workshops for managers and we will soon be launching Sexual Harassment Training

iii. The date it was last updated

2025