

Ref: FOI / 6231

02nd March 2026

Freedom of Information Act 2000 Request - Tackling Sexual Harassment at Work

I refer to your FOI request and respond as follows:

Please can you provide UNISON with the following information about what steps your council as an employer takes to be proactive and systematic in preventing and tackling sexual harassment at work.

1) Does your council have a policy on sexual harassment in the workplace?

- a. Yes - Please attach a copy of this policy or a copy of a document that includes a policy and procedures on this.**

Yes, Please see the requested attached.

- b. No – Please explain why?**

Not Applicable.

2) If you answered yes to question 1, are local authority-maintained schools required to adhere to the same policy?

- a. Yes**
b. No

Not Applicable.

3) Does your council have training initiatives in place to address and prevent sexual harassment in the workplace?

a. Yes - Is the training provided:

- **To all employees? Yes/No**

Yes

- **To managers on how to support staff who have reported workplace sexual harassment? Yes/No**

Yes

b. No – Please explain why.

Not Applicable

4) If you answered yes to question 2:

a. Is the training delivered:

- **Online**
- **In person**
- **Hybrid**

Hybrid

b. Please provide details about who delivers the training on sexual harassment.

External Consultants and Human Resources Staff

5) For 2023, 2024 and 2025 calendar years, please provide the number of recorded formal and informal complaints made about sexual harassment allegedly perpetrated by council employees against other employees broken down by:

a. Gender of claimant and alleged perpetrator

b. The nature of the allegations for example:

- Unwelcome verbal/banter of a sexual nature
- Unwelcome physical advances of a sexual nature.
- Sexual assault

c. The number of formal and informal complaints that led to the perpetrator being:

- Given a warning.
- Suspended
- Dismissed
- Other – please state.

d. The number of formal and informal complaints that to your knowledge have been referred to:

- The police for criminal investigation?

None

- The appropriate professional registration body. e, g Social Work England?

There are 2 ongoing (unable to provide details of these at present).

If you are dissatisfied with our response, you have rights of review and appeal; these rights consist of two review processes.

Firstly, our internal review procedure is available by contacting:

John Kelpie
Chief Executive
Derry City and Strabane District Council
98 Strand Road
Derry BT48 7NN
Tel: 028 71253253 or email: john.kelpie@derrystrabane.com

Secondly, you can appeal directly by contacting the Information Commissioner at:

Information Commissioner
Wycliffe House
Water Lane
Wilmslow
CHESHIRE SK9 5AF
Tel: 0303 123 1113 (local rate) or email: casework@ico.org.uk

I would however advise that the Information Commissioner has indicated that a review will not be undertaken unless the Council has first had an opportunity to re-consider its decision.

Yours sincerely

Paula Donnelly
Lead HR Officer