



Loch Lomond & The Trossachs National Park Authority
Carrochan
Carrochan Road
Balloch
G83 8EG

3rd September 2021

FOI Ref: 2021/021

REQUEST UNDER FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

We refer to your request for information, received by email on 24th August 2021. Your specific requests and the Park Authority's response are provided below.

"I am looking for information about bullying complaints made by civil servants. Please could you provide me with the following:

How many civil servants have made complaints that they have been bullied by another civil servant/staff member in the last three calendar years (up to and including August 2021)? To be clear, I'm asking for information for 2019, 2020 and 2021. Please could you break this information down by year and gender."

The Park Authority has a 'Dignity at Work' policy which deals with bullying and harassment in the workplace. We have received the following complaints:

2019 – 1 complaint received – male

2020 – 1 complaint received - male

2021 – no complaints received to date

"How many civil servants/staff have faced civil service disciplinary investigations as a result of an accusation of bullying made against them by a civil servant in the last three calendar years (up to and including August 2021)? Please could you break this information down by year, gender. In each case, please could you state whether any misconduct was found and, if so, what type of disciplinary action was taken including verbal/written/final warnings, suspension, dismissal etc."

All complaints received in relation to our Dignity at Work policy are investigated, however there was no misconduct found and no disciplinary action taken against any member of staff in relation to the two complaints received.

LOCH LOMOND & THE TROSSACHS NATIONAL PARK AUTHORITY

National Park Headquarters, Carrochan, Carrochan Road, Balloch, G83 8EG Long: 4°34'24"W Lat: 56°00'12"N

t: 01389 722600 f: 01389 722633 e: info@lochlomond-trossachs.org w: lochlomond-trossachs.org

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Yours sincerely

**Information Management
Loch Lomond and the Trossachs National Park Authority**

Review Procedure

If you are dissatisfied with this decision, or the way in which the Authority has dealt with your request, you are entitled to require the Authority to review its decision. Please note that in order for a review to take place you are required to:

- Send your request for review in writing, setting out in full the reasons why you are requesting a review.
- Submit your review request within 40 working days of either the date on which you received a response from the Authority or the date by which you should have received a response under the terms of the Freedom of Information (Scotland) Act 2002, whichever is the later.
- address your review request to:

Governance & Legal Team
Loch Lomond & The Trossachs National Park Authority
National Park Headquarters
Carrochan
Carrochan Road
Balloch
G83 8EG
E-mail: info@lochlomond-trossachs.org

The review will be handled by staff who were not involved in the original decision. You will receive notice of the result of your review within 20 working days.

If you are not satisfied with the response to your request for review, you can contact the Scottish Information Commissioner, the independent body which oversees the Freedom of Information (Scotland) Act 2002, at:

Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Tel: 01334 464610
Website: www.itspublicknowledge.info
E-mail: enquiries@itspublicknowledge.info

Online appeal portal: www.itspublicknowledge.info/Appeal

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