

Reference: 02280667

Information Requests
information.requests@ofcom.org.uk

6 October 2026

Dear,

Freedom of Information request: Right to know request

Thank you for your request for information concerning Equality and Diversity Employment Data.

We received this request on 8 September 2026 and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

Your request & our response

"For each of the last three complete financial years, according to the categories or outcome types used by Ofcom. Please provide the following figures, where held:

1. The number of employee grievances raised that relate to dignity & respect failures, disability discrimination, neurodiversity discrimination, or disability-related workplace treatment.

Due to the low number and risks that an individual can be identified from this information, we consider that this information is exempt from disclosure under the FOI Act. In particular, section 40(2) of the FOI Act provides that personal information about persons other than the requester is exempt where, among other things, its disclosure would contravene any of the data protection principles in the UK General Data Protection Regulation and the Data Protection Act 2018. This includes the principle that personal data must be processed fairly and lawfully. Section 40(2) is an absolute exemption under the Act and does not require a public interest test.

2. The number of the above grievance types that were upheld, partially upheld, not upheld.

We consider grievance outcomes to be strictly confidential to individuals and therefore exempt from disclosure under section 40 of the FOI Act as explained above.

3. The number of those grievances that proceeded to appeal.

We consider information about grievances that proceeded to appeal to be strictly confidential to individuals and therefore exempt from disclosure under section 40 of the FOI Act as explained above.

4. The number of appeals where procedural issues were recorded as a reason for the appeal or revised outcome.

There are none.

5. The number of settlement agreements signed by Ofcom categorised by type:

Section 21(1) of the FOI Act provides that information which is otherwise reasonably accessible to the applicant is exempt information. The information which we hold which is in the scope of this question is publicly available and therefore is withheld on that basis. Section 21 is an absolute exemption and therefore not subject to the public interest test.

The information you requested is available from Ofcom Annual Reports and Plans <https://www.ofcom.org.uk/about-ofcom/annual-reports-and-plans/annual-reports-and-plans>. Please see <https://www.ofcom.org.uk/about-ofcom/annual-reports-and-plans/ofcoms-annual-report-and-accounts-2025-26> p.138. and <https://www.ofcom.org.uk/siteassets/resources/documents/about-ofcom/annual-reports/2024-25/ofcom-annual-report-and-accounts-2024-2025.pdf?v=401870> p.161.

6. The total cost of settlement agreements signed by Ofcom categorised by settlement type.

Under section 21 of the FOI Act, we are not required to provide information in response to a request if it is already reasonably accessible to you. The information you requested is available from <https://www.ofcom.org.uk/about-ofcom/annual-reports-and-plans/annual-reports-and-plans>.

7. Does Ofcom spend more on settlement agreements compared to similar public sector organisations.

We do not hold information in scope of your request.

Yours sincerely,

Information Requests

Request an internal review

If you are unhappy with the response you have received to your request for information, or think that your request was refused without a reason valid under the law, you may ask for an internal review. If you do, it will be subject to an independent review within Ofcom. We will either uphold the original decision, or reverse or modify it.

If you would like to ask us to carry out an internal review, you should get in touch within two months of the date of this letter. There is no statutory deadline for us to complete our internal review, and the time it takes will depend on the complexity of the request. But we will try to complete the review within 20 working days (or no more than 40 working days in exceptional cases) and keep you informed of our progress. Please email the Information Requests team (information.requests@ofcom.org.uk) to request an internal review.

Taking it further

If you are unhappy with the outcome of our internal review, then you have the right to [complain to the Information Commissioner's Office](#).