Dear [redacted],

Freedom of Information request UKRI 2018/0090: The Francis Crick Institute

Thank you for your Freedom of Information request submitted on 25th July 2018 in which you requested the following information in relation to The Francis Crick Institute.

Your Request:

1. Does the institute have a bullying policy in place? Please provide a link to it and state when it was last updated.

2. How many complaints have been made in the last two academic years (2016-17, 2017-2018) about workplace bullying?

   Please break this information down by year and state whether the complaint was made by:
   a) staff - please provide detail on whether academic or non-academic and seniority if possible
   b) student

   Please say whether it was made against
   a) staff - please provide detail on whether academic or non-academic and seniority if possible
   b) student

   Where applicable, please state what department the staff or students making and receiving the complaints were from, the gender of those involved and the grade of seniority of those involved.

3. How many complaints have been investigated in the last two academic years (2016-17, 2017-2018)? Please break this down by year.

4. How many students were disciplined for bullying over the last two academic years (2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

5. How many students were dismissed for bullying over the last two academic years (2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.
6. How many staff were disciplined for bullying over the last two academic years (2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

7. How many staff were dismissed for bullying over the last two academic years (2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

8. Has any legal action been taken against the institute over the last two academic years (2016-17, 2017-2018) due to a bullying case? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

9. How much has the institute spent, or been spent on the institute's behalf by funders, in legal fees in connection with bullying complaints over the last two academic years (2016-17, 2017-2018). Please break down by year.

10. Has the institute used non-disclosure agreement settlements in relation to bullying complaints over the last two academic years? (2016-17, 2017-2018). If so, please provide the numbers and sums of money paid out, broken down by year.

Our response:

I can confirm that UKRI does hold some information relating to your request and our response is detailed below.

The Francis Crick Institute is an independent research institute. The Institute is funded in part by the MRC (part of UK Research and Innovation) but is not owned or managed by the MRC.

As a funder, the MRC undertakes an annual assurance exercise and as part of this exercise collects information relating to governance and operations. In 2017/18 a question was added relating to the number and outcome of complaints investigated relating to bullying and harassment and relevant information is currently only held for this period.

The responses below reflect the information held by the MRC. If you have further questions relating to the Francis Crick Institute please contact the institute directly on info@crick.ac.uk.

1. Does the institute have a bullying policy in place? Please provide a link to it and state when it was last updated.

The MRC does not hold any information on the policies of The Francis Crick Institute relating to complaints of bullying.

2. How many complaints have been made in the last two academic years (2016-17, 2017-2018) about workplace bullying?

No information is held on the total number of complaints made.

3. How many complaints have been investigated in the last two academic years (2016-17, 2017-2018)? Please break this down by year.

Questions relating to allegations of bullying or harassment were added to the MRC’s assurance programme in FY2017/18. During this period three complaints resulted in a formal investigation.
4. How many students were disciplined for bullying over the last two academic years (2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

5. How many students were dismissed for bullying over the last two academic years (2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

No information held relating to questions 4 and 5.

6. How many staff were disciplined for bullying over the last two academic years (2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

Information is only held for the FY 2017/18. One employee was disciplined in response to a complaint brought by another employee. No information is held on the gender or department of those involved.

7. How many staff were dismissed for bullying over the last two academic years (2016-17, 2017-2018)? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

Information is only held for the FY 2017/18. No employees were dismissed for bullying or harassment during this period.

8. Has any legal action been taken against the institute over the last two academic years (2016-17, 2017-2018) due to a bullying case? Please break this down by year and provide details of whether complaint was brought by student/staff, gender and department of those involved, where possible.

9. How much has the institute spent, or been spent on the institute’s behalf by funders, in legal fees in connection with bullying complaints over the last two academic years (2016-17, 2017-2018). Please break down by year.

10 Has the institute used non-disclosure agreement settlements in relation to bullying complaints over the last two academic years? (2016-17, 2017-2018). If so, please provide the numbers and sums of money paid out, broken down by year.

No information held relating to questions 8, 9, and 10.

If you have any queries about this response please contact me, or if you are unhappy with the service you have received in relation to your request and wish to request a review of our decision, please write to:

Complaints Officer
UK Research and Innovation
Polaris House
North Star Avenue
Swindon
SN2 1FL
Email: foi@ukri.org

Please quote the reference number above in any future communications.
If you are still not content with the outcome of the review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at:

Information Commissioner  
Wycliffe House,  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Enquiry/Information Line: Between 9am and 5pm Monday to Friday 0303 123 1113 or 01625 545745

Further information about the Office of the Information Commissioner can be found at http://www.ico.gov.uk/

Yours sincerely,

[Name]  
Information Manager  
UK Research and Innovation, Information Governance Team  
Email: foi@ukri.org