

The Crown Estate Disclosure Log

Case no: 1156
Date received: 10 December 2019
Subject: Staff dismissals
Request response
<p>I am writing in response to your information request of 10 December 2019, which we have considered in line with the Freedom of Information Act 2000 (FOIA).</p> <p>I will respond to each of your requests in turn:</p> <p><i>1. Over the last three calendar years (Jan-Dec), how many people working for the Crown Estate have/have been:</i></p> <ul style="list-style-type: none"> <li>• <i>Dismissed from employment/had terminated employment/sacked</i></li> <li>• <i>Suspended on full/part pay</i></li> <li>• <i>Suspended without pay</i></li> <li>• <i>Received a verbal or written warning</i></li> <li>• <i>Faced disciplinary action not specified above</i></li> </ul> <p><i>Please break down by:</i></p> <p><i>2017</i> <i>2018</i> <i>2019 (so far)</i></p> <p>2017: 3 2018: 2 2019 to date: 5</p> <p><i>2. For each instance, please include the position of the employee – if possible. I understand that it may not be possible to disclose the title of the individual under data protection laws, but I would be grateful if you could the department and/or their rank within the organisation. If there is no way of doing this under data protection guidelines, I am happy for the department/rank of the employee facing disciplinary action to be omitted from my request.</i></p> <p>It is not possible for us to provide you with the information requested without risking identification of an individual, which would breach at least one of the data protection principles. While we do hold this information, it is exempt in line with section 40(2) FOIA, which is the exemption for third party personal data.</p> <p><i>3. Again, for each instance, please provide a reason why the disciplinary action took place. For example: high absenteeism rate, drug/alcohol misuse, sexual harassment, misuse of time/resources etc.</i></p>

Please find a list of reasons for dismissals and warnings below:

- Failure to comply with The Crown Estate's policies and procedures (for example, with regard to data protection or procurement) (6 cases);
- Gross misconduct (1 case);
- Failure to reach the required level of improvement (1 case);
- Concerns about ability to work safely in role (1 case);
- Dishonest acts and breakdown of trust (1 case).

I hope that this response is helpful. However, if you are not satisfied with my response, you may complain or appeal our decision, which will be investigated through an Internal Review. If you are not content with the outcome of the Internal Review, you have the right to refer your complaint directly to the Information Commissioner for a decision. Please note that the Information Commissioner cannot make a decision unless you have first exhausted our own complaints procedure.