

Reference: 02033464

Information Requests
information.requests@ofcom.org.uk

5 August 2025

Freedom of Information request: Right to know request

Thank you for your request for information concerning staff disciplined for misconduct.

We received this request on 8 July 2025 and we have considered your request under the Freedom of Information Act 2000 ("the FOI Act").

Your request & our response

Number of staff within your organisation who were formally disciplined for misconduct over the last three years (broken down by calendar year).

I'd also like to know the outcomes of the disciplinary action

We have taken your request for *the last three years* to be a date range of July 2022 to June 2025. There have been 8 individuals during that period that have faced disciplinary action and of these, 2 received a dismissal and 6 were given a warning. By way of background, as at 31 March 2025 Ofcom had 1608 FTE (full time equivalent) employees. We are unable to provide a breakdown by year and action taken as we consider that, due to the very low numbers, this will disclose personal data which 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.

If you have any further queries, then please send them to information.requests@ofcom.org.uk – quoting the reference number above in any future communications.

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](#).