

1. Please state the number of formal grievances raised by university employees in each of the past seven academic years – namely 2018-19, 2019-20, 2020-21, 2021-2022, 2022-23, 2023-24 and 2024-25

2. For each year please state:

1. how many of these formal grievance complaints led to investigations

Please see table below. Please note that records are only available dating back to 2021.

Formal grievances	2021	2022	2023	2024	2025	Grand Total
Investigation - Grievance (Academic)			7	20	4	31
Investigation - Grievance (Academic) & Investigation - Research misconduct (screening)					1	1
Investigation - Request for Resolution (Non-academic)	23	31	18	34	21	127
Special procedure - Request for Resolution (Non-academic)		3		1		4
Grand Total	23	34	25	55	26	163

2. how many of these formal grievance complaints led to disciplinary action against a university employee

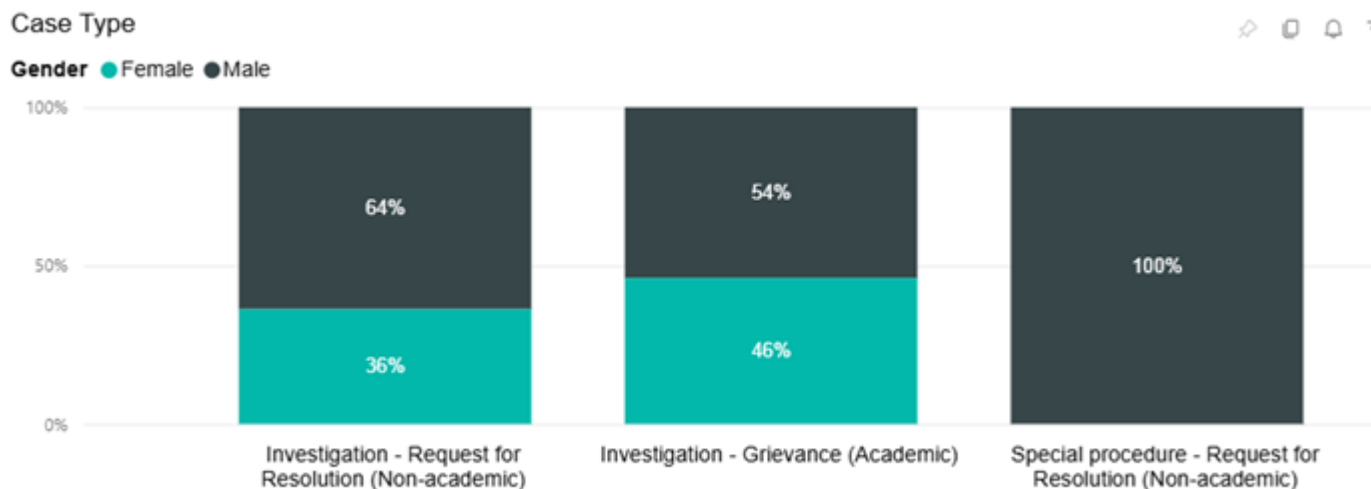
Please note that we record how many disciplinary hearings there have been, but we do not record which case-type resulted in the disciplinary hearing, i.e. whether it followed a disciplinary investigation, grievance, research misconduct, etc.).

Disciplinary hearings	2021	2022	2023	2024	2025	Grand Total
	6	12	15	14	7	54

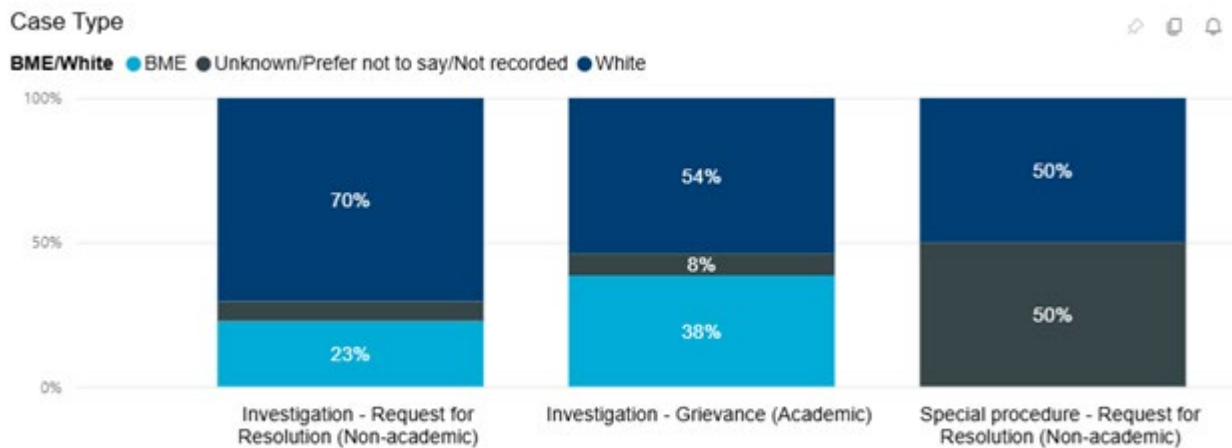
3. Please provide figures for the sex and ethic origin of both the complainant and respondent

Please note that we do not record the gender or ethnicity of the complainant; this information is captured about the respondents.

Gender of respondents:



Ethnicity of respondents:



4. Where possible, for each academic year, please state how many complaints against university employees were raised informally with line managers or head of department – the informal resolution method recommended in the first instance, according to ACAS guidelines

This information is not held by Imperial College London.