

FOI Request - Harassment Complaints by Moray Council Employees - 101004002011

2021	Number of Incidents:	Number of these incidents directed at a Protected Characteristic:	Actions taken:
Incident Type: Disruptive Behaviour	<5*	0	Discussion with Line Manager Discussions held via MDT Meetings Training for supporting staff
Incident Type: Malicious Calls/Letters	0	0	n/a
Incident Type: Menacing Behaviour	0	0	n/a
Incident Type: Physical Assault (with intent to injure)	0	0	n/a
Incident Type: Physical Assault (no intent to injure)	<5*		Debrief offered Care reassessed
Incident Type: Verbal Abuse	<5	<5* (disability)	Service offer ceased Incident(s) recorded No further action

**Total:** 6

2022	Number of Incidents:	Number of these incidents directed at a Protected Characteristic:	Actions taken:
Incident Type: Disruptive Behaviour	0	0	n/a
Incident Type: Malicious Calls/Letters	0	0	n/a
Incident Type: Menacing Behaviour	0	0	n/a
Incident Type: Physical Assault (with intent to injure)	<5*	0	Incident(s) reported to Housing Officer
Incident Type: Verbal Abuse	<5*	0	Incident(s) reported to Line Mana

**Total:**

**6**

<b>2023</b>	<b>Number of Incidents:</b>	<b>Number of these incidents directed at a Protected Characteristic:</b>	<b>Actions taken:</b>
Incident Type: Disruptive Behaviour	18	0	Incident(s) reported to Taxation team Incident(s) reported to Line Manager Incident(s) reported to Housing Officer
Incident Type: Malicious Calls/Letters	0	0	n/a
Incident Type: Menacing Behaviour	<5*	0	Incident(s) reported to Housing Officer
Incident Type: Physical Assault (with intent to injure)	0	0	n/a
Incident Type: Physical Assault (no intent to injure)	<5*	<5* (religion)	Incident(s) reported to Social Worker
Incident Type: Verbal Abuse	11	<5* (gender)	Incident(s) reported to Social Worker Raised with Line Manager Incident(s) reported to Taxation Team

**Total:**

**31**

<b>2024</b>	<b>Number of Incidents:</b>	<b>Number of these incidents directed at a Protected Characteristic:</b>	<b>Actions taken:</b>
Incident Type: Disruptive Behaviour	<5*	0	Incident(s) reported to Taxation Manger Incident(s) raised with Keyworker
Incident Type: Malicious Calls/Letters	<5*	0	Incident(s) reported to Police

Incident Type: Menacing Behaviour	<5*		0	Discussed with Line Manager
Incident Type: Physical Assault (with intent to injure)	<5*		0	Home visit to be completed by Justice Social Work Team and Moray Drug and Alcohol Nurse
Incident Type: Physical Assault (no intent to injure)		0	0	n/a
Incident Type: Verbal Abuse		12	<5* (gender)	Incident(s) reported to Line Manager Challenging behaviour sessions arranged Incident(s) reported to Housing Officer Guidance to be put in place Incident(s) report to Police

**Total:** 17

	2025 Number of Incidents:	Number of these incidents directed at a Protected Characteristic:	Actions taken:
Incident Type: Disruptive Behaviour	<5*		0 Pupil(s) excluded from school
Incident Type: Malicious Calls/Letters	0		0 n/a
Incident Type: Menacing Behaviour	0		0 n/a
Incident Type: Physical Assault (with intent to injure)	<5*		0 MDT Meeting
Incident Type: Physical Assault (no intent to injure)	<5*		0 Complete risk assessment
Incident Type: Verbal Abuse		8	0 Incident(s) reported to Housing Officer Incident(s) reported to Social Work Discussed with Line Manager

**Total:** 11

2026	Number of Incidents:	Number of these incidents directed at a Protected Characteristic:	Actions taken:
Incident Type: Disruptive Behaviour	0	0	n/a
Incident Type: Malicious Calls/Letters	0	0	n/a
Incident Type: Menacing Behaviour	<5*	0	Incident reported to Schedulers Incident reported to Social Work
Incident Type: Physical Assault (with intent to injure)	0	0	n/a
Incident Type: Physical Assault (no intent to injure)	<5*	0	Incident reported to Social Work Incident reported to Care at Home Officer
Incident Type: Verbal Abuse	7	0	Two people to attend future jobs Incident reported to Social Work Incident reported to Care at Home Officer

**Total:** **12**

\*The low numbers associated with this response may result in the identification of individuals. Therefore numbers between 1 and 5 have been redacted and marked with <5 instead. This response is exempt under Section 38(1)(b) of the Freedom of Information (Scotland) Act 2002 – personal information.