

13 August 2026

Dear

ATISN 27285 - Request for Information

Thank you for your request which I received on 30 July 2026. You asked for information relating to the Welsh Government's intervention in South Wales Fire and Rescue Authority following the publication of the Independent Culture Review by Fenella Morris KC, and for the period from 6 February 2024, when the Commissioners assumed their statutory functions, to the date of this response.

You requested:

1. Copies of the Commissioners' periodic reports, assurance reports or progress reports submitted to Welsh Ministers or Welsh Government officials concerning organisational culture, bullying, harassment, discrimination or disciplinary arrangements.
2. Copies of ministerial briefings, submissions or advice prepared for Ministers which summarise or assess progress in implementing the recommendations of the Independent Culture Review.
3. Any performance dashboards, assurance frameworks, monitoring reports or similar documents used by the Welsh Government to assess whether organisational culture within South Wales Fire and Rescue Service was improving during the intervention.
4. Any aggregate statistical information provided to the Welsh Government by the Commissioners or South Wales Fire and Rescue Service relating to:
 - bullying;
 - harassment;
 - discrimination;
 - disciplinary investigations;
 - disciplinary outcomes; or
 - disciplinary appeals.

You indicated you were not seeking information that identifies any individual employee.

5. Any guidance, reporting framework or agreed performance measures used by the Welsh Government to assess whether disciplinary processes within South Wales Fire and Rescue Service were supporting implementation of the Independent Culture Review.
6. Any correspondence between Welsh Ministers, Welsh Government officials and the Commissioners discussing whether the Service's disciplinary arrangements were considered effective in supporting cultural reform.

Our response

We have considered your request under the Freedom of Information Act 2000 (FOIA).

Section 12(1) of the FOIA provides that a public authority is not obliged to comply with a request for information if it estimates that the cost of complying with the request would exceed the appropriate limit. For central government departments, the appropriate limit is £600, representing 24 hours of staff time at the prescribed rate of £25 per hour.

In considering your request, we have also taken account of the provisions relating to the aggregation of requests. Under the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004, a public authority may aggregate two or more requests where they are made by the same person, or by persons acting in concert or pursuant to a campaign, and relate to the same or similar information. Requests must be received within 60 working days of one another to be aggregated in this manner.

This request is the third request we have received from you on the same subject matter. The other requests, which we have responded to, are ATISNs 27232 and 27237. We consider that the requests relate to the same or similar information and are therefore capable of being aggregated for the purposes of calculating the cost of compliance.

The Welsh Government has already undertaken substantial work in responding to your previous requests on this topic. Taken together, the work required to identify, locate, retrieve and extract the information falling within the scope of those two requests has already exceeded 26 hours. Compliance with this further request would require additional searches and consideration of information held across a range of records and systems.

As the combined cost of dealing with these requests exceeds the appropriate limit, we are refusing your request under section 12(1) of the Freedom of Information Act 2000.

In accordance with our duty under section 16 of the FOIA to provide advice and assistance where it is reasonable to do so, you may wish to consider narrowing the scope of any future request. For example, this could be achieved by reducing the timeframe covered, limiting the request to specific aspects of the subject matter, or identifying particular records or categories of information of interest.

You may also wish to review our practical guide to requesting information from Welsh Government:

[Requesting information from the Welsh Government \[HTML\] | GOV.WALES](#)

Next steps

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely