



Your reference: n/a

Our reference: FOI_24_0009

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 05/02/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0009

On 03/01/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

Under the FOI Act I would like to ask for the TOTAL AMOUNT PAID IN settlements following the resolution of all (a) bullying, (b) harassment and (c) discrimination cases by the force in the (i) 2019-20, (ii) 2020-21, (iii) 2021-22 and (iv) 2022-23 financial years.

A breakdown of the total number of payouts in each of the three categories in each financial year would also be helpful.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

I can confirm that no settlements have been paid relating to bullying or harassment cases in the time period specified.

For the period 01/04/2019 to 31/03/2023, there has been a total amount of £183,000 paid out in settlements relating to discrimination. Given that this relates to less than 5 settlements, any further breakdown of this information by year or specific amount per individual is exempt under Section 40 of the Freedom of Information Act.

Although there is a legitimate interest in disclosing information surrounding the amount the Constabulary has paid out in settlements, any such disclosure cannot override the interests or fundamental rights and freedoms of the individuals involved.

Section 17 of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

With regard to the disclosure of any further breakdown of the above information, the following exemption applies:

Section 40(2) Personal Information

Section 40(2) applies to third party personal data. This would not be released under the Freedom of Information Act unless there is a strong public interest. The disclosure of any information which could lead to the identification of an individual would breach the Data Protection Principles contained within the Data Protection Act 2018, namely the first principle which states that personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals

This exemption is absolute and class based therefore I am not required to apply either the public interest test or harm test in disclosure. In accordance with the Act, this letter represents a Refusal Notice for this part of your request.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

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

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary