



Your reference: N/A
Our reference: FOI_24_0123
E-mail: FOI
@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 19/06/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_ 24_0123

On 28/01/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

May you please supply me with the following information...

1) How many employment tribunals were lodged by past or present staff against the force in the following calendar years: 2023, 2022, 2021.

- For example, in 2023, 15 claims were lodged

2) Please provide detail on the type of claims lodged in the following calendar years: 2023, 2022, 2021.

- For example, in 2023, 15 employment tribunals were lodged, 5 related to sex discrimination, 10 related to disability discrimination.

3) Please provide detail on the amount paid out to successful claimants in the following calendar years: 2023, 2022, 2021.

- For example, in 2023, 15 claims were lodged, 5 related to sex discrimination. One sex discrimination resulted in compensation being awarded amounting to £5,000

Please note: if for data protection reasons you are unable to provide the figures broken down by year, please collate the figures over the three year period.

I.e. between 2020 and 2023, 15 employment tribunal claims were lodged by past and present staff. 5 related to sex discrimination, 10 related to disability discrimination. In four cases relating to sex discrimination total of £11,000 was awarded in favour of complaints

If you believe the contents of any such files are exempt from disclosure, please provide summaries of any such exempt files.

If this request is denied in whole or in part, I ask that you justify all deletions and exemptions by reference to specific exemptions under the Act

My preferred mode of access to this information is electronic. I would be grateful if you would confirm that you have received this request.

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

Following receipt of your request, I can confirm that your request has been sent to the relevant department who has confirmed the following:

1. 2021 – 1 claim was lodged
2022 – 3 claims were lodged
2023 – 1 claim was lodged

2. Due to the low number of claims the exact type of claim is exempt by virtue of Section 40 of the Freedom of Information Act to avoid any identification of an individual.

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 the exact type of claim, 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 with 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.

I can confirm across the three years, all the claims were based on discrimination on the grounds including age, sex and disability.

3. Across the three years the total amount paid to successful claimants has been £0.00.

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