



Your reference: n/a

Our reference: FOI_24_0261

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 02/05/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0261

On 28/02/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Between 01/01/2019 and 31/12/2023, how many grievances were brought for issues relating (directly or indirectly) to disability, medical conditions, or reasonable adjustments?
2. Of those grievances (at 1 above), how many were from a) Police Officers and b) Police Staff?
3. Of those grievances (at 1 above), what is the breakdown of protected characteristics of claimants, namely gender, race, ethnicity, and sexuality.
4. Between 01/01/2019 and 31/12/2023, how many employment tribunal claims were lodged against your force (or an individual within your force)?
5. Of those employment tribunals (at 4 above), how many were brought for issues relating (directly or indirectly) to disability, medical conditions, or reasonable adjustments?
6. Of those employment tribunals (at 4 above), how many were from a) Police Officers and b) Police Staff?
7. Of those disability related employment tribunals (at 4 above), what is the breakdown of protected characteristics of the claimants namely, gender, race, ethnicity, and sexuality.
8. Between 01/01/2019 and 31/12/2023, how many Employment Tribunal claims had the following outcomes:
 - Settled out of court.
 - As a result of Judicial Mediation
 - Judgement in favour of the claimant(s)
 - Judgement in favour of the force (or respondent if different)
 - Not proceeded with

9. What is the total amount your force has paid in legal fees (to include contracted out legal services, as well as 'in house') as a consequence of Employment Tribunal claims between 01/01/2019 and 31/12/2023 (break down in years).
10. What is the total amount of monetary settlement your force has paid after Employment Tribunal claims between 01/01/2019 and 31/12/2023 (break down in years).
11. Between 01/01/2019 and 31/12/2023, what is total amount spent by force for Reasonable Adjustments by force including any Access to Work funding (break down in years).

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

- 1) 106
- 2) a) Police Officers - 46
b) Police Staff - 60
- 3)

Gender	
Female	Male
57	49

Ethnicity			
White British	Black Caribbean	Any other background	Not recorded
73	3	3	27

Sexuality is not recorded.

- 4) 11
- 5) 4
- 6) Police Officers – 9
Police staff – 2
- 7) Due to the low numbers and characteristics this information would be exempt under Section 40

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 this 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 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.

- 8) Settled out of court – 3
Judgement in favour of the force – 1
Not proceeded with – 2
- 9) No information held – The in-house specific legal costs are not recorded per case
- 10) No information held – The Constabulary has not made any payments.
- 11)

Year	
2019	£15,618.65
2020	£80,734.63
2021	£97,674
2022	£53,476.84
2023	£121,628.66

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