



Your reference: n/a

Our reference: FOI_24_0330

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 22/08/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0330

On 20/03/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

In each of the past five years, please can you detail:

1. The total number of employee discrimination claims which have been settled by your force;
2. Separately, please break these down into categories of discrimination types which have been settled by your force. (The nine protected characteristics are: age, gender reassignment; being married or in a civil partnership; being pregnant or on maternity leave; disability; race, including colour, nationality, ethnic or national origin; religion or belief; sex; sexual orientation.);
3. For each of the above, please detail the number of these claims, broken down by the nine protected characteristics, which have been settled with a non-disclosure agreement (NDA) in place;
4. Further, how much money has been paid in total to settle employee discrimination claims by your force;
5. Separately, how much money has been paid to settle employee discrimination claims, broken down into the nine protected characteristics, by your force.

Please note I have reformatted your questions for ease.

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

1. In the last 5 years Gloucestershire Constabulary has had 6 claims.
2. All 6 claims were on the grounds of disability discrimination
3. Three settlements were subject to a confidentiality clause; three settlements were not subject to a confidentiality clause.
4. Total of £183,000
5. Disability discrimination - £183,000

Please note that any further breakdown of this data has a significant risk of personal details being obtained. Therefore we have provided this data in a way that does not engage the Section 40 exemption (Personal data).

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