



Your reference: N/A
Our reference: FOI_25_0271
E-mail: FOI
@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 02/06/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0271

On 07/03/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

REQUEST 1:

What would you like to know?: 1. Can you please tell me how many employment tribunals were lodged against your force relating to disability discrimination between January 2022 and December 2024?

REQUEST 2:

What would you like to know?: 2. Of those employment tribunals (at 1 above), how many were from a) Police Officers and b) Police Staff?

REQUEST 3:

What would you like to know?: 3. Of those disability related employment tribunals (at 1 above), what is the breakdown of protected characteristics of the claimants (such as gender, ethnicity, sexuality)?

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

1. Less than 5.

Due to the low numbers of claims any further breakdown is exempt by virtue of Section 40 of the Freedom of Information Act to avoid any identification of an individuals.

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, 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.

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