

Our Ref: 430/2023
September 2023

Re: Your request made under the Freedom of Information Act 2000

I am submitting this request under the Freedom of Information Act 2000. I am requesting information from the following financial years: 2018/19; 2019/20; 2020/21; 2021/22; 2022/23; and 2023/24 to the present day.

Please disclose the following:

1. How many employment tribunal (ET1) claims have been made against the organisation since 2018/19;

If possible, please break this down by type (e.g., public interest disclosure, unfair dismissal, discrimination). If this breakdown takes too long to respond to the FOI then please omit it.

| | |
|--|---|
| Unfair Dismissal/Disability Discrimination | 4 |
| Age | 1 |
| Unfair Dismissal/Sex/Disability | 2 |
| Unfair Dismissal/Whistleblowing | 1 |
| Unlawful Deduction of Wages | 4 |
| Race | 4 |
| Unfair Dismissal | 3 |
| Sex Discrimination/Union Activities | 1 |
| Disability | 1 |

2. Of those ET1 claims, how many have been defended against by the organisation since 2018/19;

Again, continue with a breakdown by type. If this exceeds the time limit then please omit it from the FOI request.

21 – breakdown as above

3. The outcomes from each claim (e.g., 12 were in favour of the claimant, 24 were in favour of the respondent, 53 were discontinued/settled out of court);

| | |
|-------------------------|----|
| In favour of claimant | 0 |
| In favour of respondent | 2 |
| Struck out/Withdrew | 14 |
| Ongoing | 4 |

4. How much (£) has the organisation spent on defending claims since 2018/19; and

If possible, please provide total figures based on case outcomes (e.g., £200,000 where the tribunal favoured claimant, £120,000 where the tribunal favoured respondent).

If this takes too much time, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).

| | |
|---------|---------|
| 2018/19 | £52,584 |
| 2019/20 | £44,413 |

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| | |
|---------|--------|
| 2020/21 | 40,896 |
| 2021/22 | 25687 |
| 2022/23 | 17574 |

5. Of the cases defended, how many led to an employment tribunal ruling the organisation must pay costs to the claimant;

None

If possible, please provide figures for each individual case alongside the total. If this takes too much time, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).

Please also break this down by case type. However, as with above, if this takes too long then please omit it from the FOI.

If question 5 takes too long to answer alongside questions 1-4, then please omit it from the FOI request.