

11 March 2024

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Our Ref: FOI/04865

Thank you for your request concerning employment tribunal claims.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) 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.**

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We have applied Exemption Section 40(2) to releasing the type of claims. This is because once broken down to this level of detail it would be sufficiently small enough to be potentially identifiable data and constitute a breach of the Data Protection Act (2018)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.**

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Please see the explanation given under question 1 with regards to the breakdown of type of claim.

- 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);**

2 were in favour of the claimant
3 were in favour of the respondent
5 were discontinued

¹ Section 40(2) - Personal Data has been applied. This is because by releasing this information could identify individual(s) and constitute a breach of the Data Protection Act (2018).

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).**

We are unable to provide a figure for defending employment tribunal claims because our legal budget covers everything legal and cannot be separated in this way.

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

2 cases

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.

Due to the small number of cases we have again applied Exemption Section 40(2) to the breakdown of type and financial year.

However under Section 16 – Duty to provide advice and assistance I can confirm that overall a total of £85,500 was paid to the claimants.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

**Sue Smith
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

