

## FOI 0256/2023 Response

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.**

The figures to hand related to the following years 2020-2023.

2020: 4 new ET claims.

2021: 3 new claims.

2022: 2 new claims

2023: 1 new claim

Please note that the Trust is unable to provide a response that covers the time period of 2018 and 2019.

This is because obtaining the requested information requires exhaustive and manual measures that exceeds the 18-hour threshold to carry out a task.

The Trust therefore, rely on exemption Section 12 of the Freedom of Information Act 2000 to deny this aspect of your request.

**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.**

2020: 1 unlawful deduction of wages, 1 disability discrimination, 1 age discrimination and 1 race discrimination.

2021: 2 race and disability discrimination and 1 disability discrimination.

2022: 1 constructive unfair dismissal and disability discrimination and 1 race discrimination.

2023: 1 race and disability discrimination.

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

All claims made against the Trust have been defended

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

Please refer to the response provided for Question 1.

**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).**

2020: 3 claims withdrawn and 1 successfully defended.

2021: 2 claims withdrawn, and 1 still continuing to be defended.

2022: 2 claims continue to be defended.

2023: 1 claim continues to be defended

**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).**

The Trust's in house Legal Team deal with all tribunal matters including interlocutory hearings.

The only external expenditure that occurs is where Counsel is instructed for the final merits hearing.

In 2020 the external expenditure on ET claims was £8,400.

In 2021 the external expenditure was £12,139.20.

There has been no external expenditure on ET claims that were filed in 2022 and 2023.

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

None