

Our ref: 01/FOI/24/012035/S

Please quote our reference
number when responding

Wednesday, 21 February 2024

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/012035/S

I write in connection with your request for information dated 26/01/2024, I note you seek access to the following information:

- 1) *How many employment tribunals were lodged by past or present staff against the force in the following calendar years: 2023, 2022, 2021.*
 - *For example, in 2023, 15 claims were lodged*
- 2) *Please provide detail on the type of claims lodged in the following calendar years: 2023, 2022, 2021.*
 - *For example, in 2023, 15 employment tribunals were lodged, 5 related to sex discrimination, 10 related to disability discrimination.*
- 3) *Please provide detail on the amount paid out to successful claimants in the following calendar years: 2023, 2022, 2021.*
 - *For example, in 2023, 15 claims were lodged, 5 related to sex discrimination. One sex discrimination resulted in compensation being awarded amounting to £5,000*

Please note: if for data protection reasons you are unable to provide the figures broken down by year, please collate the figures over the three year period.

- *I.e. between 2020 and 2023, 15 employment tribunal claims were lodged by past and present staff. 5 related to sex discrimination, 10 related to disability discrimination. In four cases relating to sex discrimination total of £11,000 was awarded in favour of complaints*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police to locate information relevant to your request. I can confirm that the information you have requested is held by Greater Manchester Police.

Part 1

2023 – 41

2022 – 31

2021 – 12

Part 2 - Please note this is not reflective of the number of individual claims – most claims are of more than one type of discrimination etc.

2023	
disability	23
sex, marriage or civil partnership	13
race, sexual orientation	5
constructive dismissal	5
unfair dismissal	X
whistleblowing	X
pregnancy or maternity	X
arrears of pay	X
age	X
religion or belief	X
unlawful deductions from wages	X
failure to adequately deal with flexible working request	X
victimisation	X

2022	
disability	19
unfair dismissal	6
age	6
race, sexual orientation	X
pregnancy or maternity	X
sex, marriage or civil partnership	X
victimisation	X
whistleblowing	X
harassment	X

2021	
disability	7
race, sexual orientation	5
sex, marriage or civil partnership	5
religion or belief	X

age	X
unfair dismissal	X
whistleblowing	X

The information marked 'X' has been exempted from disclosure under **Section 40(2) Personal Information** – this information constitutes personal data of an identifiable living individual, and to disclose this information would breach the principles of the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Personal data is defined by Section 1 of the Data Protection Act 1998 and means data that relates to an individual who can be identified directly or indirectly from that data.

Part 3 – NIL