



Date: 16/04/2025
Our ref: 01/FOI/25/014437/N

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/014437/N

I write in connection with your requests for information dated 19/03/2025. Under the Freedom of Information Act 2000, public authorities can amalgamate requests from the same individual that are on the same subject matter if they are received within 60 working days of each other. Therefore, the two requests you sent to us on 19/03/2025 regarding employment have been merged into one request and logged under the reference **01/FOI/25/014437/N**.

You have requested the following information:

REQUEST 1

Since January 2020 to present day; per each financial year and running total,

- 1. How many employment tribunal claims have been filed against GMP?*
- 2. What is the status for each of these claims - Ongoing? - Dismissed?- Settled?*
- 3. What is the internal (GMP legal) cost to defend these claims?*
- 4. What is the external (Other legal) cost to defend these claims?*
- 5. Please stipulate from which district or branch area of GMP, that these claims have arisen.*

This request is made and it is reasonable for any person to expect GMP as a public service to have these specific figures readily available. It is accepted that no individual person's details will be shared.

REQUEST 2

From January 2020 to present day, , how many internal Fairness at Work complaints have been FORMALLY logged by your organisations central HR caseworkers? (Step 2 of the process)

- A) *Please provide a breakdown as from which district or branch did these complaints arise?*
- B) *Please provide a breakdown of the findings for these complaints - Whether they were Supported? Or Not supported?*

Result of Searches

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

However, GMP does not hold the information that you have requested in an easily retrievable format. To provide the data requested in request 2 would involve a manual search of all fairness at work records to determine the findings.

Therefore, it is anticipated that to comply with the whole of your request the process would take over 18 hours' work which exceeds the appropriate limit of £450.00, the amount to which we are legally required to respond.

As per section 12(1) of the Freedom of Information Act 2000, the cost of providing you with the information is therefore above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

GMP is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. In order for the force to keep this within the fees limit, the information that you are requesting will need to be reduced to a greatly reduced time period. The resulting response cannot be guaranteed at this point as it will be dependent upon the number of records that fall within the scope of any new request, as they would still have to be manually assessed.

Should you wish to refine and resubmit your request in line with the advice above please respond to freedomofinformation@gmp.police.uk