

Date: 9th April 2025
Our ref: FOI/25/014421/F

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/25/014421/F

I write in connection with your request for information dated 17/03/2025, received by Greater Manchester Police (GMP) for the following information:

How many GMP employees have been reinstated after dismissal in the last two years. Within this information please confirm:

- 1. Name of officer or staff member***
- 2. Reason for dismissal***
- 3. Reason why the dismissal was overturned***
- 4. How many claims for constructive dismissal were there***
- 5. Of those constructive dismissal claims how many were successfully***

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP. However, I am not obliged to provide the information requested as exemption applies.

Section 17 of the Freedom of Information Act 2000 requires Greater Manchester Police, when refusing to provide such information (because this information is exempt) to provide you, the applicant, with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption which applies to the information requested is:

Section 40(2) – Personal Information

The disclosure of this information constitutes personal data and is therefore exempt from disclosure. Personal data is defined by Article 4 of the GDPR and Part 1 of the Data Protection Act 2018, and means any information relating to an identified or identifiable natural person ('data subject'). An identified natural person is one who can be identified directly or indirectly from that data.

Section 40(2) of the FOIA, as to disclose this information would contravene the first of the data protection principles. This states that personal data should be processed lawfully, fairly and in a transparent manner. It is the fairness aspect of this principle which, in our view, would be breached by disclosure. In such circumstances Section 40 confers an absolute exemption on disclosure and therefore there is no requirement for us to conduct a public interest test.