

Reference Number: FOIAH2324/313
From: Private Individual
Date: 06 September 2023
Subject: Employment tribunal claims and costs

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.

Q1 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.

A1

2018	2019	2020	2021	2022	2023
1	3	0	4	2	1

Breakdown by type is exempt under Section 21 of the Freedom of Information Act 2000 - 'Information reasonably accessible to the applicant by other means'.

This information is available via the Government website, [Employment tribunal decisions - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/collections/employment-tribunal-decisions)

Q2 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

A2 All claims have been defended against by the organisation.

Q3 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).

A3 3 in favour of the respondent, 5 settled and 3 ongoing.

Q4 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).

A4

2018	2019	2020	2021	2022	2023

£29,192	£54,906	£8,272	£21,292	£32,352	£29,246
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Q5 Of the cases defended, how many led to an employment tribunal ruling the organisation must pay costs to the claimant;

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.

A5 Zero