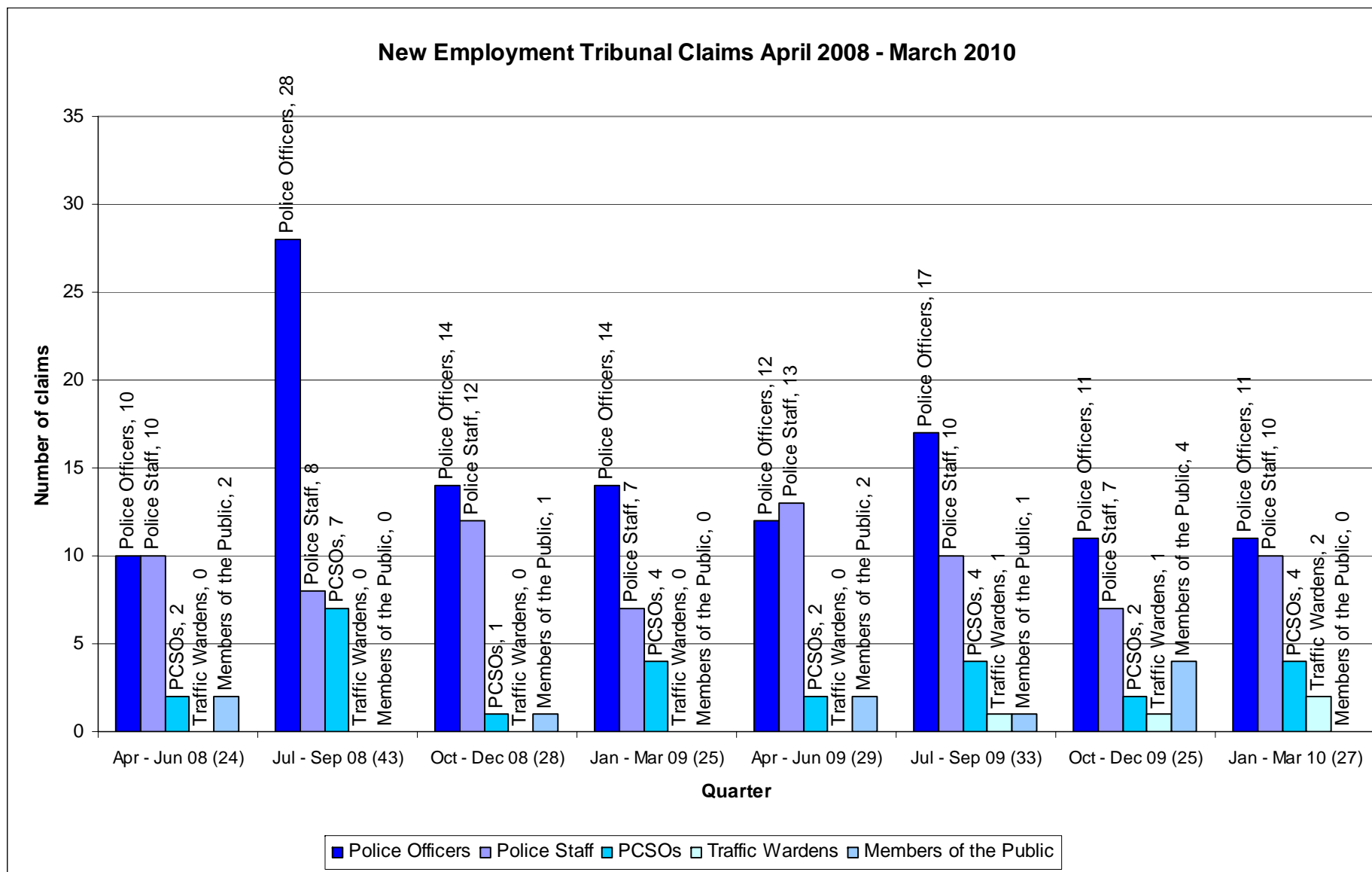


Employment Tribunal Data - Supporting Charts and Tables

Chart 1



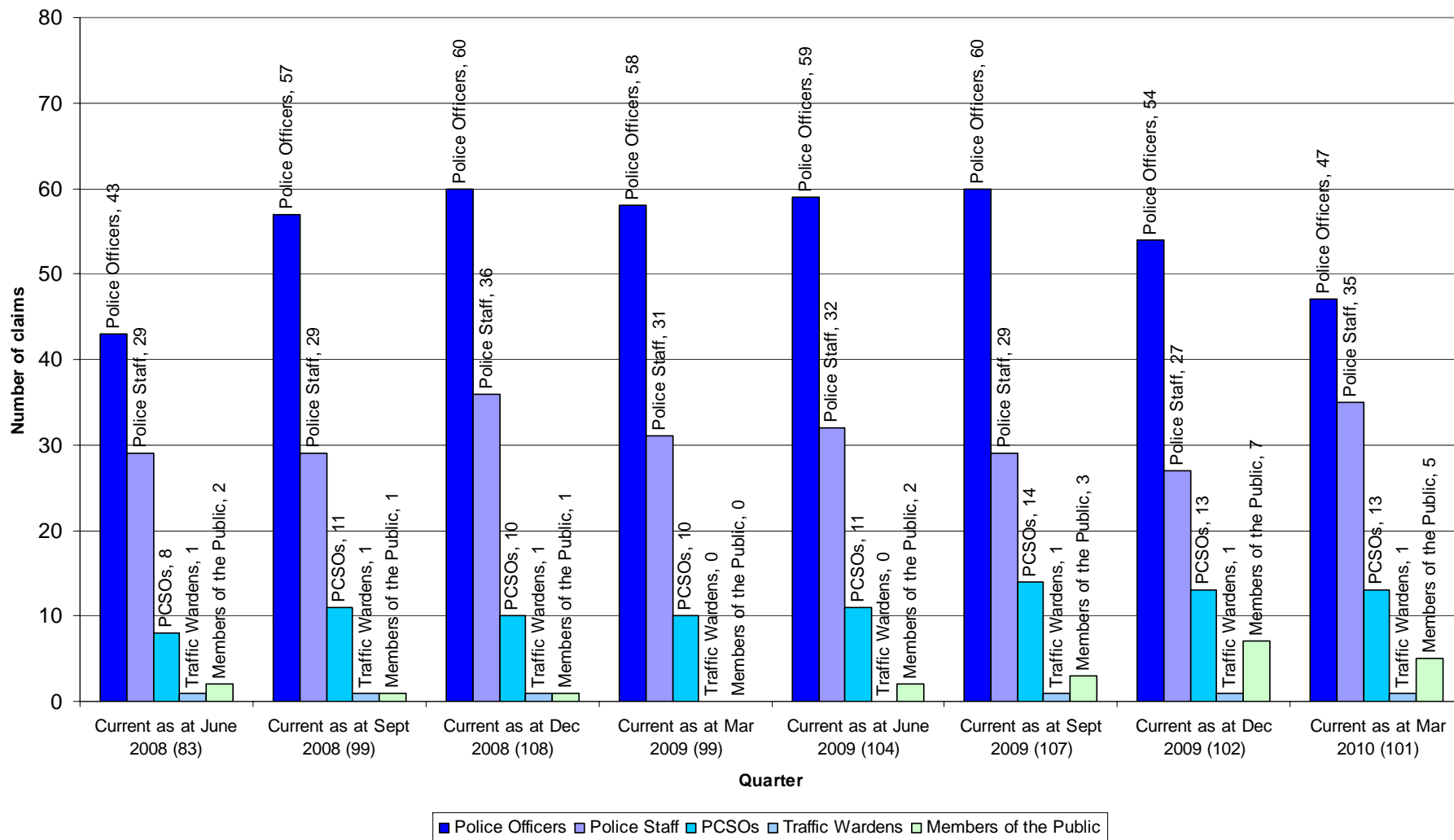
**New Employment Tribunal Claims April 2008 - March 2010
Jurisdictional Trends**

This table shows the number of new employment tribunal claims that were lodged under each stated category. For example, a claim alleging both race and sex discrimination is counted in both the 'race discrimination' and 'sex discrimination' categories. As there is an increasing trend for claims to cover more than one jurisdiction, adding the subtotals shown under each financial year will exceed the total number of claims received during that year.

The figures include multiple claims (counted separately) from the same Claimant.

<u>Jurisdiction</u>	<u>2008/09</u> (total claims received: 120)	<u>2009/10</u> (total claims received: 114)	<u>Change</u>
Age Discrimination	11	12	↑
Disability Discrimination	35	41	↑
Race Discrimination	54	41	↓
Religion / Belief Discrimination	11	11	▬
Sex Discrimination	32	20	↓
Sexual Orientation Discrimination	1	7	↑
Unfair Dismissal	13	27	↑
All Other Jurisdictions	22	24	↑

Current Employment Tribunals by Quarter June 2008 to March 2010



New Employment Tribunals by Rank/Band: April 2008 to March 2009

Rank/Band	Number of Employment Tribunal Claims		
	Male	Female	Total
Assistant Commissioner	1	0	1
Commander	1	0	1
Detective Chief Superintendent	1	0	1
Ex Detective Chief Superintendent	1	0	1
Ex Chief Superintendent	3	0	3
Ex Superintendent	1	0	1
Ex Chief Inspector	1	0	1
Detective Inspector	1	0	1
Inspector	1	1	2
Detective Sergeant	3	1	4
Police Sergeant	0	1	1
Ex Police Sergeant	1	0	1
Detective Constable	2	3	5
Ex-Detective Constable	1	0	1
Trainee Detective Constable	2	0	2
Police Constable	18	16	34
Ex-Police Constable	5	1	6
Police Officer Total	43	23	66
Band A	1	1	2
Ex Band J+	1	0	1
Ex Band M	1	0	1
Band D	6	2	8
Ex Band P	0	3	3
Band E	6	4	10
Ex-Band E	3	2	5
Ex Band K-	1	0	1
Ex Band F	0	1	1
Band T	1	0	1
Ex Band T	1	0	1
Band G	2	0	2
Catering Assistant	0	1	1
Police Staff Total	23	14	37
PCSO	7	1	8
Ex-PCSO	6	0	6
PCSO Total	13	1	14
Traffic Warden Total	0	0	0
Members of the Public	2	1	3
Grand Total	81	39	120

Table 3

New Employment Tribunals by Rank/Band: April 2009 to March 2010

Rank/Band	Number of Employment Tribunal Claims		
	Male	Female	Total
Commander	2	0	2
Superintendent	1	0	1
Detective Chief Inspector	0	1	1
Ex Detective Chief Inspector	1	0	1
Detective Inspector	2	0	2
Inspector	1	0	1
Detective Sergeant	5	0	5
Ex Police Sergeant	1	0	1
Detective Constable	1	2	3
Trainee Detective Constable	1	0	1
Police Constable	13	13	26
Ex-Police Constable	4	3	7
Police Officer Total	32	19	51
Band B	0	1	1
Ex Band B	0	1	1
Band L	1	0	1
Ex Band C	1	0	1
Band D	0	2	2
Ex Band D	1	0	1
Band E	4	11	15
Ex-Band E	7	5	12
Band T	1	1	2
Ex Band T	1	1	2
Band G	1	0	1
Ex Band G	1	0	1
Police Staff Total	18	22	40
PCSO	2	1	3
Ex-PCSO	7	2	9
PCSO Total	9	3	12
Traffic Warden	3	0	3
Ex Traffic Warden	0	1	1
Traffic Warden Total	3	1	4
Members of the Public	5	2	7
Grand Total	67	47	114

New Employment Tribunal Claims by Ethnicity & Gender:
April 2008 to March 2009

2008-09 Total Number of Employment Tribunal Claims: 120													
	<u>Police Officers</u>		<u>Police Staff</u>		<u>Police Community Support Officers</u>		<u>Traffic Wardens</u>		<u>Members of the Public</u>		<u>Totals</u>		
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
White	22 (18.33%)	16 (13.33%)	13 (10.83%)	7 (5.83%)	2 (1.67%)	0	0	0	0	0	37 (30.83%)	23 (19.17%)	60 (50.00%)
Black	6 (5.00%)	4 (3.33%)	6 (5.00%)	3 (2.50%)	7 (5.83%)	1 (0.83%)	0	0	0	0	19 (15.83%)	8 (6.67%)	27 (22.50%)
Asian	8 (6.67%)	2 (1.67%)	3 (2.50%)	3 (2.50%)	4 (3.33%)	0	0	0	0	0	15 (12.50%)	5 (4.17%)	20 (16.67%)
Other Groups	7 (5.83%)	1 (0.83%)	0	0	0	0	0	0	0	0	7 (5.83%)	1 (0.83%)	8 (6.67%)
Unknown	0	0	1 (0.83%)	1 (0.83%)	0	0	0	0	2 (1.67%)	1 (0.83%)	3 (2.50%)	2 (1.67%)	5 (4.17%)
Totals	43 (35.83%)	23 (19.17%)	23 (19.17%)	14 (11.67%)	13 (10.83%)	1 (0.83%)	0	0	2 (1.67%)	1 (0.83%)	81 (67.50%)	39 (32.50%)	120
	66 (55.00%)		37 (30.83%)		14 (11.67%)		0		3 (2.50%)		120		

Percentages represent the percentage for the reporting period, i.e. 18.33% of claims received in the 2008-09 financial year were brought by male Police Officers of White ethnic origin.

**New Employment Tribunal Claims by Ethnicity & Gender:
April 2009 to March 2010**

2009-10 Total Number of Employment Tribunal Claims: 114													
	<u>Police Officers</u>		<u>Police Staff</u>		<u>Police Community Support Officers</u>		<u>Traffic Wardens</u>		<u>Members of the Public</u>		<u>Totals</u>		
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
White	20 (17.54%)	14 (12.28%)	14 (12.28%)	8 (7.02%)	2 (1.75%)	1 (0.88%)	0	1 (0.88%)	0	0	36 (31.58%)	24 (21.05%)	60 (52.63%)
Black	3 (2.63%)	2 (1.75%)	1 (0.88%)	8 (7.02%)	2 (1.75%)	1 (0.88%)	2 (1.75%)	0	0	0	8 (7.02%)	11 (9.65%)	19 (16.67%)
Asian	5 (4.39%)	3 (2.63%)	3 (2.63%)	5 (4.39%)	4 (3.51%)	0	0	0	0	0	12 (10.53%)	8 (7.02%)	20 (17.54%)
Other Groups	4 (3.51%)	0	0	1 (0.88%)	1 (0.88%)	1 (0.88%)	0	0	0	0	5 (4.39%)	2 (1.75%)	7 (6.14%)
Unknown	0	0	0	0	0	0	1 (0.88%)	0	5 (4.39%)	2 (1.75%)	6 (5.26%)	2 (1.75%)	8 (7.02%)
Totals	32 (28.07)	19 (16.67%)	18 (15.79%)	22 (19.30%)	9 (7.89%)	3 (2.63%)	3 (2.63%)	1 (0.88%)	5 (4.39%)	2 (1.75%)	67 (58.77%)	47 (41.23%)	114
	51 (44.74%)		40 (35.09%)		12 (10.53%)		4 (3.51%)		7 (6.14%)		114		

Percentages represent the percentage for the reporting period, i.e. 17.54% of claims received in the 2009-10 financial year were brought by male Police Officers of White ethnic origin.

Table 6

Employment Tribunal Claims by quarter for the period April 2008 to March 2010

Category	End of June 2008	End of Sep 2008	End of Dec 2008	End of March 2009	End of June 2009	End of Sep 2009	End of Dec 2009	End of March 2010
Age Discrimination	0	0	0	0	3	4	2	2
Disability Discrimination	17	14	15	6	9	9	15	15
Disability & Age Discrimination	0	1	2	2	2	2	2	1
Disability Discrimination and Other	0	0	0	0	0	0	1	1
Race Discrimination	17	21	22	21	23	18	11	12
Race & Age Discrimination	1	1	1	0	0	0	0	0
Race, Religion / Belief & Age Discrimination	0	1	0	0	0	0	0	2
Race & Disability Discrimination	7	6	5	4	7	8	7	8
Race & Sex Discrimination	2	3	3	2	0	1	2	0
Race & Sex Discrimination and Other	0	0	0	0	0	0	0	1
Race & Sexual Orientation Discrimination	0	0	0	0	0	1	1	2
Race Discrimination & Public Interest Disclosure Act	0	0	0	1	1	1	1	1
Race & Religion / Belief Discrimination	6	7	7	6	6	4	6	7
Race, Religion / Belief & Disability Discrimination	0	0	1	1	1	2	2	2
Race Discrimination and Working Time Regulations	0	0	0	0	0	1	1	1
Race Discrimination, Working Time Regulations and Other	0	0	0	0	0	1	1	0
Race Discrimination, Religion / Belief Discrimination & Public Interest Disclosure Act	0	0	1	1	1	1	1	0
Race, Disability & Age Discrimination	1	1	1	1	1	1	1	1
Race, Sex & Age Discrimination	0	1	1	2	2	2	0	0
Race, Sex, Religion / Belief & Age Discrimination	0	1	1	1	1	1	1	1
Race, Sex, Disability & Age Discrimination	0	0	0	0	0	1	1	1
Race, Sex, Disability & Sexual Orientation Discrimination	0	0	0	0	1	1	1	1
Religion / Belief Discrimination	0	0	0	1	1	1	1	1
Sex Discrimination	10	17	17	16	9	9	5	3
Sex & Age Discrimination	1	1	1	2	2	0	0	0
Sex & Disability Discrimination	2	2	4	4	5	5	3	2
Sex & Disability Discrimination and Flexible Working Regulations	0	0	0	1	1	1	0	0
Sex & Sexual Orientation Discrimination	0	0	0	0	0	1	1	0
Sex Discrimination & Public Interest Disclosure Act	0	0	1	2	2	2	2	0
Sex, Disability & Age Discrimination	1	0	0	0	0	0	0	0
Sexual Orientation Regulations	1	1	1	1	1	1	1	0
Sexual Orientation, Race & Religion / Belief Discrimination	0	0	0	0	0	1	1	1
Unfair / Constructive Dismissal and Employment Rights Act	0	0	1	1	1	1	1	1
Unfair Dismissal	4	5	4	3	4	6	7	7

Appendix 1

Category	End of June 2008	End of Sep 2008	End of Dec 2008	End of March 2009	End of June 2009	End of Sep 2009	End of Dec 2009	End of March 2010
Unfair Dismissal and Age Discrimination	0	0	0	0	1	1	1	1
Unfair Dismissal and Disability Discrimination	1	3	2	2	1	2	3	5
Unfair Dismissal, Race & Disability Discrimination and Other	0	0	0	0	0	0	1	1
Unfair Dismissal and Disability & Sexual Orientation Discrimination	0	0	0	0	0	0	0	1
Unfair Dismissal and Race Discrimination	1	2	2	2	2	1	1	1
Unfair Dismissal and Race, Sex & Disability Discrimination	1	1	1	1	0	0	0	0
Unfair Dismissal and Sex & Age Discrimination	2	2	2	2	2	2	2	2
Unfair Dismissal and Sex Discrimination	0	0	2	2	2	0	0	0
Unfair Dismissal, Disability Discrimination & Employment Rights Act	0	1	0	0	0	1	1	1
Unfair Dismissal, Race & Age Discrimination	0	0	1	1	0	0	0	0
Unfair Dismissal, Race & Sex Discrimination	1	0	0	0	0	0	1	2
Unfair Dismissal, Race & Sex Discrimination and Working Time Regulations	0	0	0	0	0	0	1	1
Unfair Dismissal, Race Discrimination & Employment Rights Act	0	0	0	1	1	0	0	0
Unfair Dismissal, Race Discrimination & Religion / Belief Discrimination	0	0	1	0	0	0	0	0
Unfair Dismissal, Race Discrimination and Other	0	0	0	0	0	1	1	1
Unfair Dismissal and Religion / Belief Discrimination	1	0	0	0	0	0	0	0
Unfair Dismissal, Religion / Belief & Age Discrimination	0	0	0	0	1	1	1	1
Unfair Dismissal, Religion / Belief Discrimination & Employment Rights Act	0	0	0	0	1	1	0	0
Unfair Dismissal, Sex Discrimination and Employment Rights Act	0	0	0	0	0	1	1	1
Unfair Dismissal and Other	0	0	0	0	0	0	0	1
Constructive Dismissal	0	1	1	0	0	0	0	0
Constructive Dismissal and Disability Discrimination	1	2	2	0	1	1	1	0
Constructive Dismissal, Disability Discrimination & Other	0	0	0	1	1	1	1	1
Constructive Dismissal and Race & Sex Discrimination	1	0	0	0	0	0	0	0
Constructive Dismissal and Race Discrimination	0	0	0	0	0	0	0	1
Constructive Dismissal and Sex & Disability Discrimination	1	1	1	1	1	0	0	0
Constructive Dismissal and Sex Discrimination	1	1	1	1	1	1	1	0
Employment Rights Act	2	1	1	2	1	2	2	1
Employment Rights Act and Working Time Regulations	0	0	0	0	0	0	0	1
Flexible Working Regulations	0	0	0	0	0	1	0	1
Part Time Working Regulations	0	0	0	0	0	0	1	0
Public Interest Disclosure Act	0	1	1	3	4	2	2	2
Public Interest Disclosure Act and Religion / Belief Discrimination	0	0	0	0	0	1	1	1
Other	0	0	1	1	0	0	0	0
Total number of claims	83	99	108	99	104	107	102	101

Results of Employment Tribunal Cases: April 2008 to March 2009 ¹

<u>Category</u>	<u>Withdrawn</u>	<u>Struck Out</u>	<u>Won</u>	<u>Lost</u>	<u>Settled</u>
Disability & Age Discrimination	1	0	0	0	0
Disability Discrimination	9	2	3	0	8
Race Discrimination	8	1	8	1	4
Race & Age Discrimination	0	0	2	0	0
Race & Disability Discrimination	1	0	3	0	1
Race & Religion / Belief Discrimination	2	1	1	1	1
Race & Sex Discrimination	3	0	0	0	2
Race, Religion / Belief & Age Discrimination	0	0	0	0	1
Race, Sex & Age Discrimination	0	0	1	0	0
Sex Discrimination	2	1	3	0	6
Sex & Age Discrimination	2	0	0	0	0
Sex, Age & Disability Discrimination	1	0	0	0	0
Sexual Orientation Regulations	0	0	0	0	1
Unfair Dismissal	4	1	2	2	0
Unfair Dismissal and Disability Discrimination	0	0	1	0	0
Unfair Dismissal and Race & Religion / Belief Discrimination	1	0	0	0	0
Unfair Dismissal and Race & Sex Discrimination	0	1	0	0	0
Unfair Dismissal and Race Discrimination	1	0	0	0	0
Unfair Dismissal and Religion / Belief Discrimination	1	0	0	0	0
Unfair Dismissal, Disability Discrimination and Employment Rights Act	1	0	0	0	0
Constructive Dismissal	1	0	0	0	0
Constructive Dismissal and Disability Discrimination	1	1	0	0	2
Constructive Dismissal and Race & Sex Discrimination	0	0	1	0	0
Employment Rights Act	0	2	0	0	0
Total	39	10	25	4	26 ²

¹ The table does not include Employment Appeal Tribunal (EAT) decisions.

² Relates to 25 claimants and includes 5 non-financial settlements.

Results of Employment Tribunal Cases: April 2009 to March 2010 ¹

<u>Category</u>	<u>Withdrawn</u>	<u>Struck Out</u>	<u>Won</u>	<u>Lost</u>	<u>Settled</u>
Age Discrimination	2	0	0	0	1
Disability Discrimination	6	1	1	0	5
Disability & Age Discrimination	2	0	0	0	1
Race Discrimination	5	2	5	3	11
Race & Disability Discrimination	0	0	1	0	1
Race & Religion / Belief Discrimination	1	0	1	1	1
Race & Religion / Belief Discrimination and Public Interest Disclosure Act	0	0	0	1	0
Race Discrimination, Working Time Regulations and Other	1	0	0	0	0
Race & Sex Discrimination	1	1	0	1	0
Race, Sex & Age Discrimination	0	0	0	0	2
Sex Discrimination	10	1	1	1	7
Sex & Age Discrimination	2	0	0	0	0
Sex & Disability Discrimination	1	1	1	0	3
Sex & Disability Discrimination and Flexible Working Regulations	0	0	0	0	1
Sex Discrimination and Public Interest Disclosure Act	0	0	0	0	2
Sex & Sexual Orientation Discrimination	1	0	0	0	0
Sexual Orientation Discrimination	1	1	0	0	0
Unfair Dismissal	4	2	0	1	0
Unfair Dismissal and Disability Discrimination	0	2	0	0	0
Unfair Dismissal and Race Discrimination	1	0	1	0	0
Unfair Dismissal, Race Discrimination and Employment Rights Act	0	1	0	0	0
Unfair Dismissal, Religion / Belief Discrimination and Employment Rights Act	0	0	0	0	1
Unfair Dismissal and Race & Age Discrimination	0	0	1	0	0
Unfair Dismissal and Race, Sex & Disability Discrimination	0	0	0	1	0
Constructive Dismissal and Sex Discrimination	0	0	1	0	1
Constructive Dismissal and Disability Discrimination	0	1	0	0	0
Constructive Dismissal and Sex & Disability Discrimination	1	0	0	0	0
Employment Rights Act	0	1	1	0	1
Flexible Working Regulations	1	0	0	0	0
Part Time Working Regulations	1	0	0	0	0
Public Interest Disclosure Act	2	0	1	0	0
Other	0	0	0	0	1
Total	43	14	15	9 ²	39 ³

¹ The table does not include Employment Appeal Tribunal (EAT) decisions.

² 9 claims, relating to 6 claimants. 4 of the cases have been successfully appealed at EAT.

³ Relates to 29 claimants and includes 2 non-financial settlements.