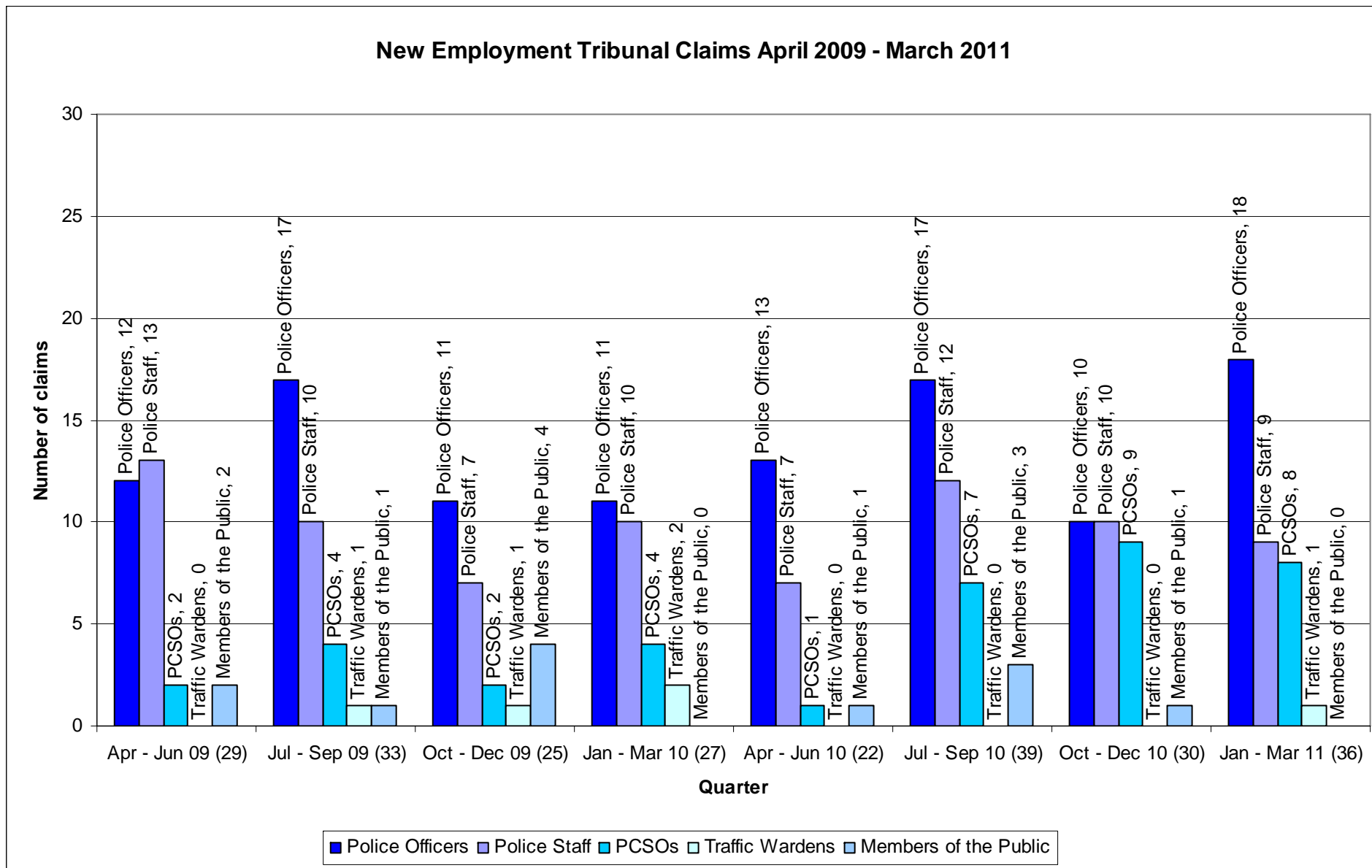


Employment Tribunal Data - Supporting Charts and Tables

Chart 1



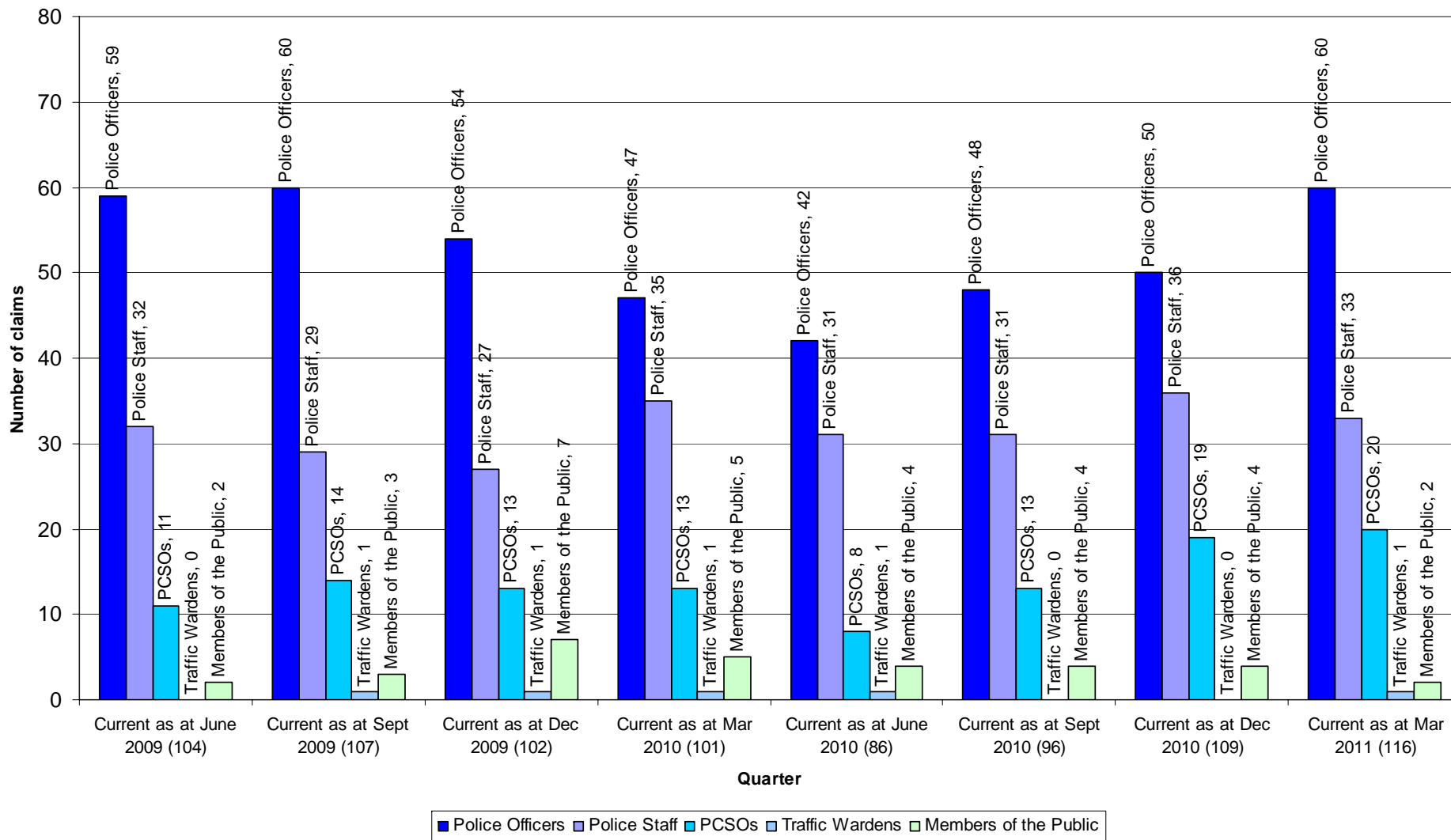
**New Employment Tribunal Claims April 2009 - March 2011
Jurisdictional Trends**

This table shows the number of new employment tribunal claims that were lodged under each stated category. For example, a claim alleging 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>2009/10</u> (total claims received: 114)	<u>2010/11</u> (total claims received: 127)	<u>Change</u>
Age Discrimination	12	7	↓
Disability Discrimination	41	44	↑
Pregnancy / Maternity Discrimination	N/A	3	N/A
Race Discrimination	41	45	↑
Religion / Belief Discrimination	11	10	↓
Sex Discrimination	20	31	↑
Sexual Orientation Discrimination	7	5	↓
Unfair Dismissal	27	29	↑
All Other Jurisdictions	24	38	↑

Current Employment Tribunals by Quarter June 2009 to March 2011



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 Tribunals by Rank/Band: April 2010 to March 2011

Rank/Band	Number of Employment Tribunal Claims		
	Male	Female	Total
Detective Chief Inspector	4	0	4
Detective Inspector	1	0	1
Inspector	2	0	2
Detective Sergeant	2	0	2
Police Sergeant	4	0	4
Ex Police Sergeant	1	0	1
Detective Constable	8	4	12
Ex Detective Constable	1	0	1
Police Constable	11	16	27
Ex Police Constable	3	1	4
Police Officer Total	37	21	58
Ex Band V	0	1	1
Band D	0	4	4
Ex Band D	2	0	2
Ex Band P	1	0	1
Band E	5	6	11
Ex-Band E	3	9	12
Band T	0	1	1
Ex Band T	2	0	2
Band O	1	0	1
Ex Band Y-	0	1	1
Industrial	0	1	1
Ex Industrial	0	1	1
Police Staff Total	14	24	38
PCSO	6	3	9
Ex PCSO	14	2	16
PCSO Total	20	5	25
Ex Traffic Warden	0	1	1
Traffic Warden Total	0	1	1
Members of the Public	3	2	5
Grand Total	74	53	127

New Employment Tribunal claims by ethnicity & gender

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.

New Employment Tribunal claims by ethnicity & gender

2010-11 Total Number of Employment Tribunal Claims: 127													
	<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 (17.32%)	16 (12.60%)	6 (4.72%)	8 (6.30%)	8 (6.30%)	3 (2.36%)	0	1 (0.79%)	0	0	36 (28.35%)	28 (22.05%)	64 (50.39%)
Black	4 (3.15%)	5 (3.94%)	3 (2.36%)	8 (6.30%)	5 (3.94%)	1 (0.79%)	0	0	0	0	12 (9.45%)	14 (11.02%)	26 (20.47%)
Asian	7 (5.51%)	0	2 (1.57%)	2 (1.57%)	5 (3.94%)	0	0	0	0	0	14 (11.02%)	2 (1.57%)	16 (12.60%)
Other Groups	3 (2.36%)	0	0	5 (3.94%)	2 (1.57%)	1 (0.79%)	0	0	0	0	5 (3.94%)	6 (4.72%)	11 (8.66%)
Unknown	1 (0.79%)	0	3 (2.36%)	1 (0.79%)	0	0	0	0	3 (2.36%)	2 (1.57%)	7 (5.51%)	3 (2.36%)	10 (7.87%)
Totals	37 (29.13%)	21 (16.54%)	14 (11.02%)	24 (18.90%)	20 (15.75%)	5 (3.94%)	0	1 (0.79%)	3 (2.36%)	2 (1.57%)	74 (58.27%)	53 (41.73%)	127
	58 (45.67%)		38 (29.92%)		25 (19.69%)		1 (0.79%)		5 (3.94%)		127		

Percentages represent the percentage for the reporting period, i.e. 17.32% of claims received in the 2010-11 financial year were brought by male Police Officers of White ethnic origin.

Employment Tribunal Claims by quarter for the period April 2009 to March 2011

Category	End of June 2009	End of Sep 2009	End of Dec 2009	End of March 2010	End of June 2010	End of Sep 2010	End of Dec 2010	End of March 2011
Age Discrimination	3	4	2	2	3	2	2	2
Age & Disability Discrimination	2	2	2	1	0	0	0	0
Age & Disability Discrimination and Employment Rights Act	0	0	0	0	0	0	0	1
Age & Sex Discrimination	2	0	0	0	0	0	0	0
Age, Disability & Race Discrimination	1	1	1	1	1	0	0	0
Age, Disability, Race & Religion / Belief Discrimination	0	0	0	0	1	1	0	0
Age, Disability, Race, Religion / Belief, Sex & Sexual Orientation Discrimination	0	0	0	0	0	0	1	1
Age, Disability, Race & Sex Discrimination	0	1	1	1	1	1	0	0
Age, Disability & Sex Discrimination	0	0	0	0	0	0	1	1
Age, Race & Religion / Belief Discrimination	0	0	0	2	2	2	2	2
Age, Race & Sex Discrimination	2	2	0	0	0	0	0	0
Age, Race, Religion / Belief & Sex Discrimination	1	1	1	1	0	0	0	0
Age, Race, Religion / Belief, Sex & Sexual Orientation Discrimination	0	0	0	0	0	1	0	0
Disability Discrimination	9	9	15	15	13	15	21	21
Disability & Race Discrimination	7	8	7	8	3	2	2	2
Disability, Race & Religion / Belief Discrimination	1	2	2	2	2	2	2	2
Disability, Race & Sex Discrimination	0	0	0	0	0	0	0	1
Disability, Race, Sex & Sexual Orientation Discrimination	1	1	1	1	0	0	0	0
Disability, Race, Religion / Belief & Sex Discrimination	0	0	0	0	0	0	0	1
Disability, Religion / Belief & Sex Discrimination	0	0	0	0	0	0	1	1
Disability & Sex Discrimination	5	5	3	2	3	3	3	3
Disability & Sex Discrimination and Flexible Working Regulations	1	1	0	0	0	0	0	0
Disability Discrimination and Public Interest Disclosure Act	0	0	0	0	0	0	1	0
Disability Discrimination and Other	0	0	1	1	0	0	0	0
Race Discrimination	23	18	11	12	12	16	16	13
Race & Religion / Belief Discrimination	6	4	6	7	8	7	7	7
Race, Religion / Belief & Sexual Orientation Discrimination	0	1	1	1	0	0	0	0
Race & Religion / Belief Discrimination and Public Interest Disclosure Act	1	1	1	0	0	0	0	0
Race & Sex Discrimination	0	1	2	0	0	2	3	3
Race & Sex Discrimination and Other	0	0	0	1	1	1	1	1
Race & Sexual Orientation Discrimination	0	1	1	2	3	2	3	3
Race Discrimination & Public Interest Disclosure Act	1	1	1	1	1	1	0	0
Race Discrimination and Working Time Regulations	0	1	1	1	1	1	0	0

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Category	End of June 2009	End of Sep 2009	End of Dec 2009	End of March 2010	End of June 2010	End of Sep 2010	End of Dec 2010	End of March 2011
Race Discrimination, Working Time Regulations and Other	0	1	1	0	0	0	0	0
Race Discrimination and Other	0	0	0	0	0	0	0	4
Religion / Belief Discrimination	1	1	1	1	0	0	1	1
Religion / Belief Discrimination and Public Interest Disclosure Act	0	1	1	1	0	0	0	0
Sex Discrimination	9	9	5	3	3	3	3	5
Sex & Pregnancy / Maternity Discrimination	0	0	0	0	0	0	0	3
Sex & Sexual Orientation Discrimination	0	1	1	0	0	0	0	0
Sex Discrimination and Employment Rights Act	0	0	0	0	0	0	1	1
Sex Discrimination and Flexible Working Regulations	0	0	0	0	0	0	0	1
Sex Discrimination and Part Time Working Regulations	0	0	0	0	0	0	0	1
Sex Discrimination and Public Interest Disclosure Act	2	2	2	0	0	0	0	0
Sexual Orientation Discrimination	1	1	1	0	0	0	1	0
Unfair Dismissal	4	6	6	6	4	5	7	9
Unfair Dismissal and Age Discrimination	1	1	1	1	0	0	0	0
Unfair Dismissal and Age & Religion / Belief Discrimination	1	1	1	1	0	0	0	0
Unfair Dismissal and Age & Sex Discrimination	2	2	2	2	0	0	0	0
Unfair Dismissal and Disability Discrimination	1	2	3	5	5	4	4	6
Unfair Dismissal, Disability Discrimination and Employment Rights Act	0	1	1	1	1	2	1	0
Unfair Dismissal, Disability & Race Discrimination and Other	0	0	1	1	1	0	0	0
Unfair Dismissal and Disability, Race & Religion / Belief Discrimination	0	0	0	0	0	0	0	1
Unfair Dismissal and Disability & Sexual Orientation Discrimination	0	0	0	1	1	1	1	0
Unfair Dismissal and Race Discrimination	2	1	1	1	0	1	0	0
Unfair Dismissal and Race & Sex Discrimination	0	0	1	2	1	0	0	0
Unfair Dismissal, Race & Sex Discrimination, Employment Rights Act and Working Time Regulations	0	0	1	1	0	0	0	0
Unfair Dismissal, Race Discrimination and Employment Rights Act	1	0	0	0	0	2	3	1
Unfair Dismissal, Race Discrimination and Other	0	1	1	1	0	0	0	0
Unfair Dismissal, Race & Religion / Belief Discrimination, Employment Rights Act and Working Time Regulations	0	0	0	0	0	0	0	1
Unfair Dismissal, Religion / Belief Discrimination and Employment Rights Act	1	1	0	0	0	0	0	0
Unfair Dismissal and Sex Discrimination	2	0	0	0	0	2	2	2
Unfair Dismissal, Sex Discrimination and Employment Rights Act	0	1	1	1	1	1	1	0
Unfair Dismissal and Other	0	0	1	2	4	3	3	2
Unfair / Constructive Dismissal and Employment Rights Act	1	1	1	1	1	0	0	0
Constructive Dismissal	0	0	0	0	1	2	3	1
Constructive Dismissal and Disability Discrimination	1	1	1	0	0	0	1	1
Constructive Dismissal, Disability Discrimination & Other	1	1	1	1	1	0	0	0
Constructive Dismissal, Disability & Race Discrimination and Working Time Regulations	0	0	0	0	0	1	1	1

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Category	End of June 2009	End of Sep 2009	End of Dec 2009	End of March 2010	End of June 2010	End of Sep 2010	End of Dec 2010	End of March 2011
Constructive Dismissal and Disability & Sex Discrimination	1	0	0	0	0	0	1	1
Constructive Dismissal, Disability & Sex Discrimination, Employment Rights Act and Other	0	0	0	0	0	0	0	1
Constructive Dismissal and Race Discrimination	0	0	0	1	2	3	3	3
Constructive Dismissal, Race Discrimination and Working Time Regulations	0	0	0	0	0	0	1	0
Constructive Dismissal and Race & Sex Discrimination	0	0	0	0	0	0	0	1
Constructive Dismissal and Sex Discrimination	1	1	1	0	0	0	0	0
Constructive Dismissal and Flexible Working Regulations	0	0	0	0	0	1	1	0
Constructive Dismissal and Other	0	0	0	0	0	0	0	1
Employment Rights Act	1	2	2	1	1	2	1	0
Employment Rights Act and Working Time Regulations	0	0	0	1	1	1	0	0
Flexible Working Regulations	0	1	0	1	1	0	1	0
Part Time Working Regulations	0	0	1	0	0	0	0	0
Public Interest Disclosure Act	4	2	2	2	1	1	1	2
Working Time Regulations	0	0	0	0	0	1	0	0
Other	0	0	0	0	1	1	1	1
Total number of claims	104	107	102	101	86	96	109	116

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

Category	Withdrawn	Struck Out	Won	Lost	Settled
Age Discrimination	2	0	0	0	1
Age & Disability Discrimination	2	0	0	0	1
Age, Race & Sex Discrimination	0	0	0	0	2
Age & Sex Discrimination	2	0	0	0	0
Disability Discrimination	6	1	1	0	5
Disability & Race Discrimination	0	0	1	0	1
Disability & Sex Discrimination	1	1	1	0	3
Disability & Sex Discrimination and Flexible Working Regulations	0	0	0	0	1
Race Discrimination	5	2	5	3	11
Race & Religion / Belief Discrimination	1	0	1	1	1
Race & Religion / Belief Discrimination and Public Interest Disclosure Act	0	0	0	1	0
Race & Sex Discrimination	1	1	0	1	0
Race Discrimination, Working Time Regulations and Other	1	0	0	0	0
Sex Discrimination	10	1	1	1	7
Sex & Sexual Orientation Discrimination	1	0	0	0	0
Sex Discrimination and Public Interest Disclosure Act	0	0	0	0	2
Sexual Orientation Discrimination	1	1	0	0	0
Unfair Dismissal	4	2	0	1	0
Unfair Dismissal and Age & Race Discrimination	0	0	1	0	0
Unfair Dismissal and Disability Discrimination	0	2	0	0	0
Unfair Dismissal and Disability, Race & Sex Discrimination	0	0	0	1	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
Constructive Dismissal and Disability Discrimination	0	1	0	0	0
Constructive Dismissal and Disability & Sex Discrimination	1	0	0	0	0
Constructive Dismissal and Sex Discrimination	0	0	1	0	1
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. 5 of the cases have been successfully appealed at EAT.

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

Results of Employment Tribunal Cases: April 2010 to March 2011 ¹

Category	Withdrawn	Struck Out	Won	Lost	Settled
Age Discrimination	1	0	0	0	0
Age & Disability Discrimination	1	0	0	0	0
Age, Disability & Race Discrimination	0	0	1	0	0
Age, Disability, Race & Religion / Belief Discrimination	0	1	0	0	0
Age, Disability, Race & Sex Discrimination	1	0	1	0	0
Age, Race, Religion / Belief & Sex Discrimination	0	0	0	0	1
Age, Race, Religion / Belief, Sex & Sexual Orientation Discrimination	1	0	0	0	0
Disability Discrimination	5	2	0	1	6
Disability & Race Discrimination	1	1	2	0	0
Disability, Race, Sex & Sexual Orientation Discrimination	1	0	0	0	0
Disability & Sex Discrimination	3	0	0	0	0
Disability Discrimination and Public Interest Disclosure Act	1	0	0	0	0
Disability Discrimination and Other	1	0	0	0	0
Race Discrimination	6	1	0	1	3
Race & Religion / Belief Discrimination	0	0	0	1	1
Race, Religion / Belief & Sexual Orientation Discrimination	0	0	0	0	1
Race & Sex Discrimination	1	0	0	0	0
Race & Sexual Orientation Discrimination	1	0	0	0	0
Race Discrimination and Public Interest Disclosure Act	0	0	1	0	0
Race Discrimination and Working Time Regulations	0	0	1	0	0
Religion / Belief Discrimination	1	0	0	0	0
Religion / Belief Discrimination and Public Interest Disclosure Act	1	0	0	0	0
Sex Discrimination	0	0	0	0	2
Sexual Orientation Discrimination	0	1	0	0	0
Unfair Dismissal	5	2	3	0	0
Unfair Dismissal and Age Discrimination	1	0	0	0	0
Unfair Dismissal and Age & Religion / Belief Discrimination	1	0	0	0	0
Unfair Dismissal and Age & Sex Discrimination	2	0	0	0	0
Unfair Dismissal and Disability Discrimination	2	1	0	0	0
Unfair Dismissal, Disability & Race Discrimination and Other	1	0	0	0	0
Unfair Dismissal and Disability & Sexual Orientation Discrimination	1	0	0	0	0
Unfair Dismissal, Disability Discrimination and Employment Rights Act	1	1	0	0	0
Unfair Dismissal and Race Discrimination	1	1	0	0	0
Unfair Dismissal, Race Discrimination and Employment Rights Act	1	0	1	0	0
Unfair Dismissal, Race Discrimination and Other	0	1	0	0	0
Unfair Dismissal and Race & Sex Discrimination	0	2	0	0	0
Unfair Dismissal, Race & Sex Discrimination, Employment Rights Act and Working Time Regulations	1	0	0	0	0
Unfair Dismissal, Sex Discrimination and Employment Rights Act	1	0	0	0	0
Unfair Dismissal and Other	1	0	1	0	0

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Category	Withdrawn	Struck Out	Won	Lost	Settled
Unfair / Constructive Dismissal and Employment Rights Act	0	0	1	0	0
Constructive Dismissal	2	0	0	0	0
Constructive Dismissal, Disability Discrimination and Other	0	0	0	1	0
Constructive Dismissal, Race Discrimination and Working Time Regulations	1	0	0	0	0
Constructive Dismissal and Flexible Working Regulations	1	0	0	0	0
Employment Rights Act	3	0	0	0	1
Employment Rights Act and Working Time Regulations	1	0	0	0	0
Flexible Working Regulations	1	0	0	0	1
Public Interest Disclosure Act	1	0	0	1	0
Working Time Regulations	0	0	1	0	0
Other	1	0	0	0	0
Total	56	14	13	5²	16³

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

² 5 claims, relating to 4 claimants.

³ Relates to 14 claimants and includes 1 non-financial settlement.