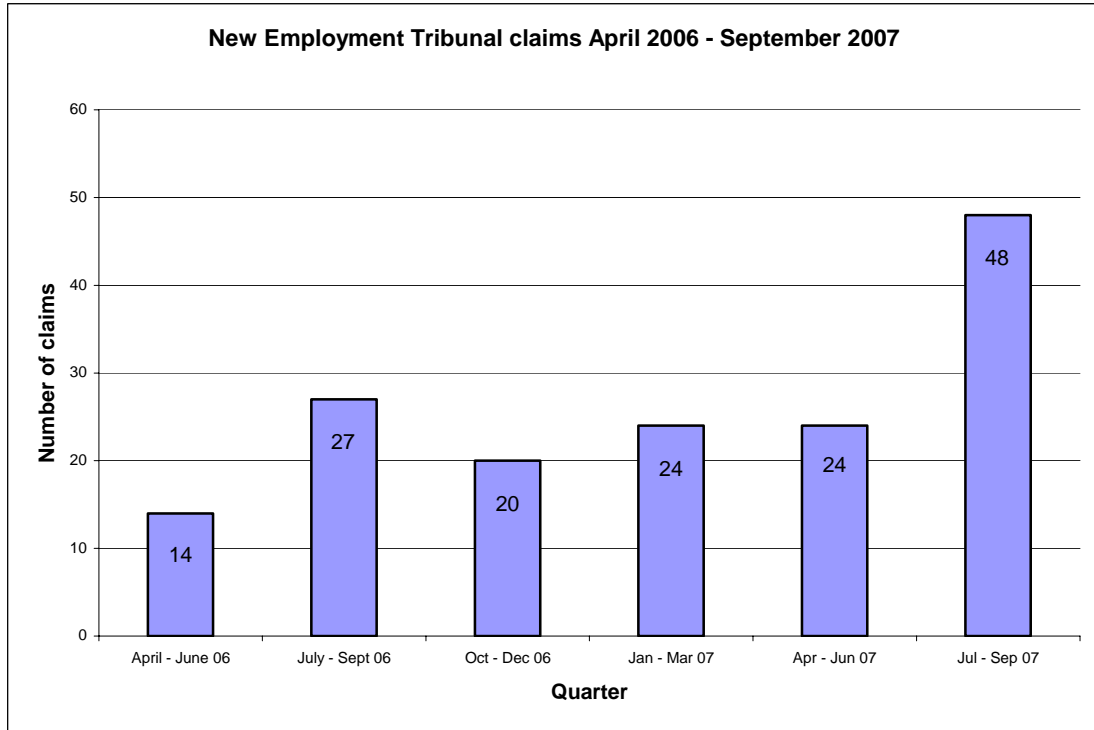
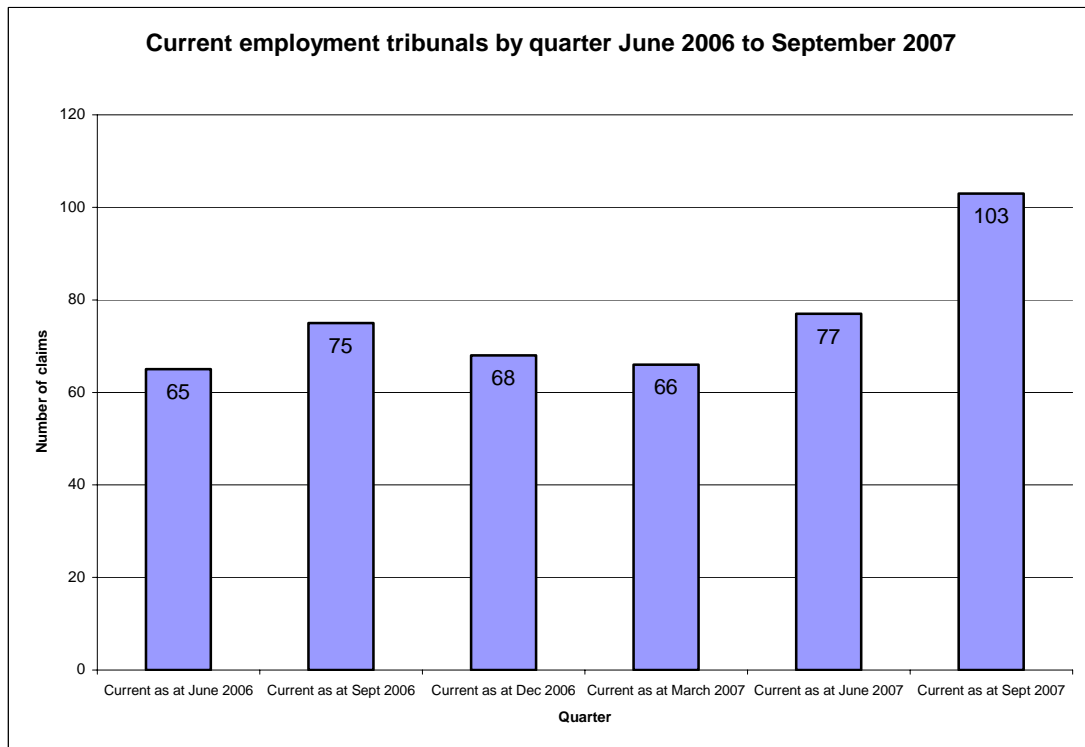


# Employment Tribunal Data – Supporting Charts and Tables

## Chart 1



## Chart 2



**Table 1****New Employment Tribunals by Rank/Band  
April 2006 to March 2007**

Rank/Band	Number of Employment Tribunal claims		
	Male	Female	Total
Police Constable	18	6	24
Ex Police Constable	4	1	5
Detective Constable	2	3	5
Ex-Detective Constable	1		1
Police Sergeant		1	1
Inspector	4		4
Detective Inspector	1	2	3
Ex-Detective Inspector	1		1
Chief Inspector	2		2
<b>Police Officer Total</b>	<b>33</b>	<b>13</b>	<b>46</b>
Band C	2	1	3
Band D	2	1	3
Band E	5	6	11
Band F	1		1
Ex-Band F	2	2	4
Band T	1		1
PCSO		1	1
Ex-PCSO	6	1	7
Catering Assistant		1	1
<b>Police Staff Total</b>	<b>19</b>	<b>13</b>	<b>32</b>
Member of the Public	3	4	7
<b>Grand Total</b>	<b>55</b>	<b>30</b>	<b>85</b>

**Table 2****New Employment Tribunals by Rank/Band  
April 2007 to September 2007**

<b>Rank/Band</b>	<b>Number of Employment Tribunal claims</b>		
	<b>Male</b>	<b>Female</b>	<b>Total</b>
Police Constable	4	3	7
Ex-Police Constable	2	1	3
Detective Constable	1	2	3
Ex-Detective Constable	1		1
Police Sergeant	3	2	5
Detective Sergeant	3	1	4
Inspector	3		3
Ex-Inspector	1		1
Detective Inspector	1		1
Ex-Chief Inspector	1		1
Commander	1		1
<b>Police Officer Total</b>	<b>21</b>	<b>9</b>	<b>30</b>
Band A	1		1
Band B		1	1
Band D	12	1	13
Ex-Band D		1	1
Band E	4	4	8
Ex-Band E	4	1	5
Ex-Band I	1		1
Ex-Band N		2	2
Band T		1	1
Band W	1		1
PCSO	3		3
Ex-PCSO		1	1
<b>Police Staff Total</b>	<b>26</b>	<b>12</b>	<b>38</b>
Member of the Public	1	3	4
<b>Grand Total</b>	<b>48</b>	<b>24</b>	<b>72</b>

**Table 3**

**New Employment Tribunals Claims by Ethnicity & Gender**

	2006/2007 April 06 to March 07				2007/2008 April 07 to September 07			
Number of Employment Tribunal claims	85				72			
	Police Officers	Police Staff	Members of Public	Total	Police Officers	Police Staff	Members of Public	Total
White	31	12	0	43 (50.59%)	17	26	0	43 (59.72%)
Black	6	9	0	15 (17.65%)	4	3	0	7 (9.72%)
Asian	8	8	0	16 (18.82%)	5	4	0	9 (12.5%)
Other groups	0	1	0	1 (1.18%)	3	0	0	3 (4.17%)
Unknown	1	2	7	10 (11.76%)	1	5	4	10 (13.89%)
<i>Total</i>	<i>46</i>	<i>32</i>	<i>7</i>	<i>85</i>	<i>30</i>	<i>38</i>	<i>4</i>	<i>72</i>
Male	33	19	3	55 (64.71%)	21	26	1	48 (66.67%)
Female	13	13	4	30 (35.29%)	9	12	3	24 (33.33%)
<i>Total</i>	<i>46</i>	<i>32</i>	<i>7</i>	<i>85</i>	<i>30</i>	<i>38</i>	<i>4</i>	<i>72</i>

Key: -

**MPS Categories**

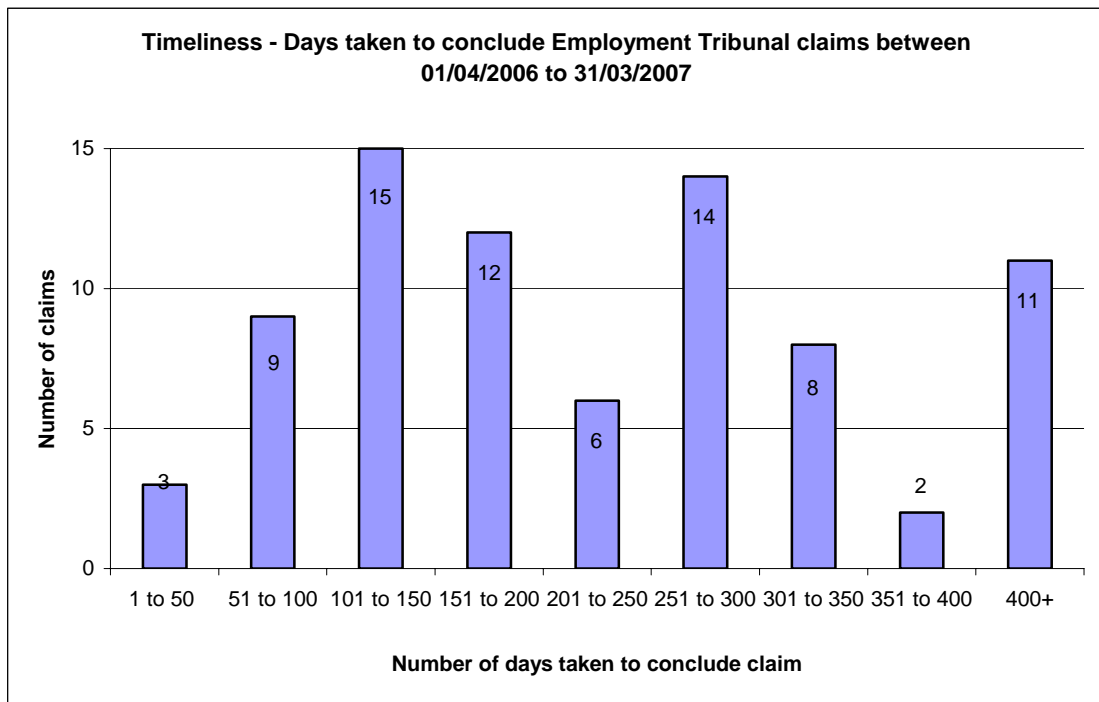
White = H S T

Black = I J K U E V W

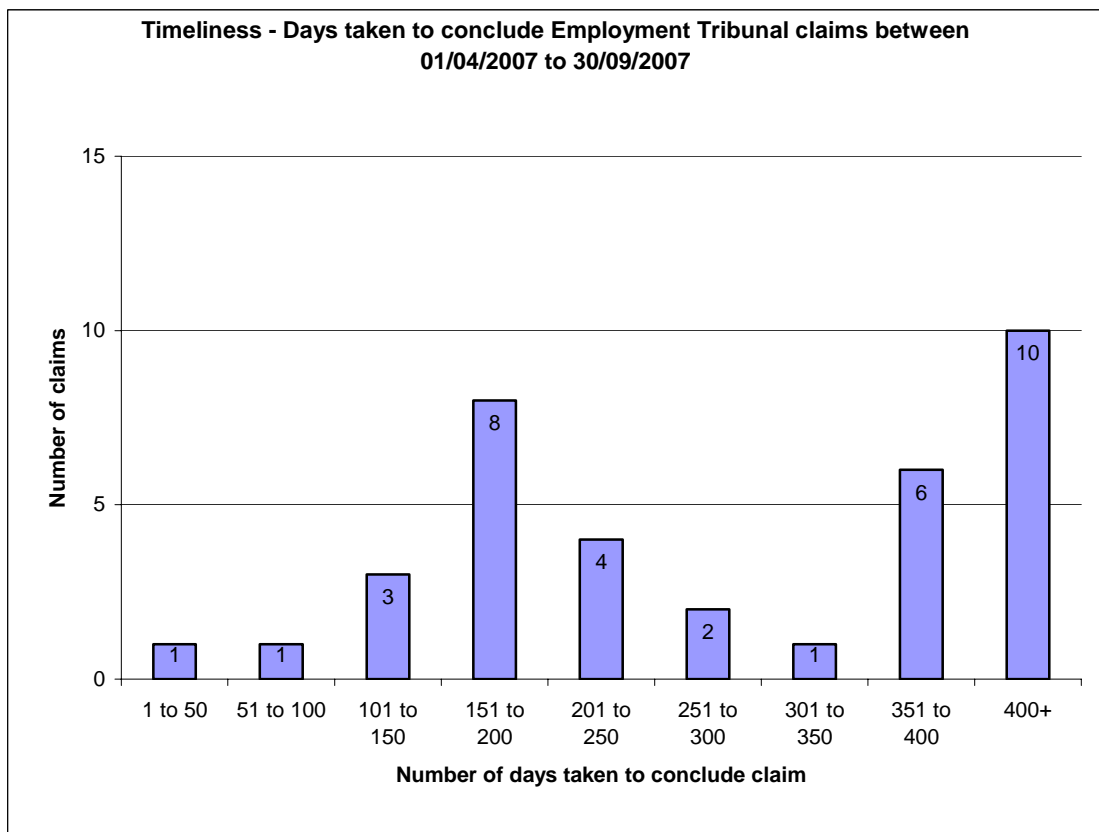
Asian = L M N P X

Other Groups = Y O Q Z 3

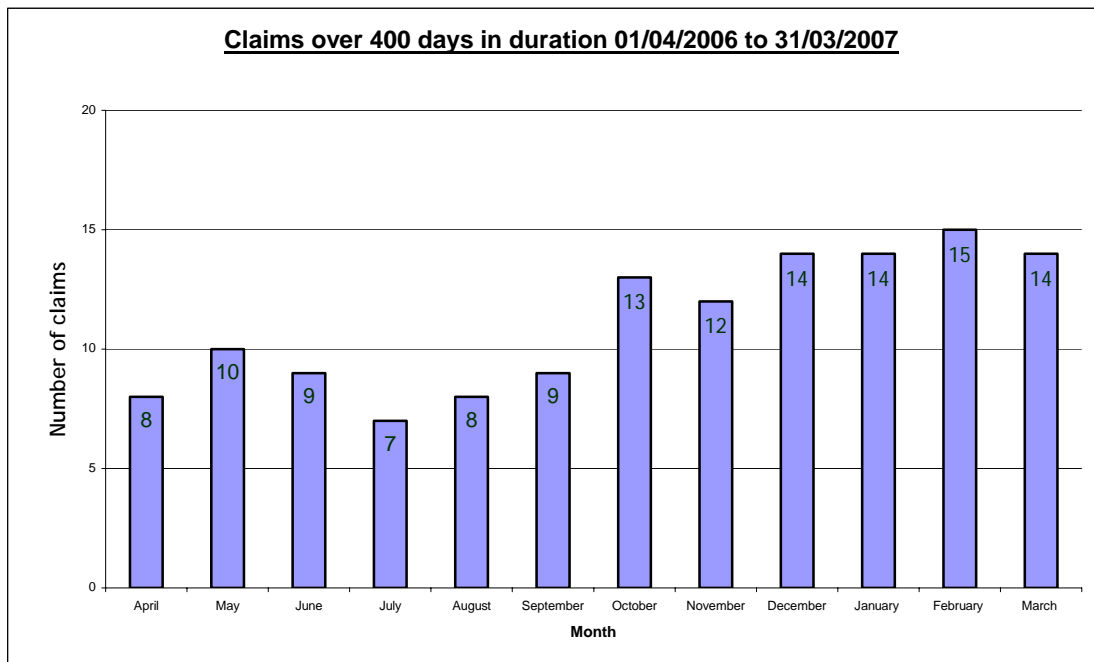
**Chart 3**



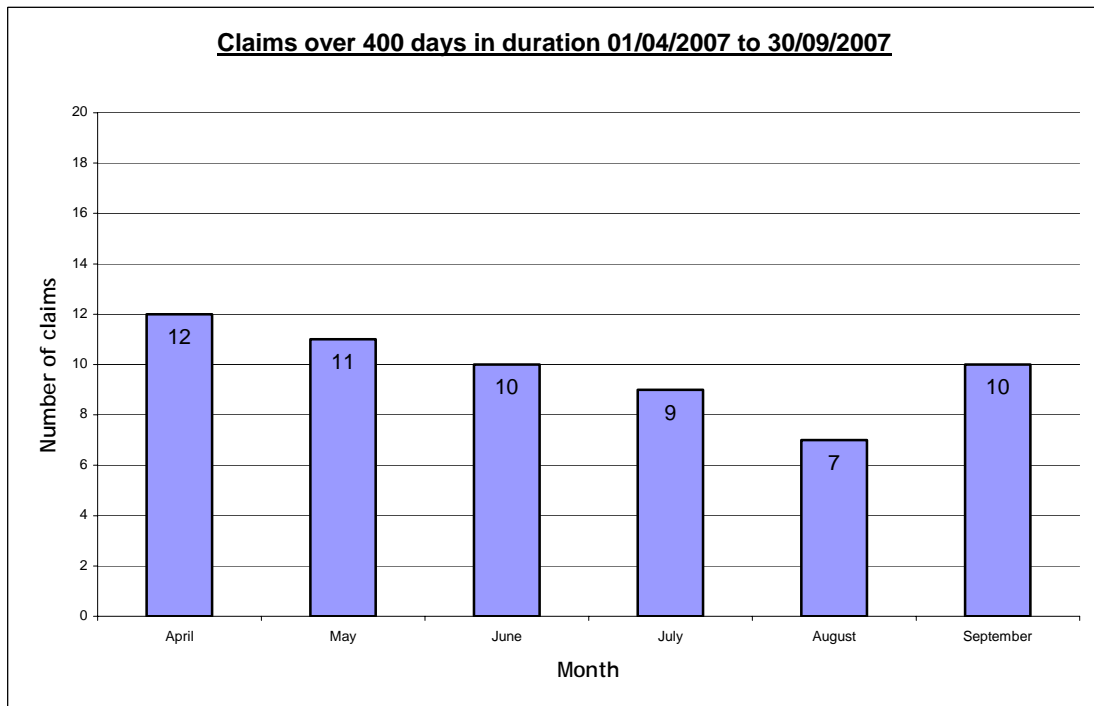
**Chart 4**



**Chart 5**



**Chart 6**



**Table 4****Number of current Employment Tribunal claims by quarter for the period April 2006 to September 2007**

<b>Category</b>	End of June 2006	End of Sep 2006	End of Dec 2006	End of March 2007	End of June 2007	End of Sep 2007
Age Discrimination	0	0	0	0	0	14
Disability Discrimination	6	9	12	8	12	15
Disability Discrimination & Unfair Dismissal	0	0	0	2	1	1
Race & Age Discrimination	0	0	0	0	2	2
Race & Disability Discrimination	0	0	0	3	3	6
Race & Sex Discrimination & Constructive Dismissal	0	0	0	0	1	0
Race Discrimination	15	15	11	7	10	17
Race Discrimination & Religious Belief Regs	5	6	8	6	6	7
Sex & Disability Discrimination	0	0	0	0	1	2
Sex & Race & Disability Discrimination	2	2	2	2	1	1
Sex & Race Discrimination	8	9	6	4	3	2
Sex & Race Discrimination & Religious Belief Regs	0	0	0	2	1	1
Sex & Race Discrimination & Sexual Orientation Regs	3	4	4	2	2	0
Sex & Race Discrimination and Age Regs	0	0	0	2	2	2
Sex Discrimination	17	21	16	14	12	14
Sex Discrimination & Other	0	0	0	0	1	1
Sex Discrimination & Sexual Harassment	0	0	0	0	1	0
Sex Discrimination & Sexual Orientation Regs	0	0	0	0	1	0
Sex Discrimination & Unfair Dismissal	0	0	0	0	1	2
Sexual Orientation Regulations	0	0	0	1	2	1
Sexual Orientation Regulations & Constructive Dismissal	0	0	0	0	1	1
Unfair / Constructive Dismissal	6	6	3	3	5	7
Unfair Dismissal, Race Discrimination & Religious Belief Regs	0	0	0	0	0	1
Other	3	3	6	10	8	6
<b>Total number of claims</b>	<b>65</b>	<b>75</b>	<b>68</b>	<b>66</b>	<b>77</b>	<b>103</b>

**Table 5****Results of Employment Tribunal Cases April 2006 – March 2007**

<b>Category</b>	<b>Withdrawn</b>	<b>Struck out</b>	<b>Won</b>	<b>Lost</b>	<b>Settled</b>
Sex Discrimination	10	2*	1	0	7
Sexual Orientation	1	0	0	0	0
Sex Discrimination & Sexual Orientation	0	0	0	0	1
Race Discrimination	4	3	3**	0	8
Race Discrimination & Religious Belief	3	0	1	0	0
Sex & Race Discrimination	1	0	0	0	8
Sex & Race Discrimination & Sexual Orientation	0	0	0	0	3
Sex & Race & Disability Discrimination	0	0	0	0	0
Unfair/Constructive Dismissal	3	3	2	0	0
Disability Discrimination	4	3	1	1	3
Other	2	2	0	0	1
<b>Total</b>	<b>28</b>	<b>14*</b>	<b>8</b>	<b>1</b>	<b>31***</b>

\* Includes 1 claim struck out at Employment Appeal Tribunal

\*\* Includes 1 claim won at EAT

\*\*\* Relates to 24 claimants & includes 5 non-financial settlements



**Table 6****Results of Employment Tribunal Cases  
April 2007 – September 2007**

<b>Category</b>	<b>Withdrawn</b>	<b>Struck out</b>	<b>Won</b>	<b>Lost</b>	<b>Settled</b>
Sex Discrimination	0	0	0	0	5
Sexual Orientation	1	0	0	0	0
Sex Discrimination & Sexual Orientation	1	0	0	0	0
Sex Discrimination & Flexible Working Regulations	0	1	0	0	0
Race Discrimination	1	1	0	0	1
Race Discrimination & Religious Belief	1	0	0	0	3
Sex & Race Discrimination	0	0	0	0	4
Sex & Race Discrimination & Sexual Orientation	0	0	2	0	0
Sex & Race & Disability Discrimination	0	0	0	0	1
Unfair/Constructive Dismissal	0	1	0	0	1
Disability Discrimination	1	2	1	0	3
Flexible Working Regulations	3	0	0	0	0
Other	1	1	0	0	0
<b>Total</b>	<b>9</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>18*</b>

\* Relates to 15 claimants and includes 2 non-financial settlements