

**Employment Tribunal Data – Supporting Charts and Tables**

Chart 1

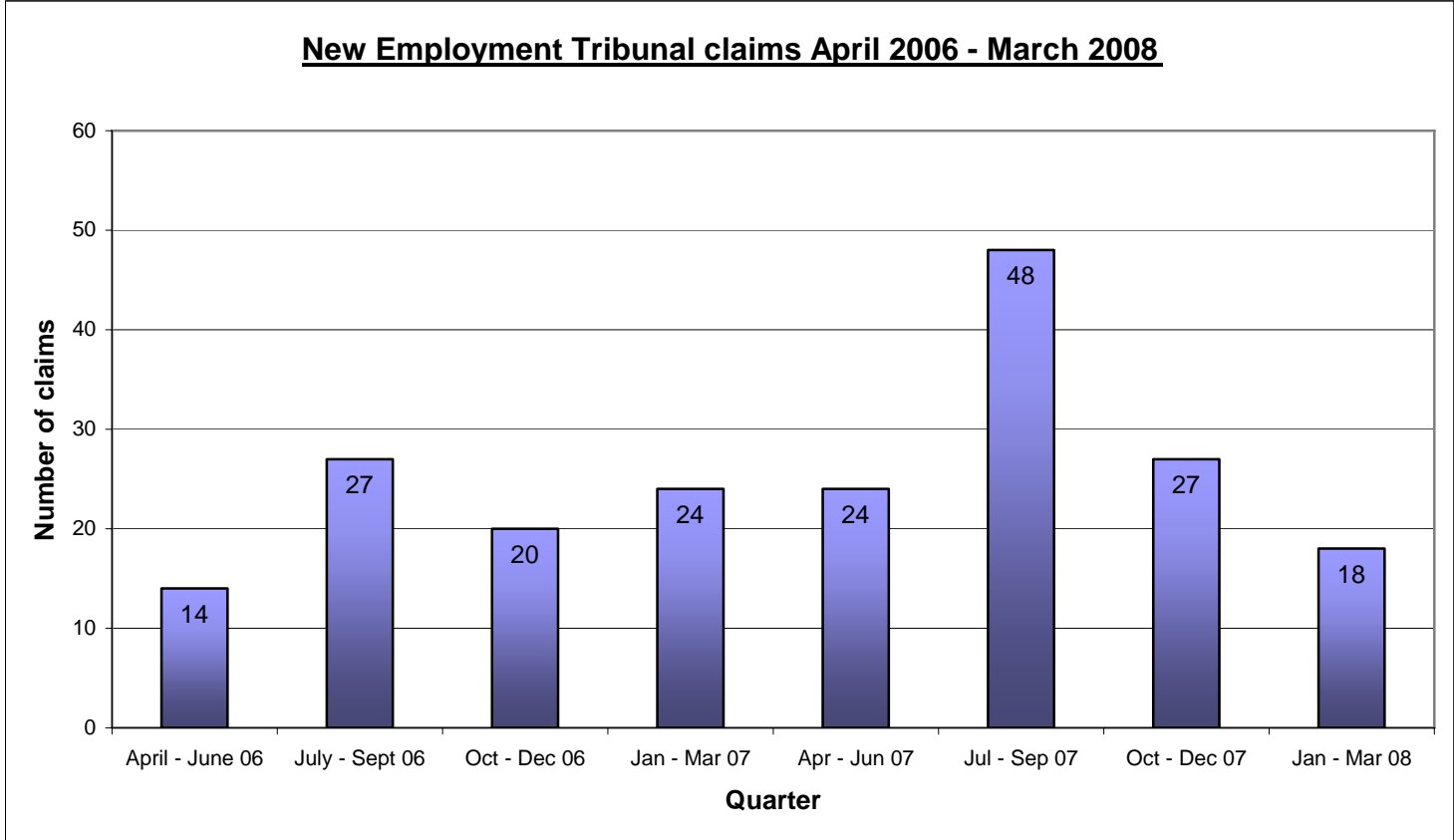
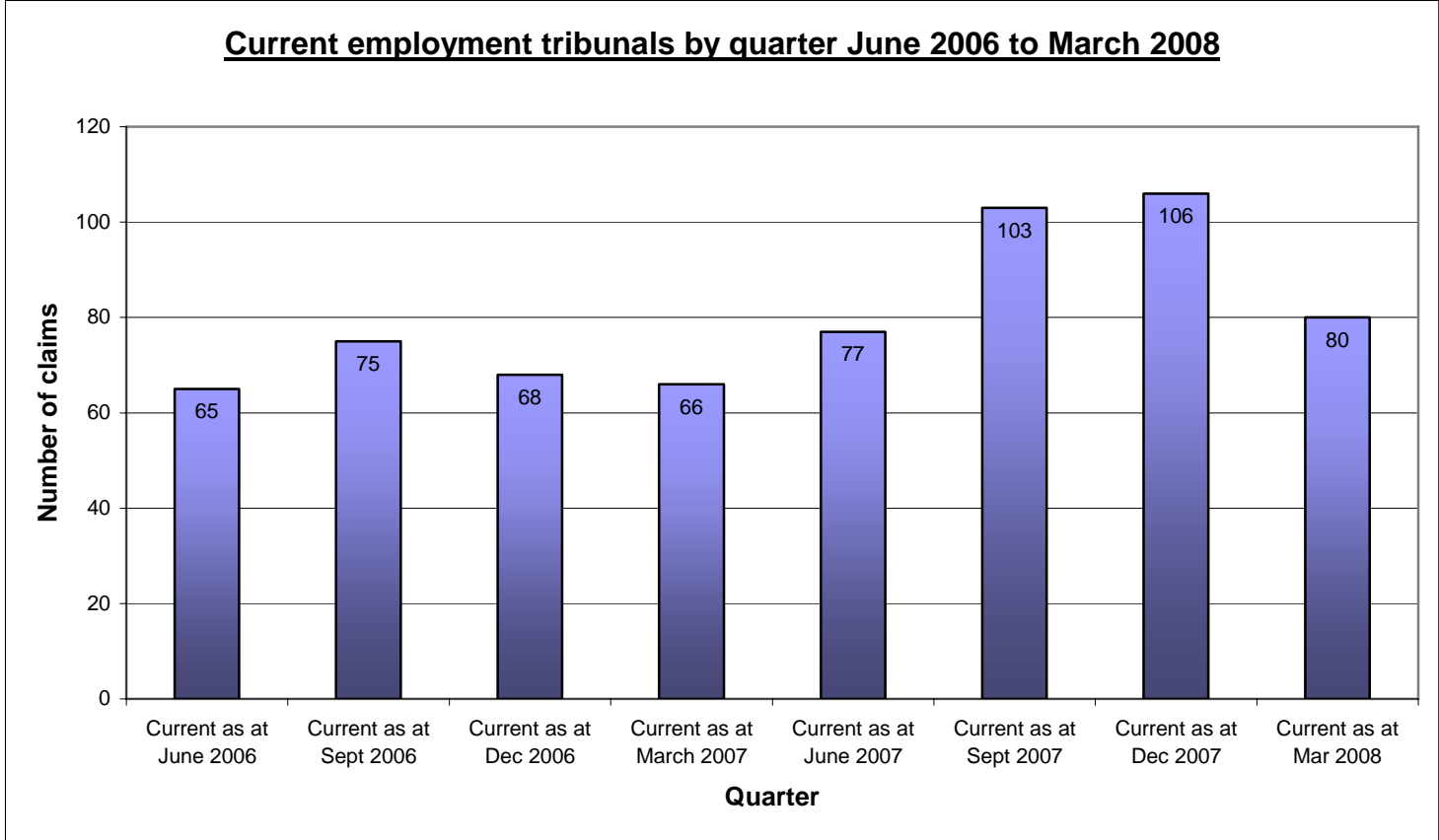


Chart 2



**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 March 2008**

| Rank/Band                   | Number of Employment Tribunal claims |           |            |
|-----------------------------|--------------------------------------|-----------|------------|
|                             | Male                                 | Female    | Total      |
| Special Constable           | 1                                    |           | 1          |
| Police Constable            | 13                                   | 8         | 21         |
| Ex-Police Constable         | 2                                    | 1         | 3          |
| Detective Constable         | 1                                    | 3         | 4          |
| Ex-Detective Constable      | 1                                    |           | 1          |
| Police Sergeant             | 6                                    | 3         | 9          |
| Detective Sergeant          | 4                                    | 1         | 5          |
| Inspector                   | 4                                    |           | 4          |
| Ex-Inspector                | 1                                    |           | 1          |
| Detective Inspector         | 1                                    |           | 1          |
| Ex Chief Inspector          | 1                                    |           | 1          |
| Commander                   | 1                                    |           | 1          |
| <b>Police Officer Total</b> | <b>36</b>                            | <b>16</b> | <b>52</b>  |
| Band A                      | 2                                    |           | 2          |
| Band B                      |                                      | 1         | 1          |
| Band D                      | 12                                   | 1         | 13         |
| Ex-Band D                   | 3                                    | 1         | 4          |
| Band E                      | 4                                    | 6         | 10         |
| Ex-Band E                   | 5                                    | 6         | 11         |
| Ex-Band I                   | 1                                    |           | 1          |
| Band N                      |                                      | 1         | 1          |
| Ex-Band N                   |                                      | 2         | 2          |
| Band T                      | 1                                    | 1         | 2          |
| Band W                      | 1                                    |           | 1          |
| Ex Band W                   | 1                                    |           | 1          |
| PCSO                        | 3                                    |           | 3          |
| Ex-PCSO                     | 6                                    | 1         | 7          |
| <b>Police Staff Total</b>   | <b>39</b>                            | <b>20</b> | <b>59</b>  |
| Member of the Public        | 2                                    | 4         | 6          |
| <b>Grand Total</b>          | <b>77</b>                            | <b>40</b> | <b>117</b> |

Table 3

**New Employment Tribunals claims by ethnicity & gender**

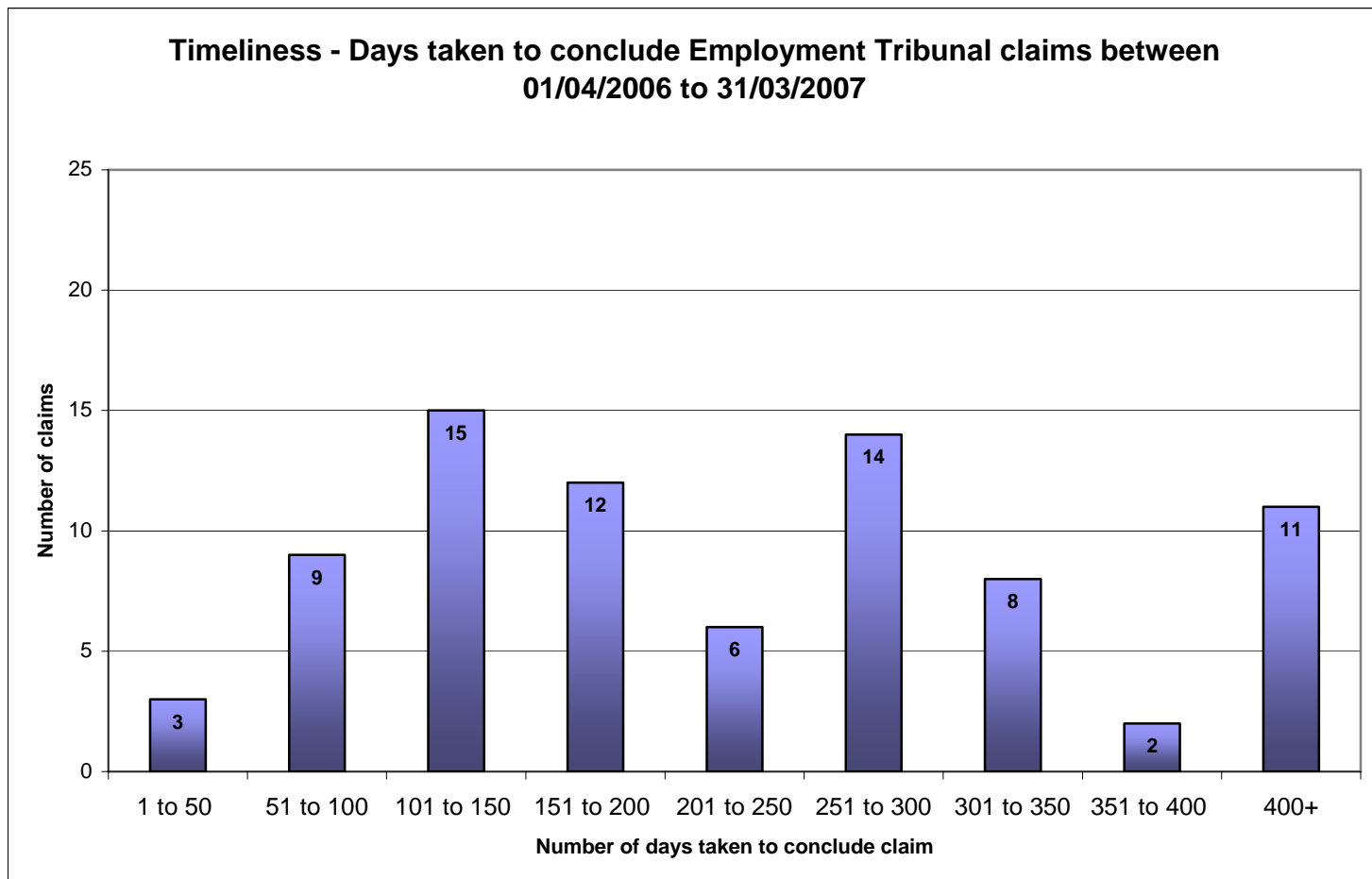
|   | 2006/2007<br>April 06 to March 07 |                 |                      |                | 2007/2008<br>April 07 to March 08 |                 |                      |                |
|---|-----------------------------------|-----------------|----------------------|----------------|-----------------------------------|-----------------|----------------------|----------------|
| Number of<br>Employment<br>Tribunal<br>claims | 85                                |                 |                      |                | 117                               |                 |                      |                |
|   | Police<br>Officers                | Police<br>Staff | Members<br>of Public | Total          | Police<br>Officers                | Police<br>Staff | Members<br>of Public | Total          |
| White   | 31                                | 12              | 0                    | 43<br>(50.59%) | 32                                | 36              | 0                    | 68<br>(58.12%) |
| Black   | 6                                 | 9               | 0                    | 15<br>(17.65%) | 8                                 | 6               | 0                    | 14<br>(11.96%) |
| Asian   | 8                                 | 8               | 0                    | 16<br>(18.82%) | 7                                 | 8               | 0                    | 15<br>(12.82%) |
| Other<br>groups                               | 0                                 | 1               | 0                    | 1 (1.18%)      | 4                                 | 0               | 0                    | 4<br>(3.42%)   |
| Unknown                                       | 1                                 | 2               | 7                    | 10<br>(11.76%) | 1                                 | 9               | 6                    | 16<br>(13.68%) |
| <b>Total</b>                                  | <b>46</b>                         | <b>32</b>       | <b>7</b>             | <b>85</b>      | <b>52</b>                         | <b>59</b>       | <b>6</b>             | <b>117</b>     |
|   |                                   |                 |                      |                |                                   |                 |                      |                |
| Male  | 33                                | 19              | 3                    | 55<br>(64.71%) | 36                                | 39              | 2                    | 77<br>(65.81%) |
| Female  | 13                                | 13              | 4                    | 30<br>(35.29%) | 16                                | 20              | 4                    | 40<br>(34.19%) |
| <b>Total</b>                                  | <b>46</b>                         | <b>32</b>       | <b>7</b>             | <b>85</b>      | <b>52</b>                         | <b>59</b>       | <b>6</b>             | <b>117</b>     |

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  
Unknown = R and Members of the Public

Chart 3



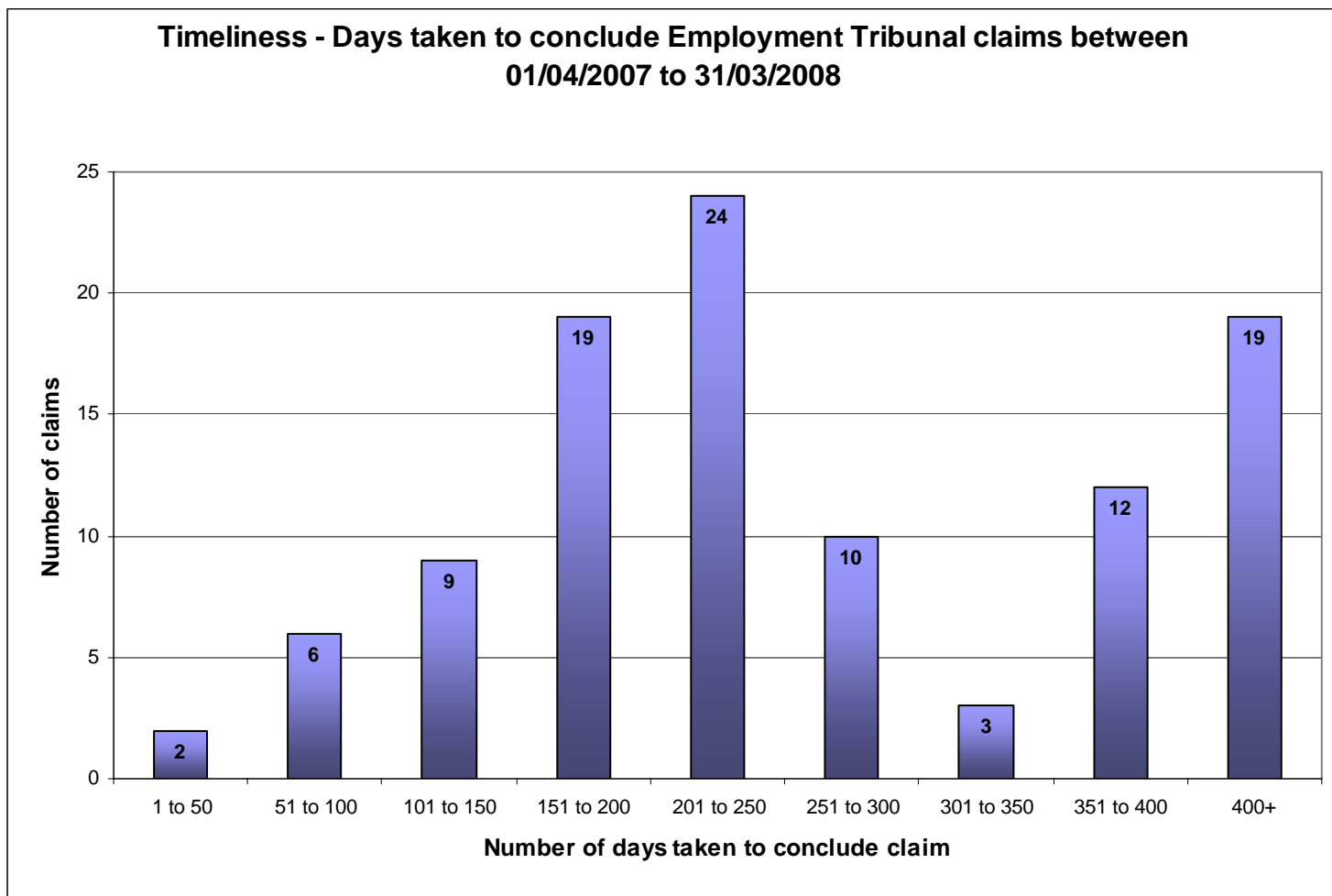
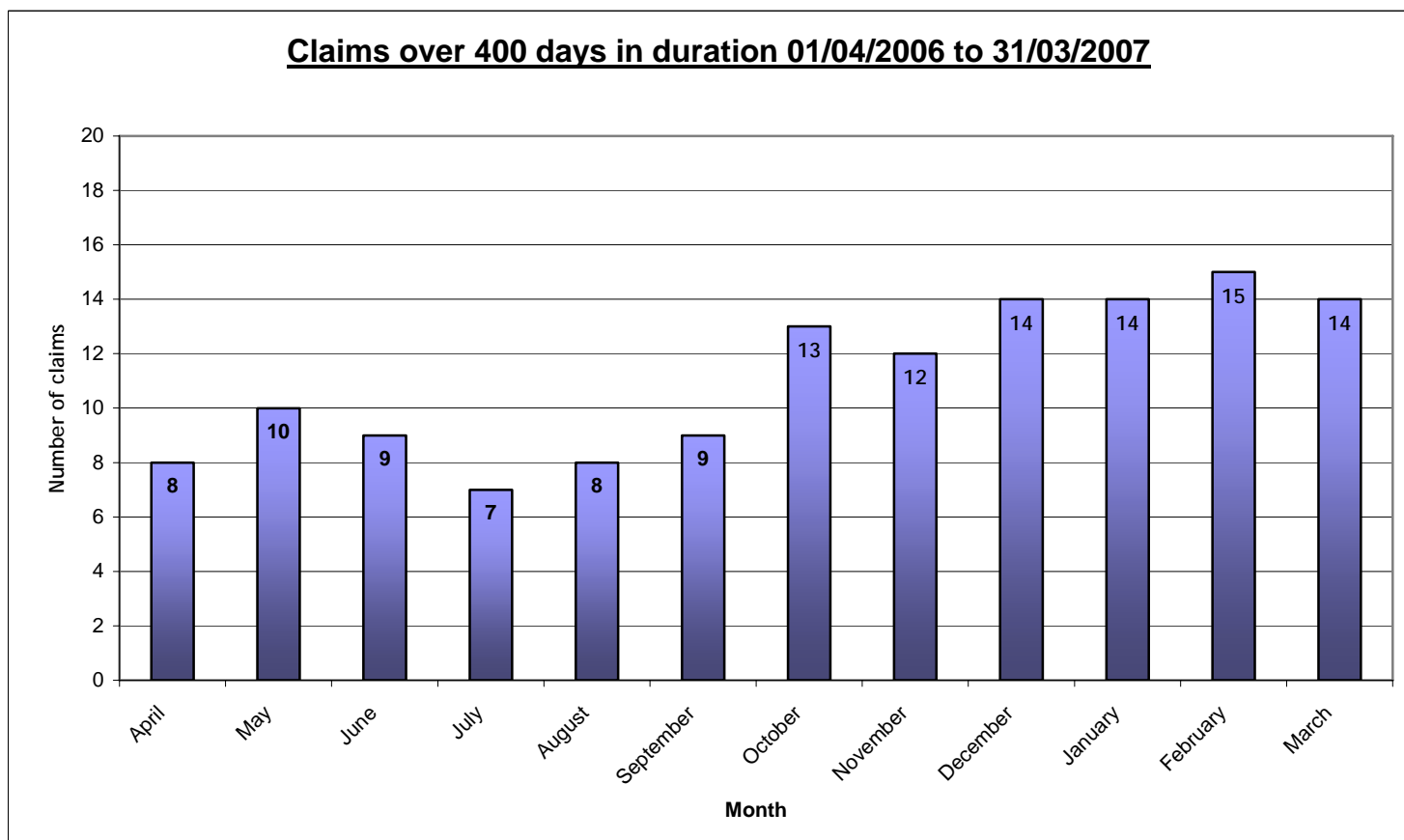
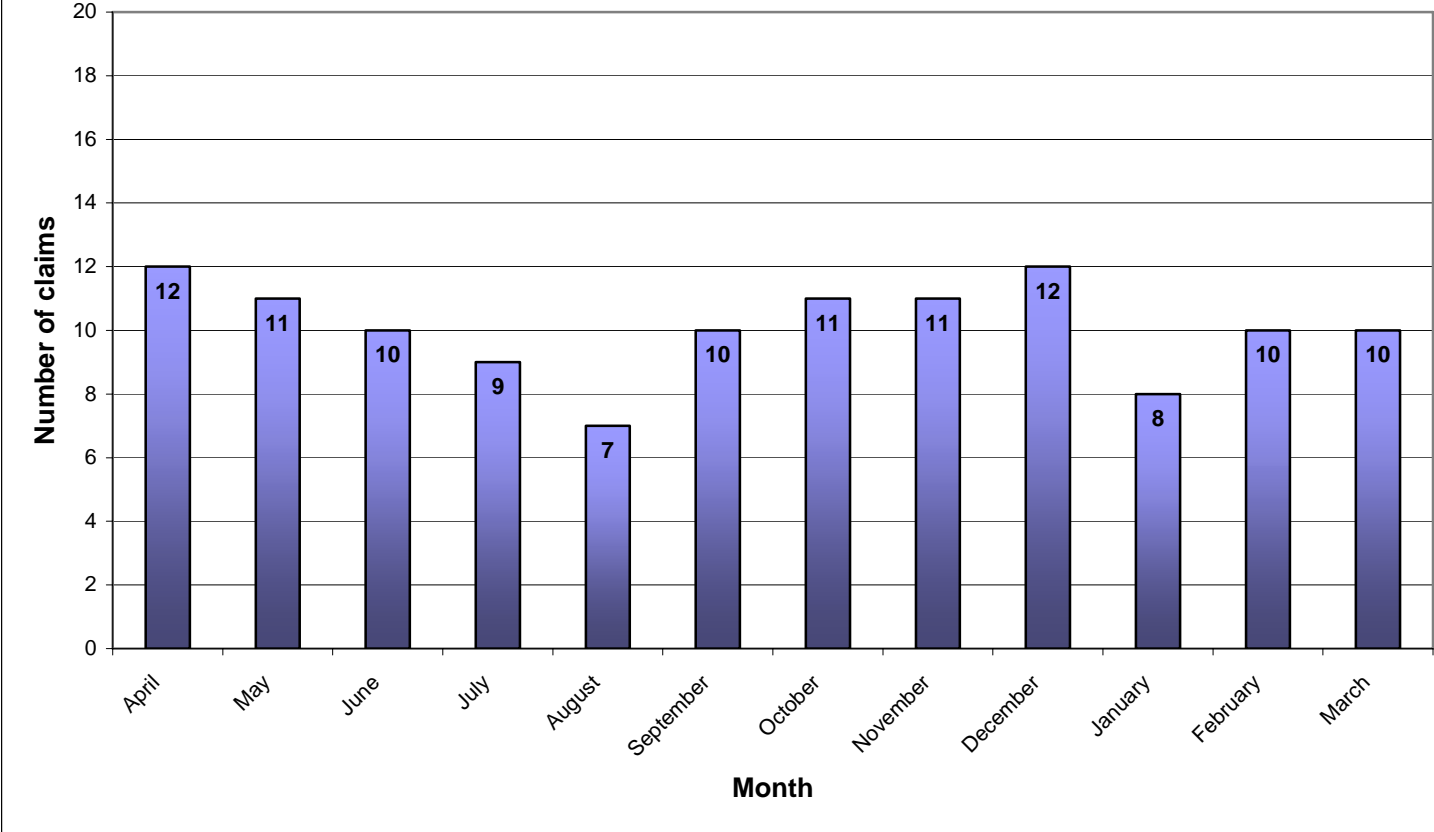


Chart 5



**Claims over 400 days in duration 01/04/2007 to 31/03/2008**







Appendix 1  
Table 4

**Employment Tribunal claims by quarter for the period April 2006 to March 2008**

| Category  | End of June<br>2006 | End of Sep<br>2006 | End of Dec<br>2006 | End of<br>March 2007 | End of June<br>2007 | End of Sep<br>2007 | End of<br>Dec 2007 | End of<br>March 2008 |
|---|---------------------|--------------------|--------------------|----------------------|---------------------|--------------------|--------------------|----------------------|
| Age Discrimination  | 0                   | 0                  | 0                  | 0                    | 0                   | 14                 | 13                 | 0                    |
| Disability Discrimination   | 6                   | 9                  | 12                 | 8                    | 12                  | 15                 | 19                 | 13                   |
| Disability Discrimination & Unfair / Constructive Dismissal   | 0                   | 0                  | 0                  | 2                    | 1                   | 1                  | 1                  | 1                    |
| Employment Rights Act *   | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 4                  | 1                    |
| Race Discrimination   | 15                  | 15                 | 11                 | 7                    | 10                  | 17                 | 14                 | 14                   |
| Race & Age Discrimination   | 0                   | 0                  | 0                  | 0                    | 2                   | 2                  | 2                  | 1                    |
| Race & Disability Discrimination  | 0                   | 0                  | 0                  | 3                    | 3                   | 6                  | 5                  | 6                    |
| Race & Sex Discrimination & Constructive Dismissal  | 0                   | 0                  | 0                  | 0                    | 1                   | 0                  | 0                  | 0                    |
| Race Discrimination & Religious Belief Regs   | 5                   | 6                  | 8                  | 6                    | 6                   | 7                  | 8                  | 7                    |
| Race, Disability & Age Discrimination   | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 0                  | 1                    |
| Race, Sex & Disability Discrimination & Unfair Dismissal  | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 0                  | 1                    |
| Sex Discrimination  | 17                  | 21                 | 16                 | 14                   | 12                  | 14                 | 12                 | 11                   |
| Sex & Age Discrimination  | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 1                  | 2                    |
| Sex & Age Discrimination & Unfair Dismissal   | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 2                  | 2                    |
| Sex & Disability Discrimination   | 0                   | 0                  | 0                  | 0                    | 1                   | 2                  | 1                  | 1                    |
| Sex & Disability Discrimination & Constructive Dismissal  | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 1                  | 1                    |
| Sex & Race Discrimination   | 8                   | 9                  | 6                  | 4                    | 3                   | 2                  | 4                  | 3                    |
| Sex, Race & Disability Discrimination   | 2                   | 2                  | 2                  | 2                    | 1                   | 1                  | 1                  | 0                    |
| Sex & Race Discrimination & Religious Belief Regs   | 0                   | 0                  | 0                  | 2                    | 1                   | 1                  | 0                  | 0                    |
| Sex & Race Discrimination & Sexual Orientation Regs   | 3                   | 4                  | 4                  | 2                    | 2                   | 0                  | 0                  | 0                    |
| Sex & Race Discrimination & Unfair / Constructive Dismissal   | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 1                  | 2                    |
| Sex, Race & Age Discrimination  | 0                   | 0                  | 0                  | 2                    | 2                   | 2                  | 2                  | 1                    |
| Sex Discrimination & Other  | 0                   | 0                  | 0                  | 0                    | 1                   | 1                  | 0                  | 0                    |
| Sex Discrimination & Part Time Worker Regulations *   | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 1                  | 0                    |
| Sex Discrimination & Sexual Harassment  | 0                   | 0                  | 0                  | 0                    | 1                   | 0                  | 0                  | 0                    |
| Sex Discrimination & Sexual Orientation Regs  | 0                   | 0                  | 0                  | 0                    | 1                   | 0                  | 0                  | 0                    |
| Sex Discrimination & Unfair Dismissal   | 0                   | 0                  | 0                  | 0                    | 1                   | 2                  | 2                  | 0                    |
| Sex, Disability & Age Discrimination  | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 0                  | 1                    |
| Sexual Orientation Regulations  | 0                   | 0                  | 0                  | 1                    | 2                   | 1                  | 1                  | 1                    |
| Sexual Orientation Regulations & Constructive Dismissal   | 0                   | 0                  | 0                  | 0                    | 1                   | 1                  | 1                  | 0                    |
| Unfair / Constructive Dismissal   | 6                   | 6                  | 3                  | 3                    | 5                   | 7                  | 8                  | 9                    |
| Unfair Dismissal & religious Belief Regulations   | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 0                  | 1                    |
| Unfair Dismissal, Race Discrimination & Religious Belief Regs   | 0                   | 0                  | 0                  | 0                    | 0                   | 1                  | 1                  | 0                    |
| Unfair Dismissal, Race Discrimination & Other   | 0                   | 0                  | 0                  | 0                    | 0                   | 0                  | 1                  | 0                    |
| Other (* from December 2007 broken down into jurisdictional categories where possible, e.g. ERA, PTW Regs.) | 3                   | 3                  | 6                  | 10                   | 8                   | 6                  | 0                  | 0                    |
| <b>Total number of claims</b>   | <b>65</b>           | <b>75</b>          | <b>68</b>          | <b>66</b>            | <b>77</b>           | <b>103</b>         | <b>106</b>         | <b>80</b>            |

**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

**Results of Employment Tribunal Cases**  
**April 2007 – March 2008**

| Category   | Withdrawn | Struck out | Won      | Lost     | Settled     |
|--|-----------|------------|----------|----------|-------------|
| Age Discrimination   | 14*       | 0          | 0        | 0        | 0           |
| Employment Rights Act                                      | 3         | 0          | 0        | 0        | 0           |
| Disability Discrimination                                  | 3         | 0          | 2        | 1        | 10          |
| Disability Discrimination & Unfair Dismissal               | 0         | 3          | 1        | 0        | 1           |
| Flexible Working Regulations                               | 4         | 0          | 0        | 0        | 0           |
| Race Discrimination  | 6         | 1          | 0        | 0        | 6           |
| Race & Age Discrimination                                  | 1         | 0          | 0        | 0        | 0           |
| Race & Disability Discrimination                           | 0         | 1          | 0        | 0        | 0           |
| Race Discrimination & Religious Belief                     | 2         | 0          | 0        | 0        | 1           |
| Race Discrimination, Unfair Dismissal & Other              | 1         | 0          | 0        | 0        | 0           |
| Sex Discrimination / Harassment                            | 2         | 3          | 0        | 0        | 9           |
| Sex & Disability Discrimination                            | 0         | 0          | 0        | 0        | 1           |
| Sex & Race Discrimination                                  | 0         | 0          | 0        | 0        | 3           |
| Sex & Race Discrimination & Constructive Dismissal         | 0         | 0          | 0        | 0        | 1           |
| Sex Discrimination & Flexible Working Regulations          | 1         | 1          | 0        | 0        | 0           |
| Sex, Race & Age Discrimination                             | 1         | 0          | 0        | 0        | 0           |
| Sex & Race & Disability Discrimination                     | 0         | 0          | 0        | 0        | 1           |
| Sex & Race Discrimination & Religious Belief               | 0         | 0          | 0        | 0        | 1           |
| Sex & Race Discrimination & Sexual Orientation Regulations | 0         | 0          | 2        | 0        | 0           |
| Sex Discrimination & Sexual Orientation                    | 1         | 0          | 0        | 0        | 0           |
| Sex Discrimination & Part Time Working Regulations         | 1         | 0          | 0        | 0        | 0           |
| Sex Discrimination & Unfair / Constructive Dismissal       | 0         | 1          | 0        | 2        | 0           |
| Sexual Orientation   | 1         | 0          | 0        | 0        | 1           |
| Unfair / Constructive Dismissal                            | 1         | 1          | 1        | 0        | 2           |
| Unfair Dismissal, Race Discrimination & Religious Belief   | 1         | 0          | 0        | 0        | 1           |
| Other  | 2         | 1          | 0        | 0        | 0           |
| <b>Total</b>   | <b>45</b> | <b>12</b>  | <b>6</b> | <b>3</b> | <b>38**</b> |

\* Of these, 12 claimants lodged 13 of the claims, which all relate to one multiple case

\*\* Relates to 31 claimants and includes 6 non-financial settlements