

Employment Tribunal Data – Supporting Charts and Tables

Chart 1

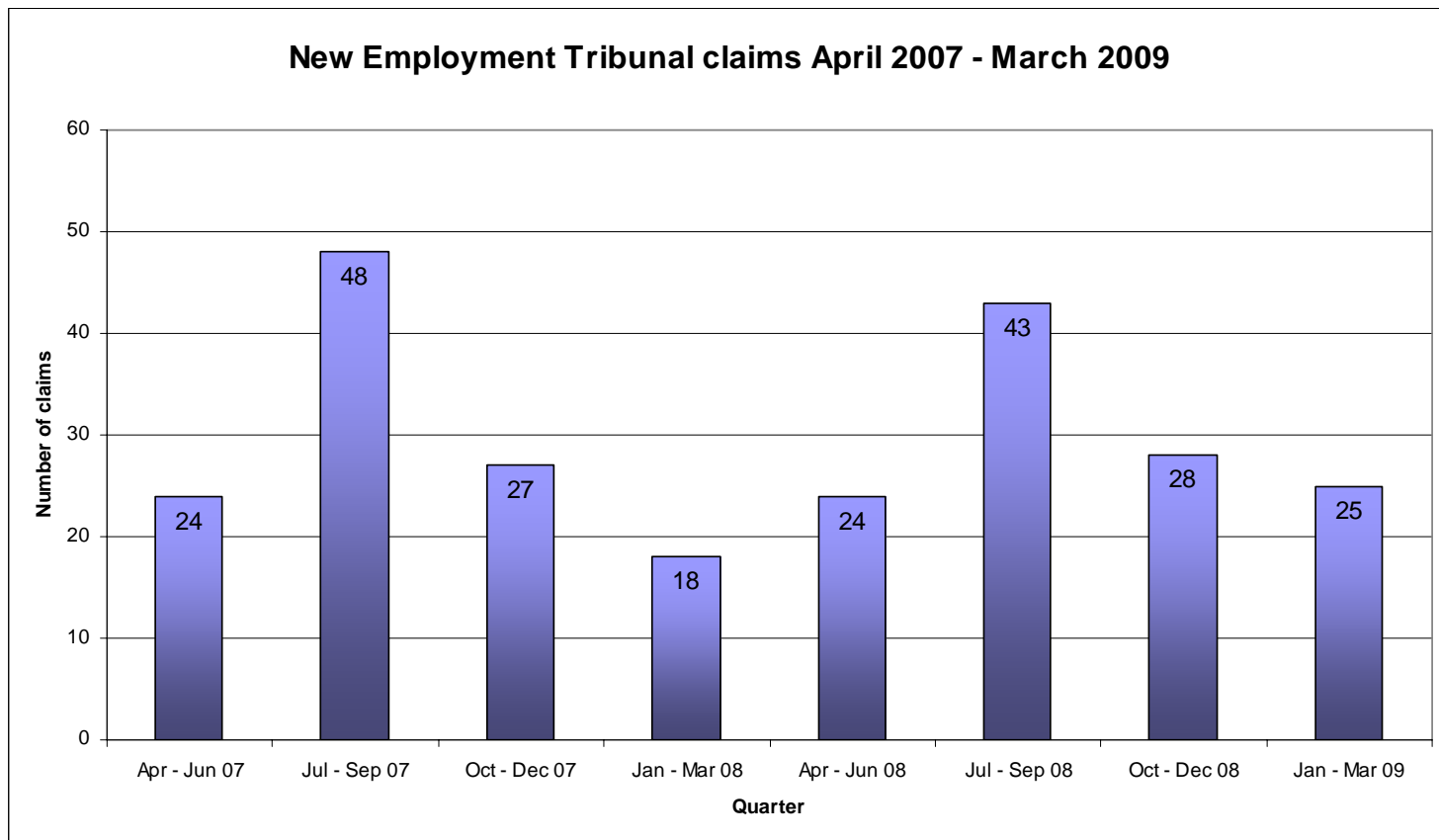
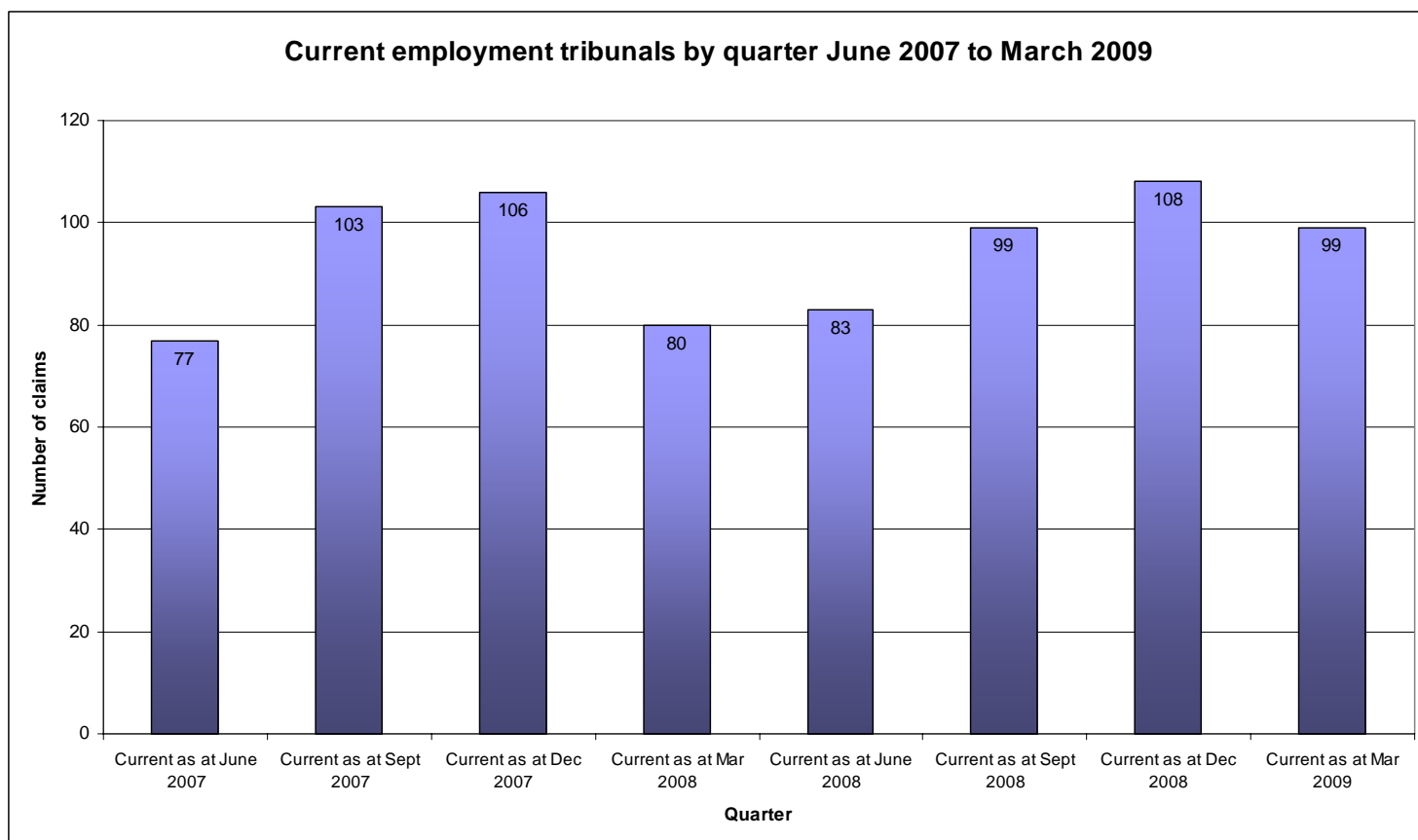


Chart 2



**New Employment Tribunals by Rank/Band
April 2007 to March 2008**

Rank/Band	Number of Employment Tribunal claims		
	Male	Female	Total
Commander	1	0	1
Ex Chief Inspector	1	0	1
Detective Inspector	1	0	1
Ex-Inspector	1	0	1
Inspector	4	0	4
Detective Sergeant	4	1	5
Detective Constable	1	3	4
Police Sergeant	6	3	9
Ex-Detective Constable	1	0	1
Police Constable	13	8	21
Ex-Police Constable	2	1	3
Special Constable	1	0	1
Police Officer Total	36	16	52
Band A	2	0	2
Band B	0	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	0	1
Band N	0	1	1
Ex-Band N	0	2	2
Band T	1	1	2
Band W	1	0	1
Ex Band W	1	0	1
PCSO	3	0	3
Ex-PCSO	6	1	7
Police Staff Total	39	20	59
Member of the Public	2	4	6
Grand Total	77	40	117

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
PCSO	7	1	8
Ex-PCSO	6	0	6
Police Staff Total	36	15	51
Member of the Public	2	1	3
Grand Total	81	39	120

New Employment Tribunals claims by ethnicity & gender

	2007/2008 April 07 to March 08				2008/2009 April 08 to March 09			
Number of Employment Tribunal claims	117				120			
	Police Officers	Police Staff	Members of Public	Total	Police Officers	Police Staff	Members of Public	Total
White	32	36	0	68 (58.12%)	38	22	0	60 (50.00%)
Black	8	6	0	14 (11.96%)	10	17	0	27 (22.50%)
Asian	7	8	0	15 (12.82%)	10	10	0	20 (16.67%)
Other groups	4	0	0	4 (3.42%)	8	0	0	8 (6.67%)
Unknown	1	9	6	16 (13.68%)	0	2	3	5 (4.16%)
Total	52	59	6	117	66	51	3	120
Male	36	39	2	77 (65.81%)	43	36	2	81 (67.50%)
Female	16	20	4	40 (34.19%)	23	15	1	39 (32.50%)
Total	52	59	6	117	66	51	3	120

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

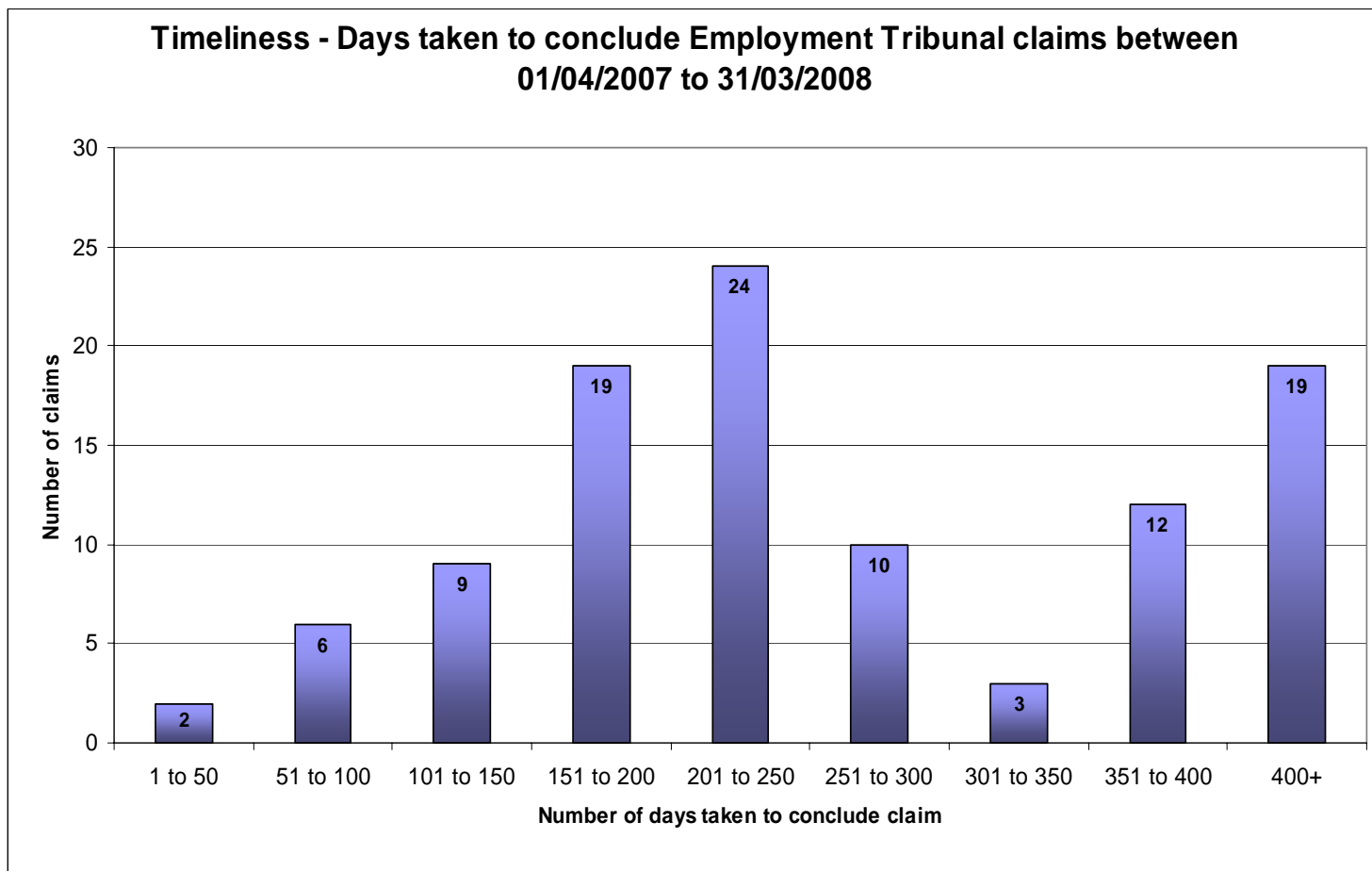
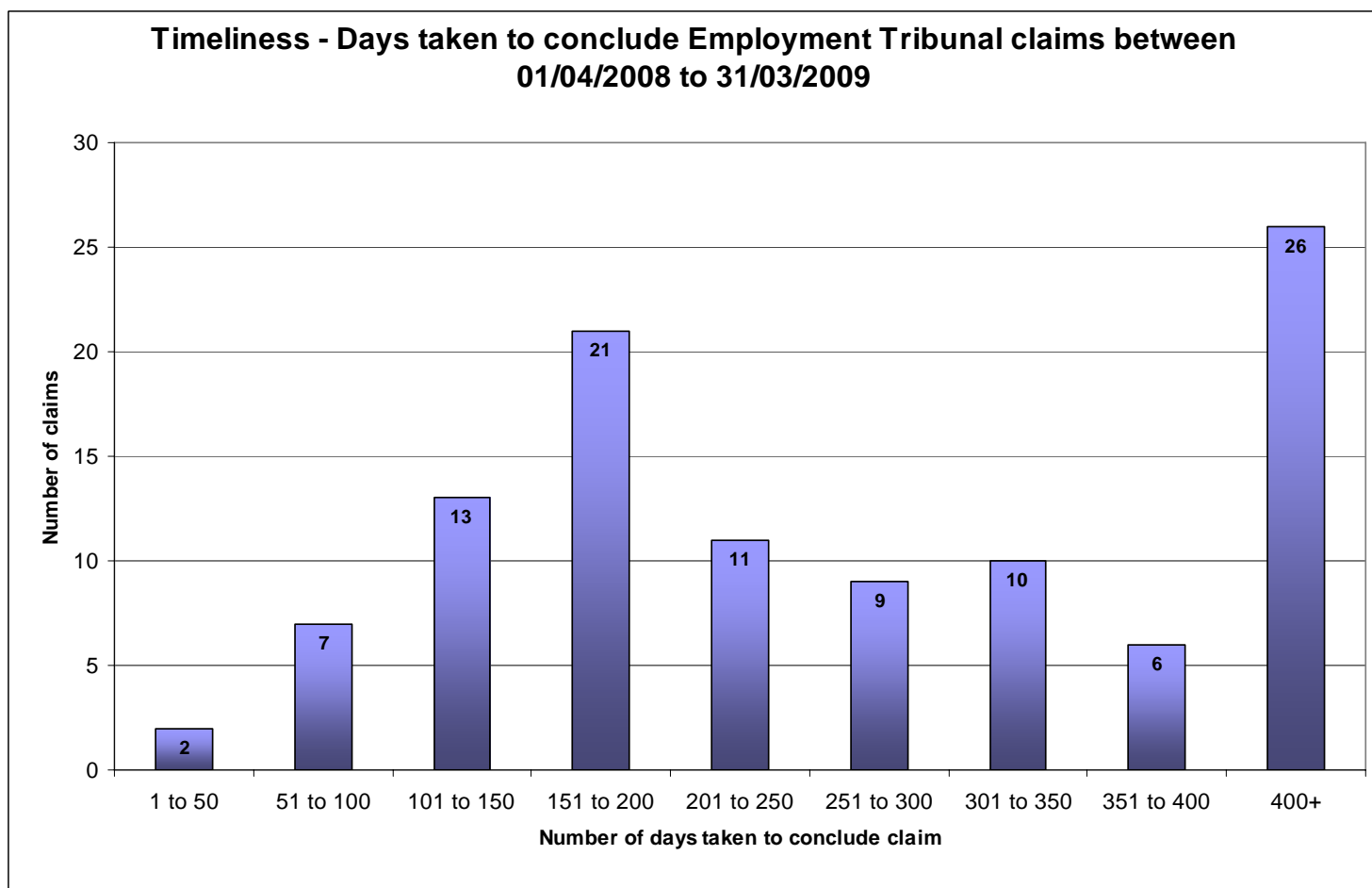


Chart 4



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

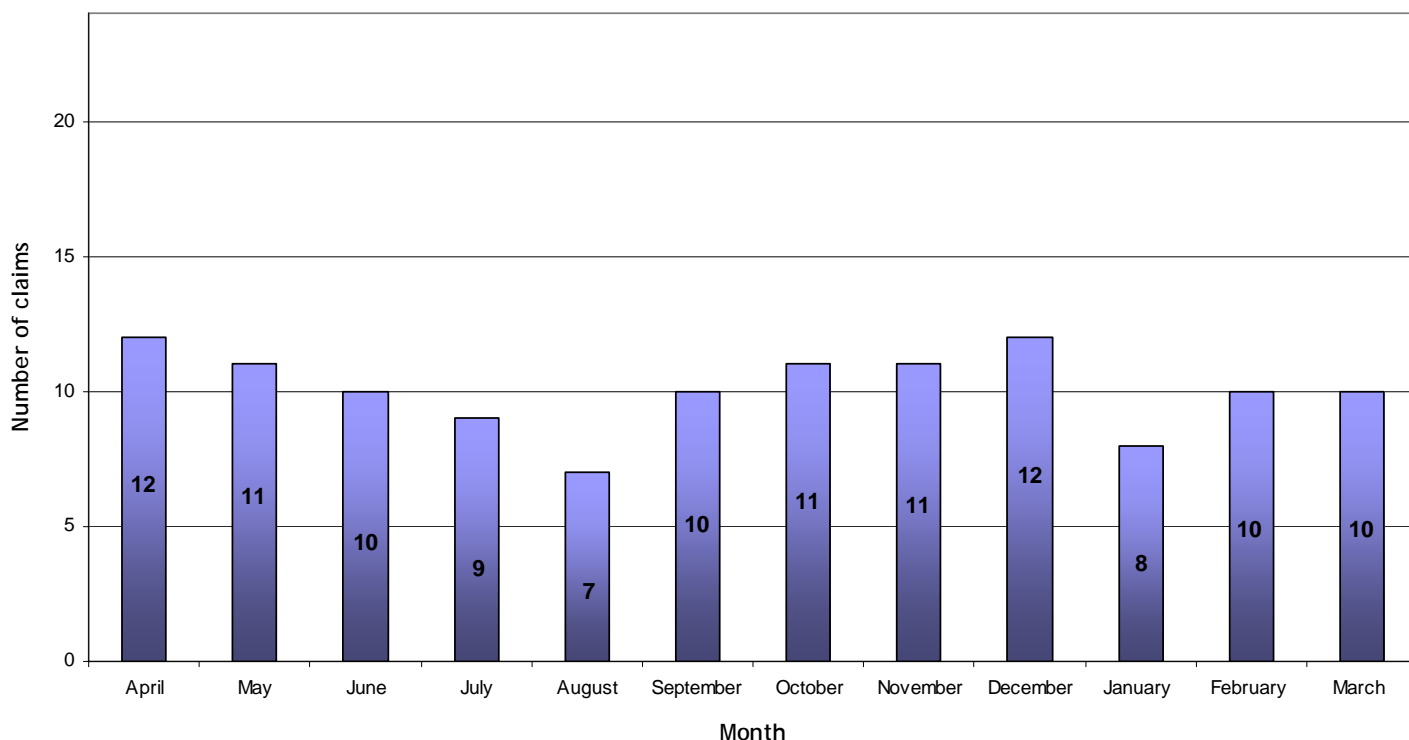
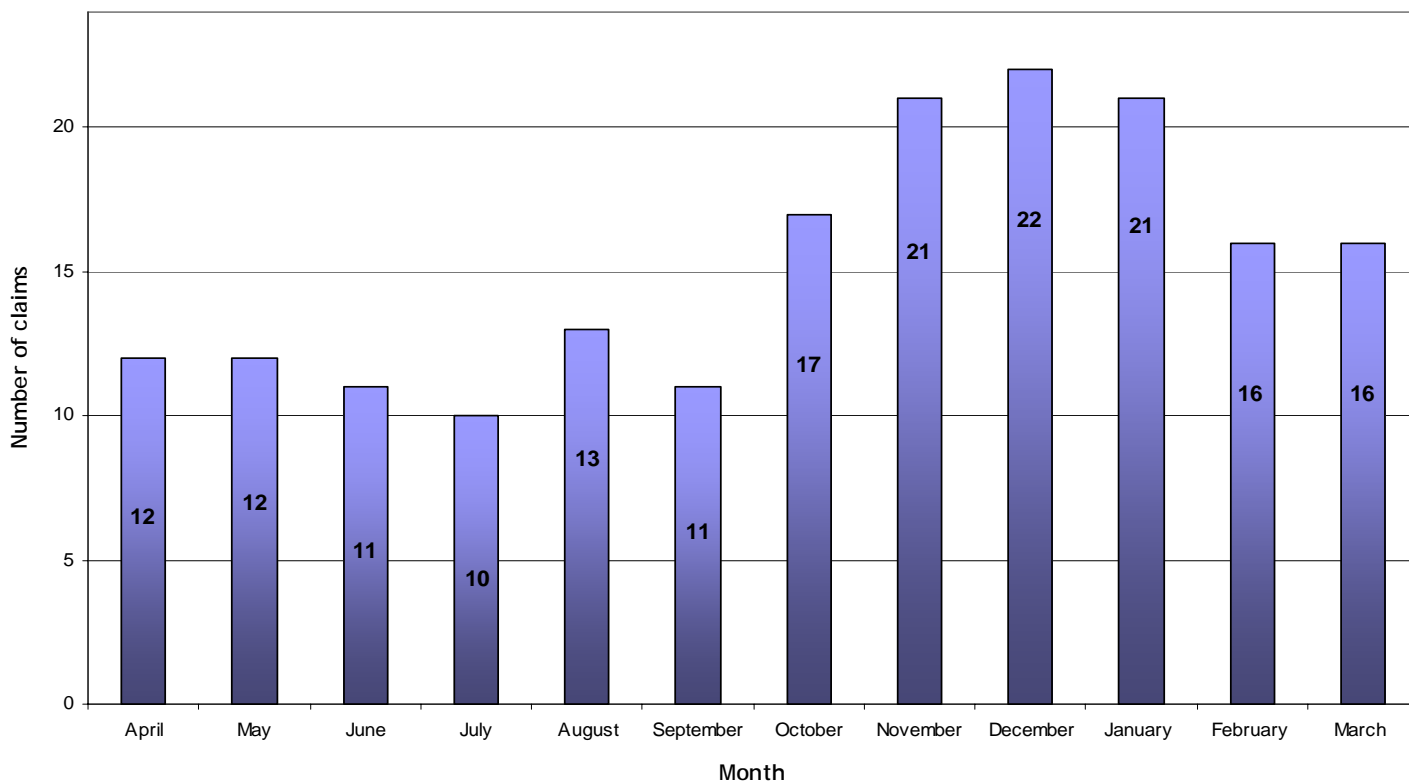


Chart 6

Claims over 400 days in duration 01/04/2008 to 31/03/2009



Employment Tribunal Claims by quarter for the period April 2007 to March 2009

Category	End of June 2007	End of Sep 2007	End of Dec 2007	End of March 2008	End of June 2008	End of Sep 2008	End of Dec 2008	End of March 2009
Age Discrimination	0	14	13	0	0	0	0	0
Constructive Dismissal, Disability Discrimination & Other	0	0	0	0	0	0	0	1
Disability Discrimination	12	15	19	13	17	14	15	6
Disability & Age Discrimination	0	0	0	0	0	1	2	2
Disability Discrimination & Unfair / Constructive Dismissal	1	1	1	1	2	5	4	2
Disability Discrimination, Unfair Dismissal & Employment Rights Act	0	0	0	0	0	1	0	0
Employment Rights Act *	0	0	4	1	2	1	1	2
Employment Rights Act * & Unfair / Constructive Dismissal	0	0	0	0	0	0	1	1
Public Interest Disclosure Act *	0	0	0	0	0	1	1	3
Race Discrimination	10	17	14	14	17	21	22	21
Race & Age Discrimination	2	2	2	1	1	1	1	0
Race & Disability Discrimination	3	6	5	6	7	6	5	4
Race & Disability Discrimination & Religious Belief Regs	0	0	0	0	0	0	1	1
Race Discrimination & Public Interest Disclosure Act	0	0	0	0	0	0	0	1
Race & Sex Discrimination & Constructive Dismissal	1	0	0	0	1	0	0	0
Race Discrimination & Religious Belief Regs	6	7	8	7	6	7	7	6
Race Discrimination, Religious Belief Regs & Public Interest Disclosure Act	0	0	0	0	0	0	1	1
Race & Age Discrimination & Religious Belief Regs	0	0	0	0	0	1	0	0
Race, Disability & Age Discrimination	0	0	0	1	1	1	1	1
Race, Sex & Disability Discrimination & Unfair Dismissal	0	0	0	1	1	1	1	1
Race Discrimination & Unfair Dismissal	0	0	0	0	1	2	2	2
Race Discrimination, Unfair Dismissal & Employment Rights Act	0	0	0	0	0	0	0	1
Religious Belief Regs	0	0	0	0	0	0	0	1
Sex Discrimination	12	14	12	11	10	17	17	16
Sex & Age Discrimination	0	0	1	2	1	1	1	2
Sex & Age Discrimination & Unfair Dismissal	0	0	2	2	2	2	2	2
Sex & Disability Discrimination	1	2	1	1	2	2	4	4

Category	Appendix 1							
	End of June 2007	End of Sep 2007	End of Dec 2007	End of March 2008	End of June 2008	End of Sep 2008	End of Dec 2008	End of March 2009
Sex & Disability Discrimination & Constructive Dismissal	0	0	1	1	1	1	1	1
Sex & Disability Discrimination & Flexible Working Regs	0	0	0	0	0	0	0	1
Sex & Race Discrimination	3	2	4	3	2	3	3	2
Sex, Race & Age Discrimination	0	0	0	0	0	0	1	2
Sex, Race & Disability Discrimination	1	1	1	0	0	0	0	0
Sex & Race Discrimination & Religious Belief Regs	1	1	0	0	0	0	0	0
Sex, Race & Age Discrimination & Religious Belief Regs	0	0	0	0	0	1	1	1
Sex & Race Discrimination & Sexual Orientation Regs	2	0	0	0	0	0	0	0
Sex & Race Discrimination & Unfair / Constructive Dismissal	0	0	1	2	1	0	0	0
Sex, Race & Age Discrimination	2	2	2	1	0	1	0	0
Sex Discrimination & Other	1	1	0	0	0	0	0	0
Sex Discrimination & Part Time Worker Regulations *	0	0	1	0	0	0	0	0
Sex Discrimination & Public Interest Disclosure Act	0	0	0	0	0	0	1	2
Sex Discrimination & Sexual Harassment	1	0	0	0	0	0	0	0
Sex Discrimination & Sexual Orientation Regs	1	0	0	0	0	0	0	0
Sex Discrimination & Unfair / Constructive Dismissal	1	2	2	0	1	1	3	3
Sex, Disability & Age Discrimination	0	0	0	1	1	0	0	0
Sexual Orientation Regulations	2	1	1	1	1	1	1	1
Sexual Orientation Regulations & Constructive Dismissal	1	1	1	0	0	0	0	0
Unfair / Constructive Dismissal	5	7	8	9	4	6	5	3
Unfair Dismissal & Religious Belief Regulations	0	0	0	1	1	0	0	0
Unfair Dismissal, Race Discrimination & Religious Belief Regs	0	1	1	0	0	0	1	0
Unfair Dismissal, Race & Age Discrimination	0	0	0	0	0	0	1	1
Unfair Dismissal, Race Discrimination & Other	0	0	1	0	0	0	0	0
Other (* from December 2007 broken down into jurisdictional categories where possible, e.g. ERA, PTW Regs.)	8	6	0	0	0	0	1	1
Total number of claims	77	103	106	80	83	99	108	99

Results of Employment Tribunal Cases
April 2007 – March 2008

<u>Category</u>	<u>Withdrawn</u>	<u>Struck out</u>	<u>Won</u>	<u>Lost</u>	<u>Settled</u>
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
Total	45	12	6	3	38**

* 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

Results of Employment Tribunal Cases
April 2008 – March 2009

<u>Category</u>	<u>Withdrawn</u>	<u>Struck Out</u>	<u>Won</u>	<u>Lost</u>	<u>Settled</u>
Constructive Dismissal	1	0	0	0	0
Sex & Race Discrimination and Constructive Dismissal	0	0	1	0	0
Disability Discrimination	9	2	3	0	8
Disability & Age Discrimination	1	0	0	0	0
Disability Discrimination and Constructive Dismissal	1	1	0	0	2
Disability Discrimination and Unfair Dismissal	0	0	1	0	0
Disability Discrimination, Unfair Dismissal and Employment Rights Act	1	0	0	0	0
Employment Rights Act	0	2	0	0	0
Race Discrimination	8	1	8	1	4
Race & Age Discrimination	0	0	2	0	0
Race & Disability Discrimination	1	0	3	0	1
Race & Religious Belief Discrimination	2	1	1	1	1
Race, Religious Belief & Age Discrimination	0	0	0	0	1
Race Discrimination and Unfair Dismissal	1	0	0	0	0
Race & Religious Belief Discrimination and Unfair Dismissal	1	0	0	0	0
Sex Discrimination	2	1	3	0	6
Sex & Age Discrimination	2	0	0	0	0
Sex Discrimination, Age & Disability Discrimination	1	0	0	0	0
Sex & Race Discrimination	3	0	0	0	2
Sex, Race & Age Discrimination	0	0	1	0	0
Sex & Race Discrimination and Unfair Dismissal	0	1	0	0	0
Sexual Orientation Regulations	0	0	0	0	1
Unfair Dismissal	4	2	2	2	0
Religious Belief Discrimination and Unfair Dismissal	1	0	0	0	0
Total	39	11	25	4	26*

* Relates to 25 claimants and includes 5 non-financial settlements