

Employment Tribunal Data – Supporting Charts and Tables

Chart 1

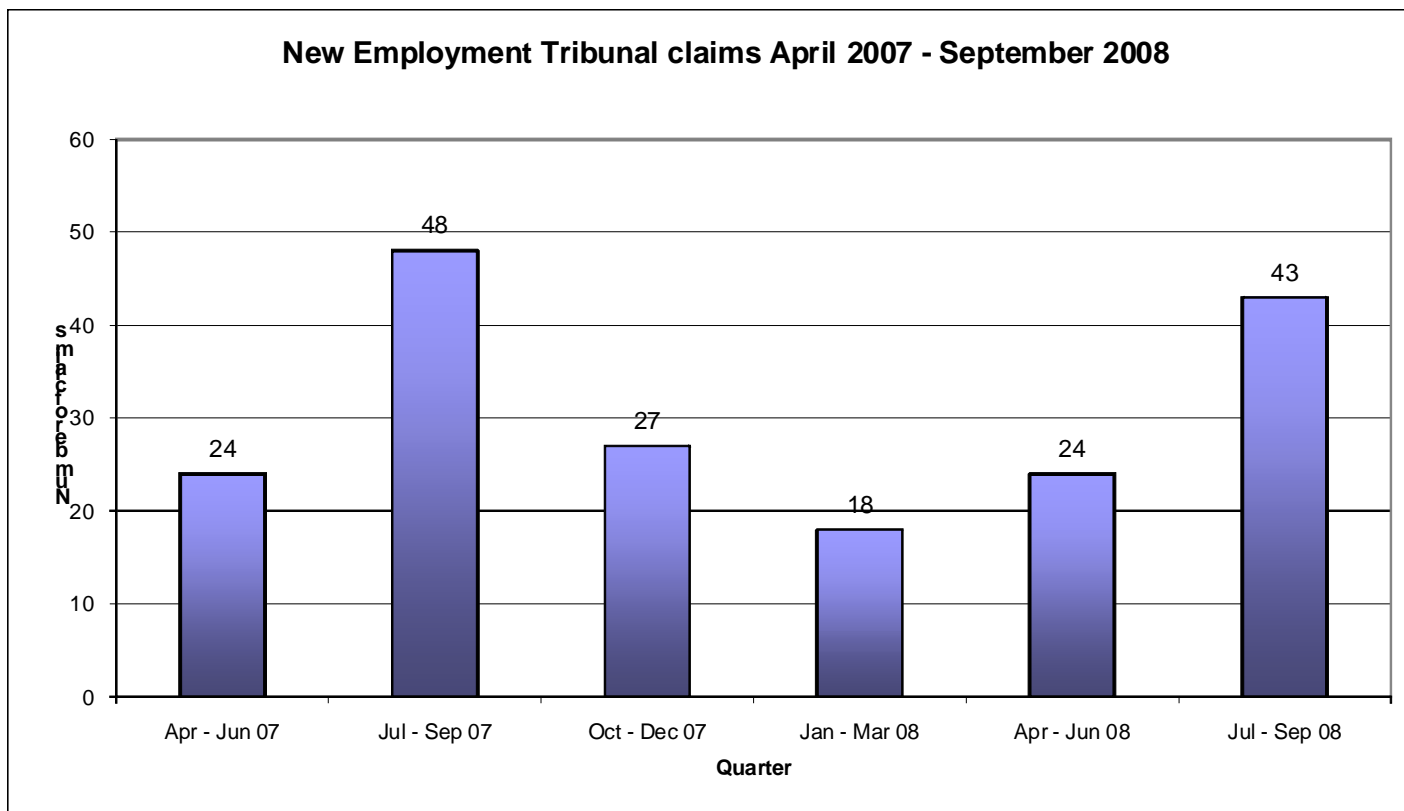


Chart 2

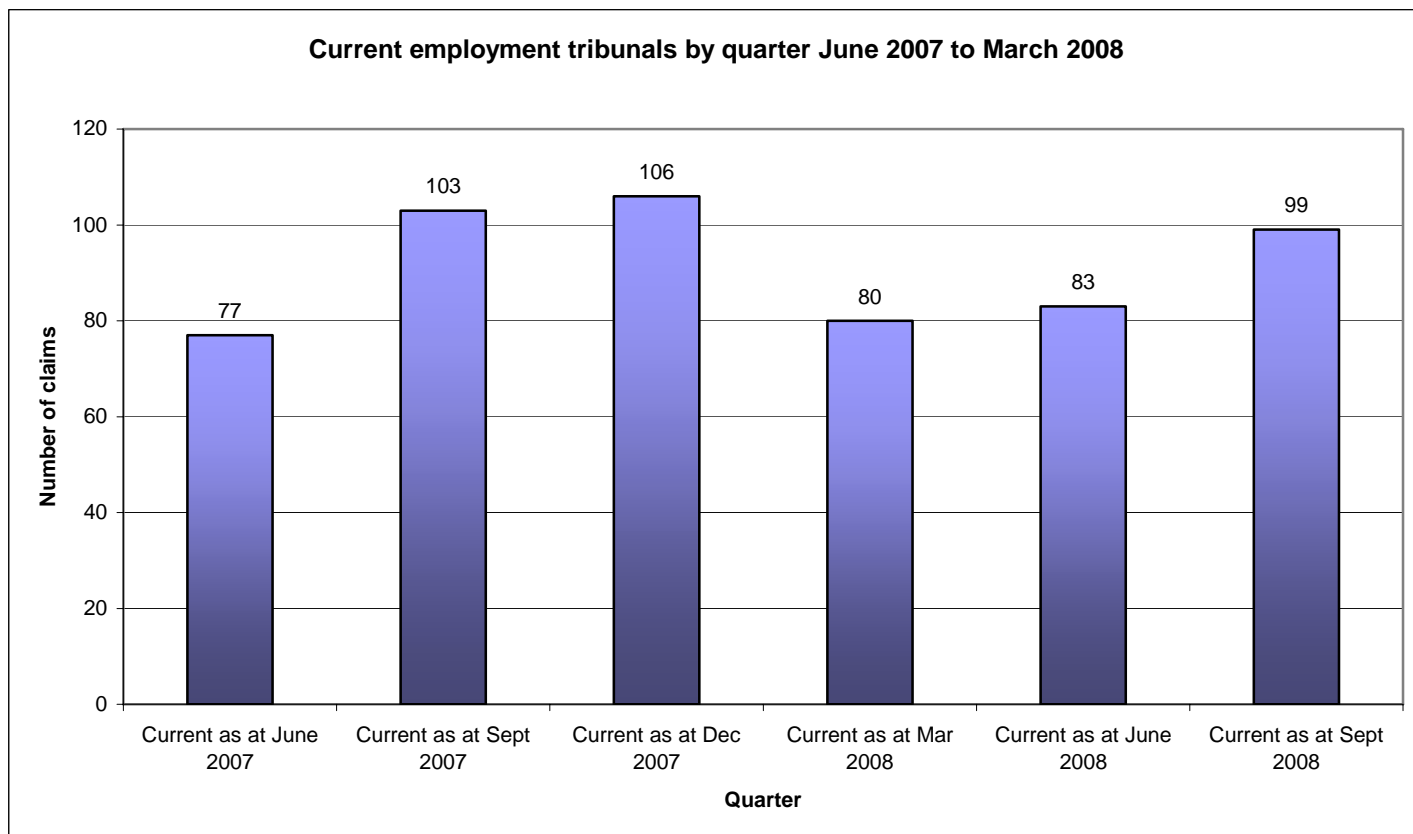


Table 1

New Employment Tribunals by Rank/Band
April 2007 to September 2007

Rank/Band	Number of Employment Tribunal claims		
	Male	Female	Total
Police Constable	4	3	7
Ex-Police Constable	2	1	3
Detective Constable	1	2	3
Ex-Detective Constable	1	0	1
Police Sergeant	3	2	5
Detective Sergeant	3	1	4
Inspector	3	0	3
Ex-Inspector	1	0	1
Detective Inspector	1	0	1
Ex-Chief Inspector	1	0	1
Commander	1	0	1
Police Officer Total	21	9	30
Band A	1	0	1
Band B	0	1	1
Band D	12	1	13
Ex-Band D	0	1	1
Band E	4	4	8
Ex-Band E	4	1	5
Ex-Band I	1	0	1
Ex-Band N	0	2	2
Band T	0	1	1
Band W	1	0	1
PCSO	3	0	3
Ex-PCSO	0	1	1
Police Staff Total	26	12	38
Member of the Public	1	3	4
Grand Total	48	24	72

Table 2

New Employment Tribunals by Rank/Band
April 2008 to September 2008

Rank/Band	Number of Employment Tribunal claims		
	Male	Female	Total
Assistant Commissioner	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
Inspector	0	1	1
Detective Sergeant	2	1	3
Ex Police Sergeant	1	0	1
Detective Constable	1	3	4
Police Constable	13	5	18
Ex-Police Constable	3	0	3
Police Officer Total	28	10	38
Band A	0	1	1
Ex Band M	1	0	1
Band D	3	1	4
Ex Band P	0	1	1
Band E	1	2	3
Ex-Band E	2	2	4
Ex Band K-	1	0	1
Band T	1	0	1
Ex Band T	1	0	1
Band G	1	0	1
PCSO	5	1	6
Ex-PCSO	3	0	3
Police Staff Total	19	8	27
Member of the Public	1	1	2
Grand Total	48	19	67

Table 3

New Employment Tribunals claims by ethnicity & gender

	2007/2008 April to September 2007				2008/2009 April to September 2008			
Number of Employment Tribunal Claims	72				67			
	Police Officers	Police Staff	Members of Public	Total	Police Officers	Police Staff	Members of Public	Total
White	17	26	0	43 (59.72%)	22	11	0	33 (49.25%)
Black	4	3	0	7 (9.72%)	6	9	0	15 (22.39%)
Asian	5	4	0	9 (12.5%)	6	6	0	12 (17.91%)
Other groups	3	0	0	3 (4.17%)	4	0	0	4 (5.97%)
Unknown	1	5	4	10 (13.89%)	0	1	2	3 (4.48%)
Total	30	38	4	72	38	27	2	67
Male	21	26	1	48 (66.67%)	28	19	1	48 (71.64%)
Female	9	12	3	24 (33.33%)	10	8	1	19 (28.36%)
Total	30	38	4	72	38	27	2	67

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

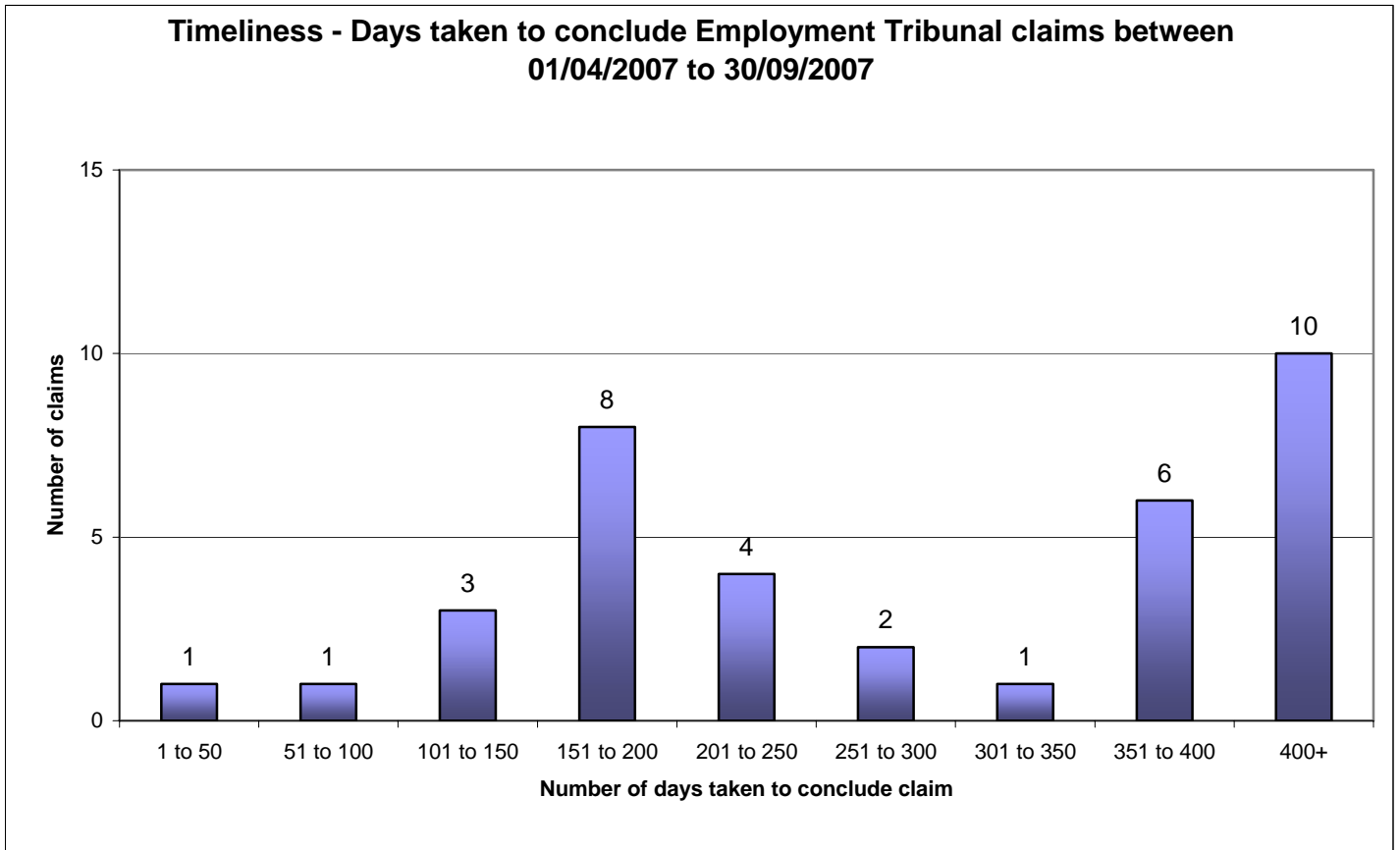


Chart 4

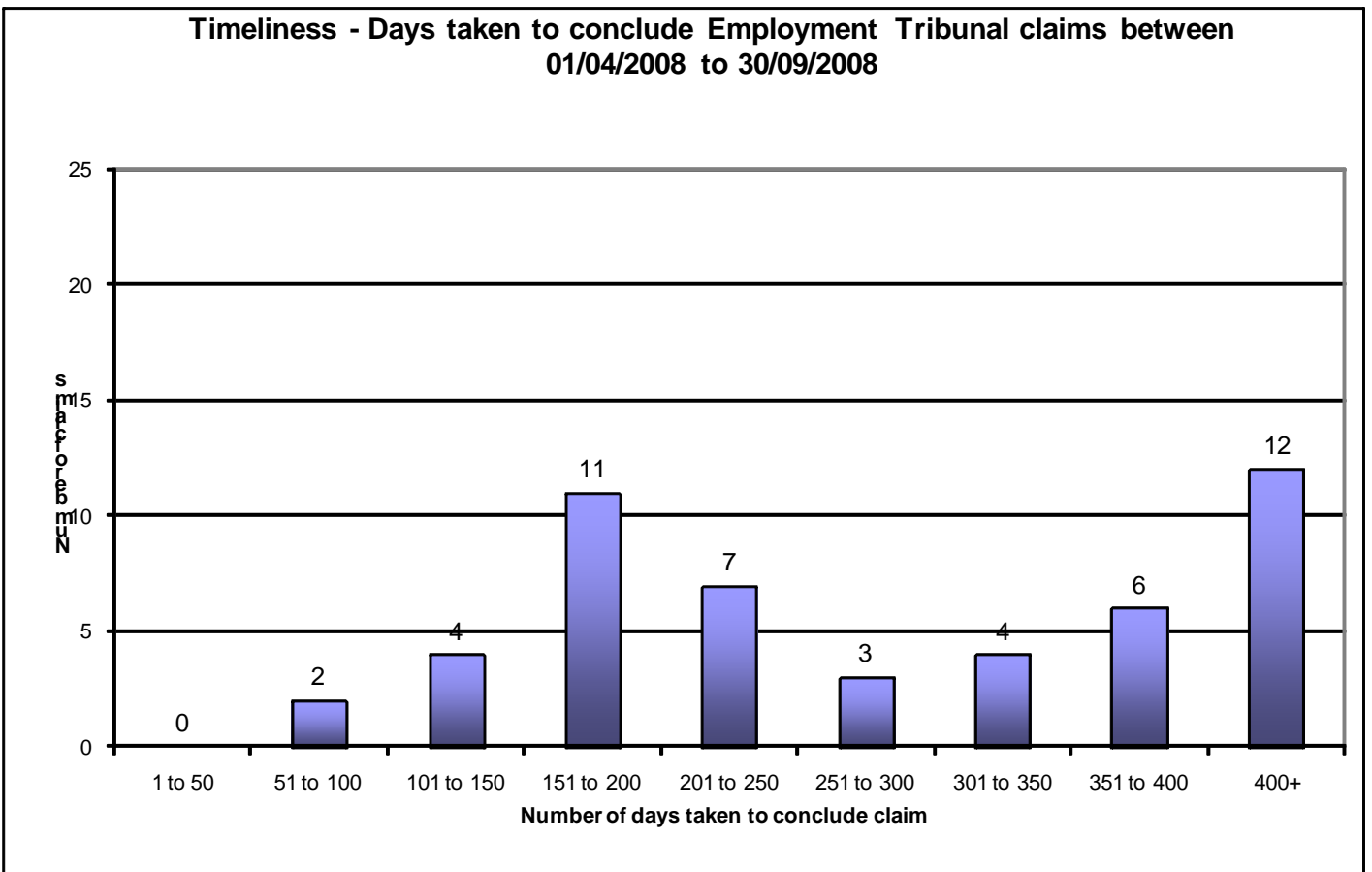


Chart 5

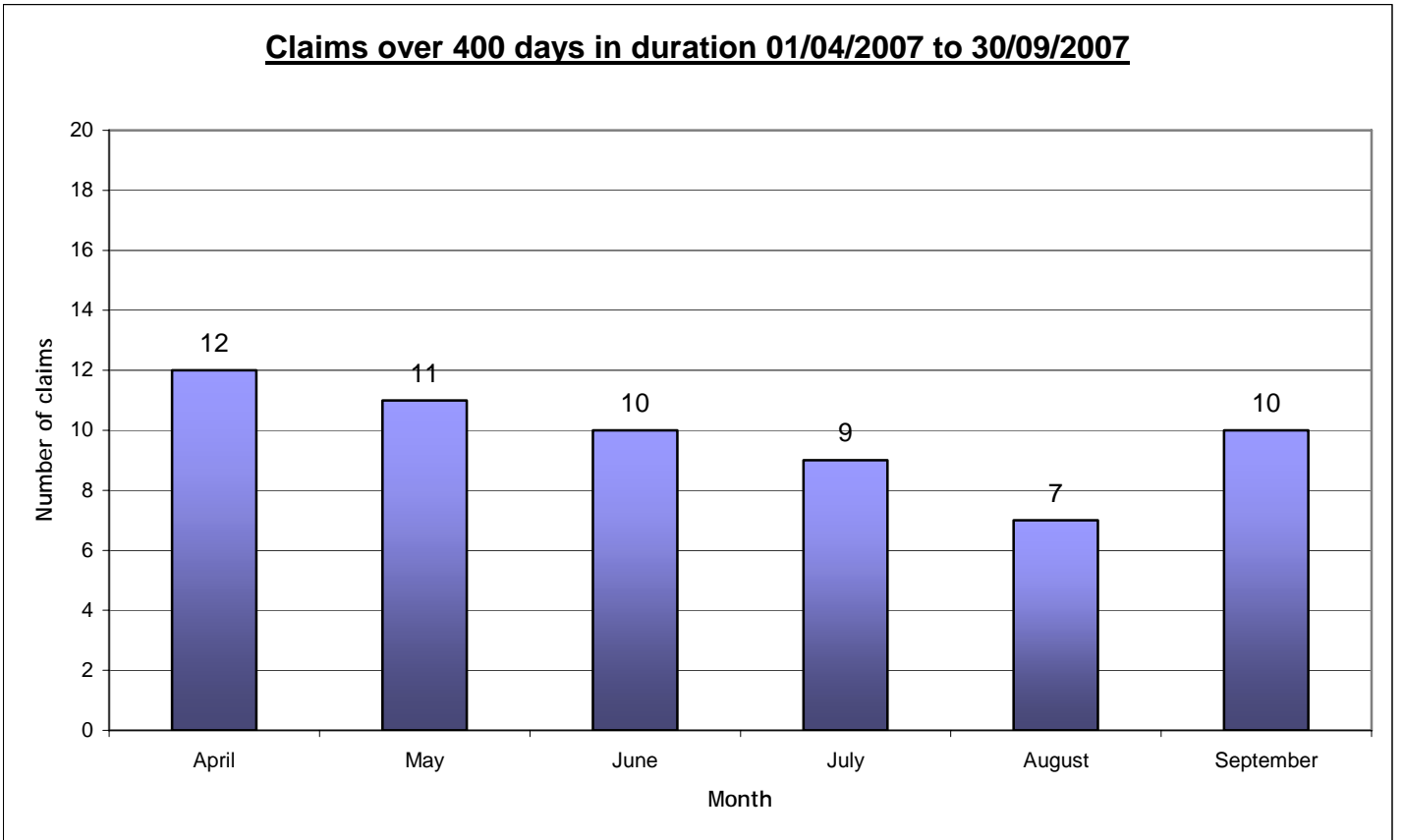


Chart 6

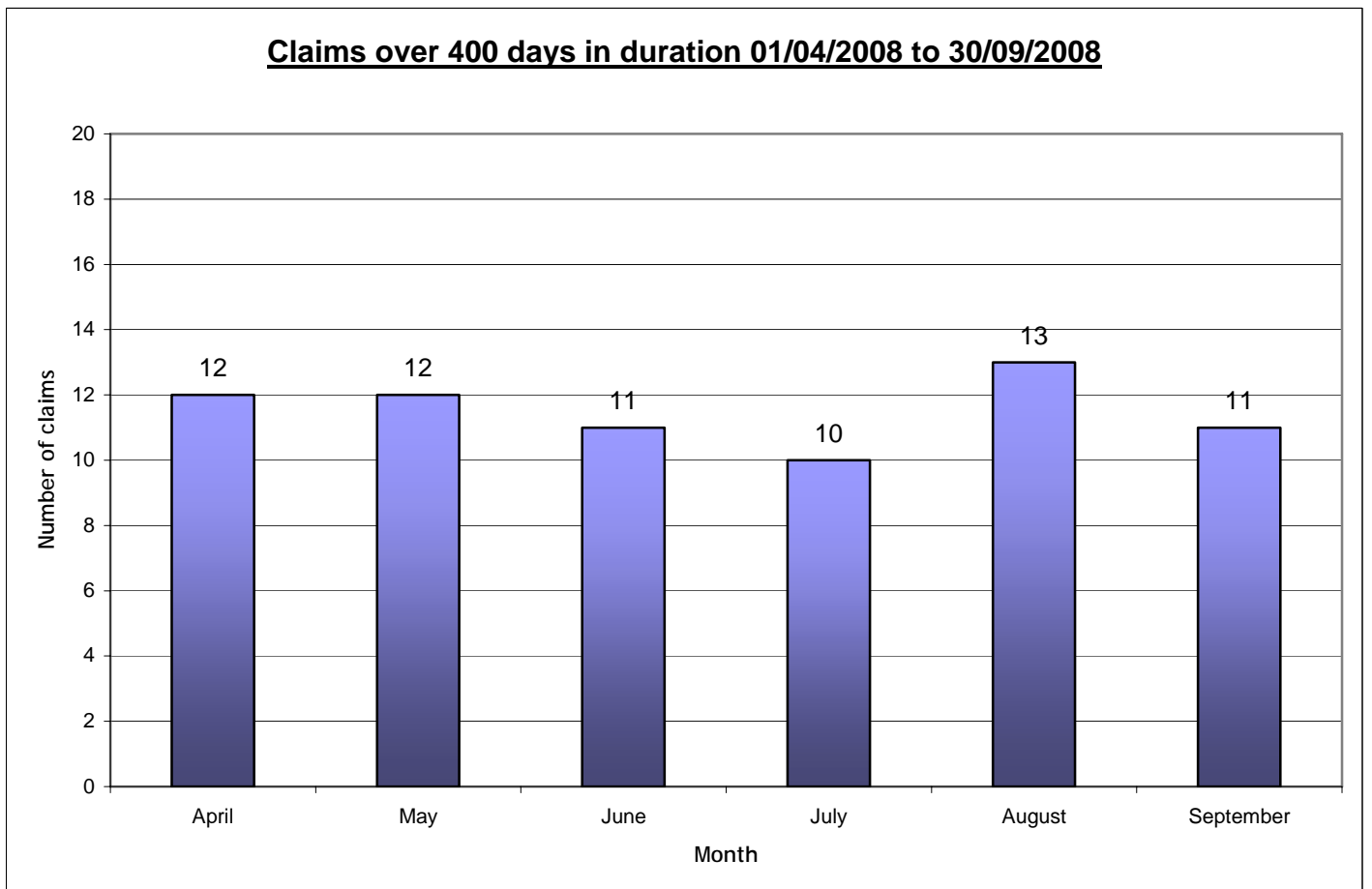


Table 4

Category	End of June	End of Sep	End of June	End of Sep
	2007	2007	2008	2008
Age Discrimination	0	14	0	0
Disability & Age Discrimination	0	0	0	1
Disability Discrimination	12	15	17	14
Disability Discrimination & Unfair / Constructive Dismissal	1	1	2	5
Disability Discrimination, Unfair Dismissal & Employment Rights Act	0	0	0	1
Employment Rights Act *	0	0	2	1
Public Interest Disclosure Act	0	0	0	1
Race & Age Discrimination	2	2	1	1
Race & Disability Discrimination	3	6	7	6
Race & Sex Discrimination & Constructive Dismissal	1	0	1	0
Race Discrimination	10	17	17	21
Race Discrimination & Religious Belief Regs	6	7	6	7
Race Discrimination & Unfair Dismissal	0	0	1	2
Race, Disability & Age Discrimination	0	0	1	1
Race, Religious Belief & Age Discrimination	0	0	0	1
Race, Sex & Disability Discrimination & Unfair Dismissal	0	0	1	1
Sex & Age Discrimination	0	0	1	1
Sex & Age Discrimination & Unfair Dismissal	0	0	2	2
Sex & Disability Discrimination	1	2	2	2
Sex & Disability Discrimination & Constructive Dismissal	0	0	1	1
Sex & Race Discrimination	3	2	1	2
Sex & Race Discrimination & Religious Belief Regs	1	1	0	0
Sex & Race Discrimination & Sexual Orientation Regs	2	0	0	0
Sex & Race Discrimination & Unfair Dismissal	0	0	1	0
Sex Discrimination	12	14	11	18
Sex Discrimination & Constructive Dismissal	0	0	1	1
Sex Discrimination & Other	1	1	0	0
Sex Discrimination & Sexual Harassment	1	0	0	0
Sex Discrimination & Sexual Orientation Regs	1	0	0	0
Sex Discrimination & Unfair Dismissal	1	2	0	0
Sex, Disability & Age Discrimination	0	0	1	0
Sex, Race & Age Discrimination	2	2	0	1
Sex, Race & Disability Discrimination	1	1	0	0

Sex, Race, Religious Belief & Age Discrimination	0	0	0	1
Sexual Orientation Regulations	2	1	1	1
Sexual Orientation Regulations & Constructive Dismissal	1	1	0	0
Unfair / Constructive Dismissal	5	7	4	6
Unfair Dismissal & Religious Belief Regulations	0	0	1	0
Unfair Dismissal, Race Discrimination & Religious Belief Regs	0	1	0	0
Other (* from December 2007 broken down into jurisdictional categories where possible, e.g. ERA, PTW Regs.)	8	6	0	0
<u>Total number of claims</u>	77	103	83	99

Table 5
Results of Employment Tribunal Cases
April 2007 – September 2007

Category	Withdrawn	Struck out	Won	Lost	Settled
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
Total	9	6	3	0	18*

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

Table 6**Results of Employment Tribunal Cases
April 2008 – September 2008**

Category	Withdrawn	Struck out	Won	Lost	Settled
Disability Discrimination	4	2	0	0	3
Disability Discrimination & Constructive Dismissal	0	0	0	0	1
Employment Rights Act	0	1	0	0	0
Race Discrimination	1	0	5	1	2
Race & Age Discrimination	0	0	1	0	0
Race & Disability Discrimination	0	0	0	0	1
Race Discrimination & Religious Belief	1	0	0	1	1
Race Discrimination & Unfair Dismissal	1	0	0	0	0
Sex Discrimination	1	0	2	0	3
Sex & Age Discrimination	2	0	0	0	0
Sex, Disability & Age Discrimination	1	0	0	0	0
Sex & Race Discrimination	2	0	0	0	1
Sex & Race Discrimination & Unfair / Constructive Dismissal	0	1	1	0	0
Sex, Race & Age Discrimination	0	0	1	0	0
Unfair Dismissal	3	1	1	2	0
Unfair Dismissal & Religious Belief	1	0	0	0	0
Total	17	5	11	4	12 *

* Relates to 12 claimants and includes 3 non-financial settlements