



## Freedom of Information Response

Our reference: FOI 24-0602

Responded to: 5 April 2024

Your recent request for information is replicated below, together with our response.

**1) Between 01/01/2019 and 31/12/2023, how many grievances were brought for issues relating (directly or indirectly) to disability, medical conditions, or reasonable adjustments?**

There have been 96 grievances.

**2) Of those grievances (at 1 above), how many were from a) Police Officers and b) Police Staff?**

The breakdown is as follows:

Police Officers – 85

Police Staff – 11

**3) Of those grievances (at 1 above), what is the breakdown of protected characteristics of claimants, namely gender, race, ethnicity, and sexuality.**

The breakdown is as follows:

Age – 3

Disability – 72

Gender – 1

Pregnancy and maternity – 5

Ethnicity – 5

Sex – 7

Sexual orientation – 3

**4) Between 01/01/2019 and 31/12/2023, how many employment tribunal claims were lodged against your force (or an individual within your force)?**

There was a total of 103 Employment Tribunal claims during this period.

**5) Of those employment tribunals (at 4 above), how many were brought for issues relating (directly or indirectly) to disability, medical conditions, or reasonable adjustments?**

Of those 103 claims 62 related to disability.

**6) Of those employment tribunals (at 4 above), how many were from a) Police Officers and b) Police Staff?**

Police Officers – 47

Police Staff – 7

Other (e.g. applicant for appointment) – 8

**7) Of those disability related employment tribunals (at 4 above), what is the breakdown of protected characteristics of the claimants namely, gender, race, ethnicity, and sexuality.**

I can advise that Police Scotland does not hold all the above requested information.

In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

By way of explanation, we are not provided with information in relation to protected characteristics unrelated to the claim. I am, however, able to provide a breakdown of the number of claims lodged by males and females from the information held.

Male – 37

Female - 25

**8) Between 01/01/2019 and 31/12/2023, how many Employment Tribunal claims had the following outcomes:**

- **Settled out of court.**
- **As a result of Judicial Mediation**
- **Judgement in favour of the claimant(s)**
- **Judgement in favour of the force (or respondent if different)**
- **Not proceeded with**

Of the 62 disability related claims identified above, the outcomes noted were as follows:

Settled – 17

Settled at Judicial Mediation – 14

Judgment in favour of claimant – 0

Judgment in favour of respondent – 7

Withdrawn – 9

Ongoing – 15

**9) What is the total amount your force has paid in legal fees (to include contracted out legal services, as well as ‘in house’) as a consequence of Employment Tribunal claims between 01/01/2019 and 31/12/2023 (break down in years).**

In relation to the 62 disability related claims identified above the amount of legal fees for contracted out legal services were as follows (broken down by financial year):

2019/2020 - £62,394.69

2020/2021 - £60,453.60

2021/2022 - £103,123.50

2022/2023 - £86,061.30

**10) What is the total amount of monetary settlement your force has paid after Employment Tribunal claims between 01/01/2019 and 31/12/2023 (break down in years).**

In relation to the 62 disability related claims identified above the amount of monetary settlement (broken down by financial year) is as follows:

2019/2020 - £18,000

2020/2021 - £32,000

2021/2022 - £110,500

2022/2023 - £226,250

2023/2024 (to 31 December 2023) - £102,150.12

**11) Between 01/01/2019 and 31/12/2023, what is total amount spent by force for Reasonable Adjustments by force including any Access to Work funding (break down in years).**

The total amount spent for Reasonable Adjustments including Access to Work Fund by each year is as follows:

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2019\* - £17,497.42

2020 - £108,444.57

2021 - £136,277.13

2022 - £110,058.06

2023 - £205,367.22

**Note:** \*2019 starts from 01/08/2019 due to the finance codes used at that time.

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](#) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](#), by [email](#) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](#) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.