

**Police Headquarters**

London Road
DEVIZES
Wiltshire
SN10 2DN

Date: May 31, 2024

Our ref: FOI 2024/252

Reply contact name is:

Dear,

I write in connection with your request for information, dated 27th February 2024 concerning grievances and tribunals.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Following receipt of your request, research was conducted by the Insurance and Litigation Department of Wiltshire Police.

Your request for information has now been considered and I am not obliged to supply the information you have requested.

You Wrote:

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?

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

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

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)?

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?

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

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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.

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

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).

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).

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).

It appears Wiltshire Police has not attempted to look at any of the questions, just citing the work hours needed to recover the information for Q11 alone.

Response:

On reviewing your original Freedom of Information request, the response provided to you and your request for an Internal Review, I uphold the original response provided to you.

The information that you are requesting, specifically for Question 11, is not stored in a way which allows for easy retrieval and Wiltshire Police does not have the search facility to automatically gather this data. To clarify, on receiving your Internal Review request I further liaised with our Insurance and Litigation Department who confirmed that to ascertain this information for the requested time period, it would require manually searching and reading over 16,000 invoices individually to determine whether they related to this Question. Furthermore, when combined with your other questions, this would exceed the 18 hour work limit and therefore the whole of the request should fall under the exemption of section 12 of the Freedom of Information Act 2000.

However, under our Section 16 obligation to provide advice and assistance, I would advise that you could resubmit your request without this Question, however please note that other exemption(s) may be applicable.

Section 17 of the Freedom of Information Act 2000 requires the Wiltshire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 12: Exemption where cost of compliance exceeds appropriate limit
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Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

I am satisfied that all the relevant information has been passed to me, and been considered in the light of your request, within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit
Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN



Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:
Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit <https://ico.org.uk/global/contact-us/>