

Ref no: 479271016  
From: Commercial  
Date: 27/10/16  
Subject: Discrimination claims

## REQUEST

1. In the last three financial years, how many NHS employees at your trust have put forward a legal claim for discrimination under the Equalities Act 2010? This also includes sexual harassment. Please break down by financial year for 2013-14, 2014-15, and 2015-16. This includes claims which have later been dropped.
2. For each claim made, please state:
  - The nature of the discrimination (e.g. sexual harassment, sex discrimination, disability discrimination, transgender discrimination etc.)
  - Whether or not the claim went to tribunal (if applicable, for instance cases of unfair dismissal)
  - The outcome (if applicable/decided) and the amount of compensation paid (if applicable)
3. In the last three financial years (2013-14, 2014-15, and 2015-16), how much money as totals has been paid out following discrimination claims made by staff at your trust? This information is separate to the above information detailed in 1. and 2., as it may refer to claims from previous years. Please provide this information broken down by the financial years above. I would be grateful if for each year, you could also list the amounts paid in legal fees, broken down by legal firm.

To be clear: All questions above relate to NHS staff only, not the general public. This includes administrative staff, as well as medical staff.

## RESPONSE

We are unable to provide the information you require as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under the Data Protection Act 1998. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the Act.