

Date: Tuesday, 12th September 2023
Our Ref: MB/CM 5916

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Re: Freedom of Information Request FOI 5916

We are writing in response to your request submitted under the Freedom of Information Act, received in this office on 6th September 2023.

Your request was as follows:

I am submitting this request under the Freedom of Information Act 2000. I am requesting information from the following financial years: 2018/19; 2019/20; 2020/21; 2021/22; 2022/23; and 2023/24 to the present day.

Please disclose the following:

1. How many employment tribunal (ET1) claims have been made against the organisation since 2018/19;

If possible, please break this down by type (e.g., public interest disclosure, unfair dismissal, discrimination). If this breakdown takes too long to respond to the FOI then please omit it.

- I can confirm that the Walton Centre NHS Foundation Trust have had 3 employment tribunal claims made against the Trust between 2018 and 2023. I can confirm that this has been provided as a total figure as breaking the data down further or disclosing the type of case, may lead to the staff involved being identified and is therefore exempt under Section 40 (2) of the FOIA 2000.

2. Of those ET1 claims, how many have been defended against by the organisation since 2018/19;

Again, continue with a breakdown by type. If this exceeds the time limit then please omit it from the FOI request.

- 1 (2 yet to be heard)

3. The outcomes from each claim (e.g., 12 were in favour of the claimant, 24 were in favour of the respondent, 53 were discontinued/settled out of court);

- One in favour of the Trust, 2 yet to be heard

4. How much (£) has the organisation spent on defending claims since 2018/19; and

If possible, please provide total figures based on case outcomes (e.g., £200,000 where the tribunal favoured claimant, £120,000 where the tribunal favoured respondent).

If this takes too much time, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).

- NIL

5. Of the cases defended, how many led to an employment tribunal ruling the organisation must pay costs to the claimant;

If possible, please provide figures for each individual case alongside the total. If this takes too much time, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).

Please also break this down by case type. However, as with above, if this takes too long then please omit it from the FOI.

If question 5 takes too long to answer alongside questions 1-4, then please omit it from the FOI request.

- None

Please see our response above in [blue](#).

Re-Use of Public Sector Information

All information supplied by the Trust in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2005, Statutory Instrument 2005 No. 1515 which came into effect on 1st July 2005.

Under the terms of the Regulations, the Trust will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however the Trust reserves the right, in certain circumstances, to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information can be found at www.opsi.gov.uk where a sample license terms and fees can be found with guidance on copyright and publishing notes and a Guide to Best Practice and regulated advice and case studies, at www.opsi.gov.uk/advice/psi-regulations/index.htm

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to the Freedom of Information Office at the address above.

Please remember to quote the reference number, FOI 5916 in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted by:



Post: Information Commissioners Office, Wycliffe House, Water Lane, Wilmslow, CHeshire, SK9 5AF.

Online: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/>

Telephone: 0303 123 1113

Yours sincerely

Mike Burns

Mr. Mike Burns, Executive Lead for Freedom of Information