



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:06/03/2024

2024/249 - Grievances, Tribunals and Reasonable Adjustments

In response to your recent request for information regarding;

- 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?**

8

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

Police Officers = 5, Police Staff = 3

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

Male	Female
3	5

White Welsh	White British
5	3

Heterosexual	Unknown
7	1

- 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)?**

19

- 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?**

12

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

Police Officers - 10

Police Staff - 2

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.

Male	Female
5	6

White Welsh	White British	White – English/Welsh/Scottish/NI/British
6	4	1

Heterosexual	Gay/Lesbian	Unknown
6	2	3

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

- Settled out of court - 6
- As a result of Judicial Mediation - 0
- Judgement in favour of the claimant(s) - 0
- Judgement in favour of the force (or respondent if different) - 1
- Not proceeded with
 - 5 claims withdrawn by Claimant
 - 6 claims ongoing
 - one struck out at court

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).

2019 - £0.00
 2020 - £0.00
 2021 - £7975.00
 2022 - £21,909.93
 2023 - £75,004.04

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).

2019 - £0.00
 2020 - £0.00
 2021 - £6500.00
 2022 - £0.00
 2023 - £16,500.00

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).

Period	£
2018-19 - 1.1.19 - 31.3.19	£5,257.92
2019-20 - 1.4.19 - 31.3.20	£27,285.53
2020-21 - 1.4.20 - 31.3.21	£21,769.99
2021-22 - 1.4.21 - 31.3.22	£26,221.16
2022-23 1.3.22 - 31.12.23	£24,513.22
TOTAL	£105,047.82

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 06/03/2024