

FOI_1327_2023-24 – FOI Request Concerning – Employment Tribunal Claims and Costs

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

Year	Total	Trust settled	Struck out	Trust Defended/defending	Legal costs (total for cases in that year,
2018/19	0				
2019/20	2	2			£10k
2020/21	0				
2021/22	0				
2022/23	5	2	1	2 ongoing	£44k. 2 cases are ongoing. We are unable to apportion costs per year. Costs for these two cases straddle financial years 22/23 and 23/24..
2023/24	1			1 ongoing	Legal costs to date £6k

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

See above table

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);

See above table

4. How much (£) has the organisation spent on defending claims since 2018/19, please provide the total figure for each financial year (e.g., £500,000 in 2018/19, £250,000 in 2019/20).

See above table

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

None to date