

I am looking to find out information about cases of racial, sexual and homophobic discrimination which have been brought against the force by officers, staff, PSCO's and all other police force members.

I would like the following information:

1. In how many racial, sexual, homophobic discrimination cases which have gone to employment tribunal have the claimants (officers, staff, PSCO's etc) had their claim upheld?

	2021	2022
Race	0	0
Sex	0	0
Sexual Orientation	0	0

2. When the claimant has had their claim of racial, sexual, homophobic discrimination upheld by the tribunal, how much, in each instance, has the force had to pay in damages, compensation and legal costs? If you could provide an overall total for the amount of money, as well as breaking it down for each case.

N/A

3. How many racial, sexual, homophobic discrimination cases have been settled in an out of court settlement?

	2021	2022
Race	1	0
Sex	0	0
Sexual Orientation	0	0

4. In the cases where a settlement has been reached, how much was the settlement? If you could provide figures for each individual settlement as well as an overall total for all the settlements which have occurred?

Due to the low number of cases, this information is exempt from disclosure by virtue of Section 40(2) - Personal Information and Section 44(1)(c) - Prohibitions on Disclosure because there is a confidentiality clause attached.

NB The above information does not take into class actions (e.g. police pension challenges), as we do not hold that detail.