

FOI 3056

13 May 2025

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

I would like information on employment tribunal (ET1) claims involving nursing staff at your organisation.

Please answer the following 4 questions under the Freedom of Information Act and see example answers as a guide.

For each financial year between 2020 and 2025 (or the latest available date), please provide yearly figures for the below:

1. The number of employment tribunal claims brought by nurses, trainee nurses and nursing associates against the trust. [example answer: 2020 – 0, 2021 – 2, 2022 – 0, 2023 – 1, 2024 – 1]

Response:

2020	12
2021	<5
2022	0
2023	5
2024	0

2. The outcome from each claim [e.g. withdrawn, won, lost- e.g: In 2020, 1 was in favour of the claimant, 2 were in favour of the respondent, 1 was discontinued/settled out of court]

Response:

2020	12 ongoing
2021	<5 withdrawn
2022	N/A
2023	<5 ongoing <5 withdrawn
2024	N/A

3. How many cases each year led to an employment tribunal ruling the organisation must pay costs to the claimant, and how much was paid [example answer: 2020 – 1 case, £0 paid; 2021 – 2 cases, £12,000 paid; 2022 – 3 cases, £0 paid; 2023 – 0 cases, £0 paid, 2024 – 3 cases, £0 paid]

Response:

2020	£0 (12 still ongoing)
2021	£0
2022	£0

2023	£0 (<5 still ongoing)
2024	£0

4. If possible, please break down each claim by type [e.g. public interest disclosure, unfair dismissal, discrimination]

Response:

2020	Unauthorised deduction of wages
2021	Disability Discrimination, Discrimination on grounds of religious / political opinion, Victimisation
2022	N/A
2023	Disability Discrimination, Unfair Dismissal, Sex Discrimination Unfair dismissal
2024	N/A

The Trust has a legal duty to protect patient confidentiality and, in line with this duty, the figure <5 has been provided where figures are very low. This is because of the potential risk of identification of an individual. In reaching this decision the Trust has taken into account the small geographical area which the Trust serves and the sensitivity of the information requested. In addition the Trust has taken into account the fact that all information disclosed in response to an FOI is disclosed to the 'world at large' and is published on the Trust website.

S 40 (2) (third party information) of the Freedom of Information Act 2000 has been applied to exempt the redacted information from disclosure. The Trust does not consider the disclosure of the redacted information to be fair to the individuals concerned as there is the potential risk of identification of an individual(s) which they would not expect, and which would therefore breach the fairness element of the first principle of the Data Protection Act 2018.

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