| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0796  Responded to: 17 April 2024 |
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Your recent request for information is replicated below, together with our response.

**Under the Freedom of Information Act, I would like to request the following information.**

**In each of the past five years, please can you detail:**

**The total number of employee discrimination claims which have been settled by your force;**

**Separately, please break these down into categories of discrimination types which have been settled by your force. (The nine protected characteristics are: age, gender reassignment; being married or in a civil partnership; being pregnant or on maternity leave; disability; race, including colour, nationality, ethnic or national origin; religion or belief; sex; sexual orientation.);**

**Further, how much money has been paid in total to settle employee discrimination claims by your force;**

Please see the table below which sets out the amounts paid to settle employee discrimination claims, the number of cases, and the protected characteristics to which these cases related.

Please note that some claims refer to one or more protected characteristic, which is why the number of cases in the second column may be greater than the number of cases in the third column.

Table 1 - Employee discrimination claims - last 5 years

| **Year** | **Characteristics** | **Number of cases** | **Total amount paid** |
| --- | --- | --- | --- |
| 2019/20 | Disability (2 cases) Sex (2 cases) | 4 | £62,864 |
| 2020/21 | Disability (3 cases) Sex (2 cases) Maternity (1 case) | 6 | £58,600 |
| 2021/22 | Disability (8 cases) Sex (5 cases) Maternity (1 case) | 14 | £1,108,960.67 |
| 2022/23 | Disability (11 cases) Sex (2 cases) Race (2 cases) | 12 | £248,500 |
| 2023/24 | Disability (9 cases) Sex (6 cases) Maternity (1 case) Race (1 case) Age (1 case) | 14 | £196,523.43 |
| **Total** |  | 50 | £1,675,448.10 |

**For each of the above, please detail the number of these claims, broken down by the nine protected characteristics, which have been settled with an non-disclosure agreement (NDA) in place;**

Please see the table below which details the number of claims, broken down by protected characteristic, which were settled with a non-disclosure agreement (NDA) in place.

Some claims refer to more than one protected characteristic.

Where an NDA is in place and the claim referred to one or more protected characteristic, the NDA has been noted in both relevant columns. Therefore, the number of NDAs noted in the table is greater than the number actually in place.

Table 2 - Discrimination claims settled with NDA – Last 5 years

| **Characteristics** | **Number of claims settled with NDA in place** |
| --- | --- |
| Disability | 26 |
| Sex | 12 |
| Maternity | 2 |
| Race | 1 |
| Age | 0 |

**Separately, how much money has been paid to settle employee discrimination claims, broken down into the nine protected characteristics, by your force.**

Please see the table below which shows how much was paid, broken down into the protected characteristic.

As advised above, some claims refer to one or more protected characteristic. It is not possible to distinguish the sums paid for each head of claim and therefore in these cases, the total amount has been included in each category.

This means that this table does not accurately show the amounts paid by Police Scotland to settle employee discrimination claims and is inflated.

For accuracy of figures, Table 1 should be referred to.

Table 3 - Discrimination claims – amount paid – Last 5 years

| **Characteristics** | **Total amount paid** |
| --- | --- |
| Disability | £556,499.57 |
| Sex | £1,196,577.10 |
| Maternity | £10,500 |
| Race | £25,000 |
| Age | £3,000 |

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.