

OFFICE OF THE POLICE & CRIME COMMISSIONER

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| TITLE: | Employment Tribunal Findings Report |
| DATE: | 23rd October 2013 |
| TIMING: | Routine – Six Monthly Report |
| PURPOSE: | For Monitoring |
| 1. | <u>RECOMMENDATION</u> |
| 1.1 | That the Commissioner considers the information contained in this report as part of his statutory monitoring responsibility. |
| 2. | <u>INTRODUCTION & BACKGROUND</u> |
| 2.1 | The Commissioner is required to keep himself informed as to the current position with regard to Employment Tribunals. |
| 3. | <u>ISSUES FOR CONSIDERATION</u> |
| 3.1 | No new Employment Tribunal claims have been received since the date of the last report dated 3 rd May 2013. |
| 3.2 | Annex 1 details the ethnicity of each appellant and brief background details of current year and on-going cases. This too remains unchanged since the last report dated 3 rd May 2013. |
| 4. | <u>NEXT STEPS</u> |
| 4.1 | Future updates will be reported. |
| 5. | <u>FINANCIAL CONSIDERATIONS</u> |
| 5.1 | Outcomes of individual cases may lead to financial settlements for which the Finance Department makes provision. |
| 6. | <u>PERSONNEL CONSIDERATIONS</u> |
| 6.1 | There are no specific personnel considerations. |
| 7. | <u>LEGAL IMPLICATIONS</u> |
| 7.1 | The update to the Commissioner by way of this report has no specific legal implications in itself. |
| 8. | <u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u> |
| 8.1 | This project/proposal has been considered against the general duty to promote equality, as stipulated under the Single Equality Scheme and has been assessed not to discriminate against any particular group. |
| 8.2 | In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998. |


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| 9. | <u>RISK</u> |
| 9.1 | Outcomes of individual cases may lead to financial settlements for which the Finance Department makes provision. |
| 10. | <u>PUBLIC INTEREST</u> |
| 10.1 | This report attracts public exemption as it contains information in respect of which a claim to legal privilege could be maintained in legal proceedings. |
| 11. | <u>CONTACT OFFICER</u> |
| 11.1 | Dylan Rowlands, Senior Solicitor, Joint Legal Services |
| 12. | <u>ANNEX</u> |
| 12.1 | Employment Tribunals – Ethnicity and background. |

GWENT POLICE


EMPLOYMENT TRIBUNALS – ETHNICITY AND BACKGROUND

| REFERENCE | ETHNICITY | BACKGROUND |
|------------------|--------------------------------|----------------------------------|
| 17152 | 3 x White Police Officers (PO) | Age discrimination – A19 process |
| 17141 | White PO | Protected disclosure claim |

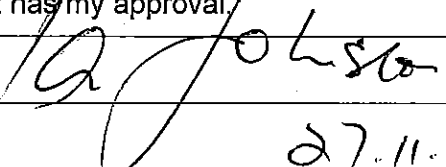
For OPCC use only

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| Office of the Chief Constable I confirm that EMPLOYMENT TRIBUNAL FINDINGS REPORT has been discussed and approved at a formal Chief Officers' meeting. It is now forwarded to the OPCC for monitoring purposes . |
| Signature:  |
| Date: 5 November 2013 |

| | Tick to confirm (if applicable) |
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| Financial The Chief Finance Officer has been consulted on this proposal. | ✓ |
| OPCC (insert name) The Head of Corporate Governance has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities. | ✓ |
| Legal The legal team have been consulted on this proposal. | N/A |
| Equalities The Equalities Officer has been consulted on this proposal. | N/A |

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| Chief Executive/Deputy Chief Executive: I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent. |
| Signature:  |

Date: 16/11/13

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| Police and Crime Commissioner for Gwent I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. The above request has my approval. |
| Signature:  |
| Date: 27.11.13 |