

a)	<p>Number of employment law related at the pre-action stage, which did not result in an application being lodged, in which the Trust was named as a defendant in each financial year between 2015/2016 and 2023/2024</p> <p><b>Information not held</b></p>
b)	<p>Number of employment law related at the pre-action stage, which did not result in an application being lodged, in which the Trust was named as a defendant in each financial year between 2015/2016 and 2023/2024, by split by the type of claim (issue giving raise to the claim) made by the applicant</p> <p><b>Information not held</b></p>
c)	<p>Number of employment law related settles by the Trust, in each financial year between 2015/2016 and 2023/2024, with the clearly stated (separately) total amount of damaged agreed/paid and total cost of any legal advice/representation instructed/obtained by the Trust;</p> <p><b>(1) no monies paid – fees - £2,168.00</b></p> <p><b>(2) no monies paid – fees - £2,52.00</b></p> <p><b>(3) Settled by COT3 - £40,000 to be paid to Claimant -fees £15,175.40</b></p> <p><b>(4) Settled by COT3 - £25,000 to be paid to Claimant – fees £4,086.30</b></p> <p><b>(5) Settled by COT3 £6,000 to be paid to Claimant – fees £4,711.80</b></p> <p><b>(6) Settled by COT3 £13,000 paid to Claimant – fees £2,433.96</b></p> <p><b>(7) Settled for £18,770 fees - £28,675.40</b></p> <p><b>(8) no monies paid – fees– £2,030.40</b></p> <p><b>(9) no monies paid - fees - £2,411.00</b></p> <p><b>(10) no monies paid - fees £1,889.47</b></p> <p><b>(11) no monies paid – fees £1,813.30</b></p> <p><b>(12) no monies paid – fees - £1,930.50</b></p> <p><b>(13) no monies paid - fees - £1,931.70</b></p>
d)	<p>Number of employment law related cases lodged with the Employment Tribunal, in which the Trust was named as a defendant, in each financial year between 2015/2016 and 2023/2024;</p> <p><b>ANSWER: 11:</b></p>

e)	<p>Number of employment law related cases in employment tribunal (and upper tribunal) in which the Trust acted via its in-house legal team in each financial year between 2015/2016 and 2023/2024 :</p> <p><b>ANSWER : 0 – They were all represented via external representation.</b></p>
f)	<p>Number of employment law related cases in employment tribunal (and upper tribunal) in which the Trust instructed external legal representatives in each financial year between 2015/2016 and 2023/2024</p> <p><b>ANSWER 11:</b></p>
g)	<p>Total cost of external legal representation in employment law related cases in employment tribunal (and upper tribunal) accrued in each financial year between 2015/2016 and 2023/2024.</p> <p><b>ANSWER: £366,715.64</b></p>
h)	<p>h. Total cost of damages awarded by the employment tribunal in relation to civil employment law related claims in each financial year between 2015/2016 and 2023/2024</p> <p><b>ANSWER:</b></p> <p><b>1 – CLAIM DISMISSED Claimant ORDERED TO PAY £20,000 COSTS TO RESPONDENT);</b>  <b>2 – won claim Trust order to pay £38,406.10 to Claimant;</b>  <b>3 - CLAIM DISMISSED - CLAIMANT ORDERED TO PAY £20,000 COSTS TO RESPONDENT</b></p>
i)	<p>What is the governance related to the performance of the duties related to any claims, including at the pre-proceedings stage, related to employment law matters within the Trust? Does the Trust have any written policy/protocol/Standard Operating Procedure outlining how to manage above cases (please provide the most up-to-date copy)? What is the system of analysing the issues raised and learning from this type of cases?</p> <p><b>Any employment law pre -proceedings claims are managed centrally by our Employee Relations team. There are no written policies but claims are dealt with within prescribed timescales (e.g if ACAS involved). Data relating to cases is reviewed on a quarterly and annual basis .This in turn supports lessons learnt discussions and changes to policies and procedures and training.</b></p>