



30 April 2019

FREEDOM OF INFORMATION REQUEST – 563/19

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request:

For each of the calendar years 2016, 2017 & 2018:

Where you have paid out any compensation for ACAS or Tribunal or other employment-related dispute settlements and damages awards please can you provide the following details:

- 1) The total number of dispute settlements or damages awards paid out
- 2) The monetary sum of each settlement payout or damages award
- 3) The type of dispute each settlement payment or damages award was for.

Was it:

- a) sexual harassment
- b) gender discrimination
- c) racial discrimination
- d) disability discrimination
- e) equal pay
- f) bullying
- g) Other, please specify the reason

Response:

	2016/17	2017/18	2018/19
Total number of settlements	*	0	0
Total monetary value	£15,000	0	0
Type of dispute	Disability discrimination	0	0

\* In accordance with the Freedom of Information Act 2000 this email message acts as a Refusal Notice.



We can confirm that we hold the information however we are unable to supply it as we consider this information to be exempt due to the low number of individuals identified.

The Council is relying on Section 40(2) – personal information in that it believes the exemption applies because the information is personal information and we believe that disclosure would not be fair or lawful because it would breach the first data protection principle as outlined in Part 4, Chapter 2 of the Data Protection Act 2018. We consider that these individuals would have a reasonable expectation of privacy.

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If you are dissatisfied with the handling of your request please contact the Data Protection Officer, Rutland County Council, Catmose, Oakham, Rutland LE15 6HP  
You can also complain to the Information Commissioner at:

The Information Commissioner's Office  
Wycliffe House, Water lane  
Wilmslow, Cheshire  
SK9 5AF  
Tel: 01625 545700

Yours faithfully

FOI Administrator  
Business Support Team  
Rutland County Council