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:

<table>
<thead>
<tr>
<th></th>
<th>2016/17</th>
<th>2017/18</th>
<th>2018/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of settlements</td>
<td>*</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total monetary value</td>
<td>£15,000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Type of dispute</td>
<td>Disability discrimination</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

* 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.

You are free to use any documents supplied for your own use, including for non-commercial research purposes. The documents may also be used for news reporting. However, any other type of re-use, for example by publishing the documents or issuing copies to the public will require the permission of the copyright owner, where copyright exists. Such a request would be considered separately in accordance with the relevant Re-use of Public Sector Information Regulations 2005 and is not automatic. Therefore, no permission is implied in the re-use of this information, until such a request to re-use it has been made and agreed, subject to any appropriate conditions. Any request to re-use the information should be made to me at the address below.

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