

Maidstone and 
Tunbridge Wells

NHS Trust

Ref: FOI/CAD/ID 3641

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone
Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net

3 May 2017

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to discrimination claims by staff.

1. *In the last three financial years, how many NHS employees at your trust have put forward a legal claim for discrimination under the Equalities Act 2010? This also includes sexual harassment. Please break down by financial year for 2013-14, 2014-15, and 2015-16. This includes claims which have later been dropped.*

2. *For each claim made, please state:*

- *The nature of the discrimination (e.g. sexual harassment, sex discrimination, disability discrimination, transgender discrimination etc.)*
- *Whether or not the claim went to tribunal (if applicable, for instance cases of unfair dismissal)*
- *The outcome (if applicable/decided) and the amount of compensation paid (if applicable)*

3. *In the last three financial years (2013-14, 2014-15, and 2015-16), how much money as totals has been paid out following discrimination claims made by staff at your trust? This information is separate to the above information detailed in 1. and 2., as it may refer to claims from previous years. Please provide this information broken down by the financial years above. I would be grateful if for each year, you could also list the amounts paid in legal fees, broken down by legal firm.*

1.

Year	Number of Employee's
2013-14	3
2014-15	1
2015-16	1

2.

Year	Nature of discrimination	Tribunal (Yes/No)	Outcome	Compensation Paid
2013-14	Disability Discrimination	Yes	Trust won	None
2013-14	Race	Yes	Claimant failed	None

	discrimination		to pay deposit order, therefore struck out. Claimant proceeded to EAT and again case was struck out due to no reasonable prospect of success.	
2013-14	Sex Discrimination and Race Discrimination	Yes	Discrimination elements of claim thrown out at pre-hearing stage.	None
2014-15	Sex Discrimination	No	Not applicable	Not applicable
2015-16	Race Discrimination and Sexual Orientation Discrimination	Yes	Claimant failed to pay deposit order, therefore struck out.	None

3.

Year	Contractual Payments	Compensation payments	Legal Fee Payments	Total Payments
2013-14	£0	£0	£N/A	£0
2014-15	£0	£0	£N/A	£0
2015-16	£0	£0	£N/A	£0