

Date 28 July 2026
Your Ref
Our Ref 11626

Enquiries to Richard Mutch
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Dear

FREEDOM OF INFORMATION – EMPLOYMENT TRIBUNAL

I write in response to your request for information in relation to employment tribunal.

Based on calendar year running from 1 January to 31 December rather than financial year as this is the way that the information is collated. I hope this is helpful in now providing the response.

Question:

1a. The number of single employment tribunal (ET1) claims brought against the Health Board

Answer:

Year	Employment Tribunal Claims
2020	5<
2021	6
2022	6
2023	5<
2024	8
2025	10
Total	35

Question:

1b. Of those, how many were discrimination claims for:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Answer:

a.	Nil
b.	2020 x 5< 2021 x 5< 2022 x 5< 2023 x 5< 2024 x 5< 2025 x 6 Total = 19
c.	2021 x 5<
d.	Nil
e.	2025 x 5<
f.	2020 x 5< 2022 x 5< 2024 x 5< 2025 x 5< Total = 5<
g.	Nil
h.	Nil
j.	2020 x 1

Question:

1c. The outcome of each claim

- a. Age
- b. Disability
- c. Gender reassignment
- d. Marriage and civil partnership
- e. Pregnancy and maternity
- f. Race
- g. Religion or belief
- h. Sex
- i. Sexual orientation

Answer

a.	Nil
b.	2020 x 5< 2021 x 5< 2022 x 5< 2023 x 5< 2024 x 4 2025 x 5< Total = 19 - 8 successful, 8 unsuccessful and 5< cases

	ongoing
c.	2021 x 5< – struck out
d.	Nil
e.	2025 x 5< – ongoing
f.	2020 x 5< 2022 x 5< 2024 x 5< 2025 x 5< Total = 5< – 5< x no case to answer and 5< x ongoing
g.	Nil
h.	Nil
i.	2020 x 5< - successful

Question:

1d. The amount awarded for each claim

Answer:

All awards made were connected to Disability Discrimination Claims as follows. Total costs paid out for each of the years provided below but not split into individual cases to prevent identifiable information being released:

Year	Awarded
2020	£20,000
2021	£24,200
2022	£52,500
2025	£65,000

Question:

2a. The number of claims that went to Acas for early conciliation

2b. Of those, how many were discrimination claims for:

2c. The outcome of each claim

2d. The financial settlement reached for each claim

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation

Answer:

Nil.

Question:

3. The number of workplace grievances for race discrimination or racism that were upheld

Answer:

Year	Grievances
2020	5<
2024	5<
2026	5<
Total	5<

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive