

Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

Suite 9
Buckingham Row
Brick Kiln Lane
Wigan
WN1 1XX

Email: foi@wwl.nhs.uk
Web: www.wwl.nhs.uk

Ref: FOI/2025/10607

Date Received: 20th March 2025

Response Due: 17th April 2025

Date: 16th April 2025

Dear Sir/Madam

With reference to your request for information received on 20th March 2025, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

For each financial year between 2020 and 2025 (or the latest available date), please provide yearly figures for the below:

- 1. The number of employment tribunal claims brought by nurses, trainee nurses and nursing associates against the trust. [example answer: 2020 – 0, 2021 – 2, 2022 – 0, 2023 – 1, 2024 – 1]**
2020/21 = 0.
2021/22 = 0.
2022/23 = 1.
2023/24 = 1.
2024/25 = 3.
- 2. The outcome from each claim [E.g. withdrawn, won, lost- e.g: In 2020, 1 was in favour of the claimant, 2 were in favour of the respondent, 1 was discontinued/settled out of court]**
2020/21 = N/A.
2021/22 = N/A.
2022/23 = x1 prehearing settlement agreed.
2023/24 = x1 prehearing settlement agreed.
2024/25 = x1 case had a prehearing settlement agreed. 2 cases are still ongoing.
- 3. How many cases each year led to an employment tribunal ruling the organisation must pay costs to the claimant, and how much was paid [example answer: 2020 – 1 case, £0 paid; 2021 – 2 cases, £12,000 paid; 2022 – 3 cases, £0 paid; 2023 – 0 cases, £0 paid, 2024 – 3 cases, £0 paid]**
2020/21 = N/A.

2021/22 = N/A.
2022/23 = £0.
2023/24 = £0.
2024/25 = £0.

4. If possible, please break down each claim by type [e.g. public interest disclosure, unfair dismissal, discrimination]

2020/21 = N/A.
2021/22 = N/A.
2022/23 = x1 Discrimination.
2023/24 = x1 Discrimination.
2024/25 = x1 Discrimination, whistleblowing and constructive dismissal.
x1 Discrimination and whistleblowing.
x1 Constructive dismissal.

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Charlotte Wright
Deputy Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111