



# Ministry of Defence

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Ref:DBS/SEC/FOI/1565

E-mail: [DBSRES-Secretariat@mod.uk](mailto:DBSRES-Secretariat@mod.uk)

Email: [REDACTED]

10 April 2015

Dear [REDACTED]

Thank you for your email of 10 February to the Ministry of Defence (MOD) requesting information on sexual discrimination. Your email has been treated as a request for information under the Freedom of Information Act 2000 (FOIA). I apologise for the delay in replying: You asked:

*"Under the Freedom of Informations Act, I would like to know how much compensation the MOD has paid in employment tribunal Awards or settlements to female service personnel who claimed they were victims of sexual discrimination.  
If possible I would like the figures broken down by year and service."*

The amounts of money the Royal Navy, Army, & Royal Air Force have paid in Employment Tribunal awards/settlements, over the last 10 years, to female Service personnel who claimed that they were the victims of sex discrimination, is provided in Table 1 attached as Annexe A.

The exemption provided under Section 41(Information provided in confidence) of the FOIA has been applied to your request. This is to ensure that any data relating to settlements that are covered by Compromise Agreements, and which contain a confidentiality clause, remain intact. The release of any information, in whole or in part, that is sufficient to allow claimants and settlement costs to be identified, would place the MOD in breach of that confidentiality clause.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1<sup>st</sup> Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.uk](mailto:CIO-FOI-IR@mod.uk)). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>.

Yours sincerely,

[REDACTED]  
[REDACTED]  
[REDACTED] Secretariat

**Table 1**

The amount of money the Armed Forces have paid out in Employment Tribunal awards/settlements, over the last 10 years, to female Service personnel who claimed that they were the victims of sex discrimination by year.

<i>Calendar year<sup>1</sup></i>	<i>Total Tri-Service ET Award/settlement monies</i>
2005	£206,968
2006	£128,000
2007	£287,016
2008	£264,500
2009	£136,000
2010	£7,075
2011	£585,788
2012	£4,000
2013	£0
2014	£0

**Note1** :The data denotes the date of the submission of the ET claim, not the date of the ET judgment or settlement outcome.