

Law and Governance
7 Newington Barrow Way, N7 7EP

Report of: Corporate Director of Resources

Meeting of: Audit Committee – 10 July 2023

Part of the report is not for publication because it contains exempt information under Schedule 12A of the Local Government Act 1972, Paragraphs 1, 2, 3, 5 Schedule 12A of the Local Government Act 1972, namely: Information relating to an individual, information which is likely to reveal the identity of an individual, Information relating to the financial or business affairs of any particular person (including the authority holding that information) and information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

THE APPENDIX TO THIS REPORT IS NOT FOR PUBLICATION

Subject: Employment Tribunal Claims and Settlements

1. Synopsis

- 1.1. This report provides information to Audit Committee on concluded Employment Tribunal Claims against the Council.

2. Recommendations

- 2.1. Audit Committee is asked to note the report.

3. Background

- 3.1. Employment Tribunals deal with claims brought against employers, by prospective, current and former members of staff.

4. Implications

4.1. Financial Implications

- 4.1.1. The internal legal cost of Employment Tribunals (save for disbursements e.g. counsel's fees which are met by local budgets) has been met from existing budgets held within Law and Government.
- 4.1.2. The financial implications resulting from decisions made at Employment Tribunals are met by local budgets.

4.2. Legal Implications

- 4.2.1 There are no legal implications arising from this report. Legal advice and support will be provided, where necessary, in relation to individual investigations.

4.3. Environmental Implications and contribution to achieving a net zero carbon Islington by 2030

- 4.3.1. There are no environmental implications arising from the recommendations in this report.

4.4. Equalities Impact Assessment

- 4.4.1. The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.
- 4.4.2. An Equalities Impact Assessment is not required in relation to this report, because there is no direct impact on residents.

5. Conclusion and reasons for recommendations

- 5.1. To note the details of the report.

Appendices:

- Appendix A – Employment Tribunal and Settlements Reports.

Final report clearance:

Signed by:

Corporate Director of Resources

Date: 23 May 2023

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