

Philip Davies MP
Member of Parliament for Shipley
House of Commons
London
SW1A 0AA

Our ref: RH/KG/342Davies

Date: 8 March 2017

Dear Mr Davies

Subject: Parliamentary Question – Discrimination and Equal Pay Claims

I am writing further to your Parliamentary Question tabled on 28 February, concerning the amount that the Equality and Human Rights Commission has spent settling discrimination and equal pay claims. I write on behalf of Rebecca Hilsenrath as she is currently away on Commission business.

We have sought to identify and gather the requested information for all cases over the past ten years. We have been unable to do so for the following reasons:

1. Data retention periods - we store such records for a period of six years only. A data cleanse was undertaken in 2014 and so we have limited information on cases that were over six years old at this point.
2. Confidentiality clauses – our agreements include a standard wording with regards to confidentiality and the disclosure of the details of the settlement. This is usually limited to authorities pertaining to tax and payment thereof, where due, instructed legal representatives and close family members. We also have statutory obligations under the Data Protection Act. This means we have to exercise caution in providing any information that would make it possible for an individual to be identified.
3. The information that we hold on discrimination and equal pay claims is not linked to the financial data on settlements that were ultimately reached, which means our records do not enable us to calculate an aggregate figure for the claims concerned.

I apologise for being unable to provide substantive information in response to your question on this occasion.

Yours sincerely

A handwritten signature in black ink that reads "Melanie Field". The signature is written in a cursive style with a small flourish at the end.

Melanie Field

Executive Director, Strategy and Policy

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