Dear Applicant,

Freedom of Information Response (Our Ref: K/20/095)


Your request read:

“Legal action taken against the university:

- How many students (former or present) have pursued legal action against the university i.e filing a legal claim, filing a lawsuit
- How many staff (former or present) have pursued legal action against the university i.e filing a legal claim, filing a lawsuit
- Please provide the figures per year, within the following calendar years: 2019, 2018, 2017 and 2016

i.e in 2018, 10 litigation matters were filed against the university. 5 were made by former students and 5 by former staff members

Outcome of Lawsuit
For each legal action brought against the university, may you please outline the outcome. i.e out of court settlement, case ongoing, case thrown out by the court etc
- Please provide the figures per year, within the following calendar years: 2019, 2018, 2017 and 2016

i.e in 2018, 10 litigation matters were filed against the university. 5 were made by former students and 5 by former staff members. The 5 cases made by former students are still ongoing. Of the 5 cases made by former staff - all of them resulted in an out of court settlement

Nature of lawsuits:
If possible under FOI laws, may you please provide further detail on the nature of cases brought against the university
- i.e in 2018, 10 lawsuits were filed against the university, 5 were made by former students and 5 by former staff members. 2 cases involved students suing over allegations of discrimination and breaches of the Equality Act 2010 etc

NOTE: If it is not possible under data protection laws to provide a breakdown per year, may you please provide the figures within the four year period.
• Between 2016 and 2019, in total 15 litigation claims were made against the university. 10 involved claims made by former staff and 5 involved claims made by former students.
• 9 out of the 10 claims made by former staff were resolved via an out of court settlement. One case remains ongoing.
• 2 claims made by former staff involved allegations of discrimination and breaches of the Equality Act 2010 etc.

If there are any issues with my request or anything in need of clarification, please let me know as soon as possible.”

The University of Leeds holds this information, which is disclosed in the table below. Please note that our response only provides information in relation to legal proceedings which were instituted, rather than just threatened.

<table>
<thead>
<tr>
<th>Legal action</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>Outcomes</th>
</tr>
</thead>
</table>
| Staff        | 7    | 7    | 8    | 10   | • 3 withdrawn  
• 2 dismissed  
• 4 conciliated through ACAS  
• 8 settled  
• 9 ongoing  
• 6 denied |
| Students     | 1    | 1    | 1    | 5    | • 2 struck out at summary judgement  
• 2 settled  
• 4 open |

The cases can be summarised as follows:
• 27 personal injury claims
• 8 discrimination (various)
• 2 breach of contract
• 2 unfair dismissal
• 1 constructive dismissal

In order to protect the identities of the individuals in these cases, we have opted not to link the year the action commenced, with either the outcomes or the summaries of the cases. We do so under section 40(2) of the FOI Act. Section 40(2) sets out that information is exempt from disclosure if it is the personal data of someone other than the person making the request, and disclosure would; contravene the data protection principles; contravene an objection to processing; or the data is exempt from the right of subject access. We consider that to provide the breakdown would risk the identification of individuals (both the individuals themselves, and other parties associated with each case), and therefore reveal personal information. We consider that this would be unfair and would therefore breach their data protection rights.
We hope this information is helpful. If you have any questions about this email, however, please do not hesitate to contact us on foi@leeds.ac.uk

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 can request an Internal Review. Requests for Internal Review should be made in writing using the following contact information:

Post:  Mr D Wardle  
Deputy Secretary  
The University of Leeds  
Leeds  
LS2 9JT

Email: foi@leeds.ac.uk

Requests for Internal Review should be submitted within 40 working days of receiving the University’s response to your request. Further information about how the University manages Freedom of Information requests and about our complaints procedure is also available on our website (www.leeds.ac.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review/complaints procedure provided by the University. The Information Commissioner can be contacted at: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Kind regards

Chloe Wilkins  
Freedom of Information Officer

Secretariat  
University of Leeds