

## REQUEST FOR DMPC DECISION – PCD 158

### Request for authorisation to settle a claim against the Metropolitan Police Service (MPS)

#### Executive Summary:

The DMPC agree a request for authorisation to settle claim before the Employment Tribunal, as set out in the part 2 report.

The Deputy Mayor for Policing and Crime has the discretion to authorise the settlement of a civil claim where it would be conducive to the maintenance of an efficient and effective police force.

#### Recommendation:

The DMPC authorises the settlement of a claim before the Employment Tribunal up to a maximum amount, as identified in part 2 of this report.

#### Deputy Mayor for Policing and Crime

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. Any such interests are recorded below.

The above request has my approval.

Signature

*Sybil Under*

Date

*2/3/17*

## **PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DMPC**

### **Decision required – supporting report**

#### **1. Introduction and background**

- 1.1. The Claimant, an ex police officer, has brought a claim before the Employment Tribunal in respect of a number of allegations of race discrimination and in respect of a number of complaints of victimisation.

#### **2. Financial Comments**

- 2.1. The cost of any settlement, if agreed, would be met from the centrally held MPS third party claims provision budget.

#### **3. Legal Comments**

- 3.1. Pursuant to the MOPAC Scheme of Consent and Delegation 2014, MOPAC must authorise the settlement because it fulfils the criteria set out in section 4.10 of the Scheme including the financial level.
- 3.2. The DMPC has the power to authorise any sum required in connection with the settlement for any claim made against the Commissioner under Section 88 of the Police Act 1996.
- 3.3. There is an open and exempt report as some of the information relates to data protection, is commercially sensitive and is legal professional privileged.

#### **4. Equality Comments**

- 4.1. To continue policing with the consent of the population it serves, the police will always seek to treat everyone fairly and openly. Race or equality issues do not appear to have an impact in this matter.

#### **5. Background/supporting papers**

- 5.1. Part two exempt report

**Public access to information**

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC website following approval.

If immediate publication risks compromising the implementation of the decision it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

**Part 1 Deferral:**

Is the publication of Part 1 of this approval to be deferred? Yes

If yes, for what reason: Negotiations are ongoing

Until what date:

**Part 2 Confidentiality:** Only the facts or advice considered as likely to be exempt from disclosure under the FOIA should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a **Part 2** form – YES

**ORIGINATING OFFICER DECLARATION:**

	<i>Tick to confirm statement (✓)</i>
<b>Head of Unit:</b> The Judith Mullett has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓
<b>Legal Advice:</b> The MPS legal team has been consulted on the proposal.	✓
<b>Financial Advice:</b> The Strategic Finance and Resource Management Team has been consulted on this proposal.	✓
<b>Equalities Advice:</b> Equality and diversity issues are covered in the body of the report.	✓

**OFFICER APPROVAL****Chief Executive**

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Deputy Mayor for Policing and Crime.

Signature

R. Lawrence

Date

2/3/17

