



<b>Meeting</b>	<b>Legal Committee</b>
<b>Date</b>	<b>12<sup>th</sup> August 2025</b>
<b>Location</b>	<b>Webex</b>
<b>Title of Paper</b>	<b>Claims Handling – Statistical Information</b>
<b>Presented By</b>	<b>Claire Pender, Principal Solicitor</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>Yes</b>

## PURPOSE

The Committee asked that a report be provided on a quarterly basis on settlement figures arising from claims raised against Police Scotland. Further information was also sought on actions or claims raised against Police Scotland within the previous quarter and insight into the work currently being undertaken by Police Scotland Legal Services.

The paper is submitted for Information.

## **1. BACKGROUND**

- 1.1 The SPA Legal Committee directed that a standard report be presented to the Committee each quarter outlining the number of legal cases settled by Police Scotland within the previous financial quarter, claims currently being dealt with by Police Scotland and the identification of any trends arising from the data.

## **2. FURTHER DETAIL ON THE REPORT TOPIC**

- 2.1 This report is set out in three parts. The first part deals with Claims that have been settled by Police Scotland. The second part deals with Claims being currently dealt with by Police Scotland and the third part deals with legal work that does not necessarily attract a claim for financial settlement being undertaken by Police Scotland legal services.
- 2.2 In Quarter 1 of the financial year 2025-26 a total of 277 new files were opened in the Legal Services Department. These are represented by Category, and further by Type in Appendix 2. A further 476 general legal enquiries including 164 disclosure requests (Specification of Documents, Summary Applications, and Non-Scottish Court Orders) were fielded by the department in the quarter.

## **3. CLAIMS SETTLED IN QUARTER 1 2025/26**

- 3.1 The following tables are intended to represent the different type of claim settled or paid following judgement by Police Scotland. The tables provide the total settlement figures under said headings and an average settlement figure. The settlements are broken down into Employer's Liability cases, Employment Tribunal (ET) cases, Public Liability cases and Motor Liability cases. The Committee asked at its meeting in March 2021 that a table be added to the report to show the settlement figures as a percentage of the settlement figures within the current financial year. That figure is now provided within the Tables.
- 3.2 In Quarter 1 of the financial year 2025-26, of the 80 claims settled by Police Scotland; 62 claims were motor related, 3 were employer liability matters, 3 were ET matters, and 12 related to public liability.

**EMPLOYERS LIABILITY CLAIMS APRIL - JUNE 2025**

Range	No of Case References	Total Settlements £	Average £	% of FY £
£0 - £75K	3	18,600	6,200	100.00%
£75K - £150K				0.00%
£150K - £250K				0.00%
£250K - £1M				0.00%
£1M +				0.00%
<b>Total</b>	<b>3</b>	<b>18,600</b>	<b>6,200</b>	100.00%

**EMPLOYERS LIABILITY CLAIMS FINANCIAL YEAR 2025-26**

Range	No of Case References	Total Settlements £	Average £
£0 - £75K	3	18,600	6,200
£75K - £150K			
£150K - £250K			
£250K - £1M			
£1M +			
<b>Total</b>	<b>3</b>	<b>18,600</b>	<b>6,200</b>

**ET CLAIMS APRIL - JUNE 2025**

Range	No of Case References	Total Settlements £	Average £	% of FY £
£0 - £75K	3	25,000	8,333	100.00%
£75K - £150K				0.00%
£150K - £250K				0.00%
£250K - £1M				0.00%
£1M +				0.00%
<b>Total</b>	<b>3</b>	<b>25,000</b>	<b>8,333</b>	100.00%

**OFFICIAL**

**ET CLAIMS FINANCIAL YEAR 2025-26**

Range	No of Case References	Total Settlements £	Average £
£0 - £75K	3	25,000	8,333
£75K - £150K			
£150K - £250K			
£250K - £1M			
£1M +			
<b>Total</b>	<b>3</b>	<b>25,000</b>	<b>8,333</b>

**PUBLIC LIABILITY CLAIMS APRIL - JUNE 2025**

Range	No of Case References	Total Settlements £	Average £	% of FY £
£0 - £75K	12	15,449	1,287	100.00%
£75K - £150K				0.00%
£150K - £250K				0.00%
£250K - £1M				0.00%
£1M +				0.00%
<b>Total</b>	<b>12</b>	<b>15,449</b>	<b>1,287</b>	<b>100.00%</b>

**PUBLIC LIABILITY CLAIMS FINANCIAL YEAR 2025-26**

Range	No of Case References	Total Settlements £	Average £
£0 - £75K	12	15,449	1,287
£75K - £150K			
£150K - £250K			
£250K - £1M			
£1M +			
<b>Total</b>	<b>12</b>	<b>15,449</b>	<b>1,287</b>

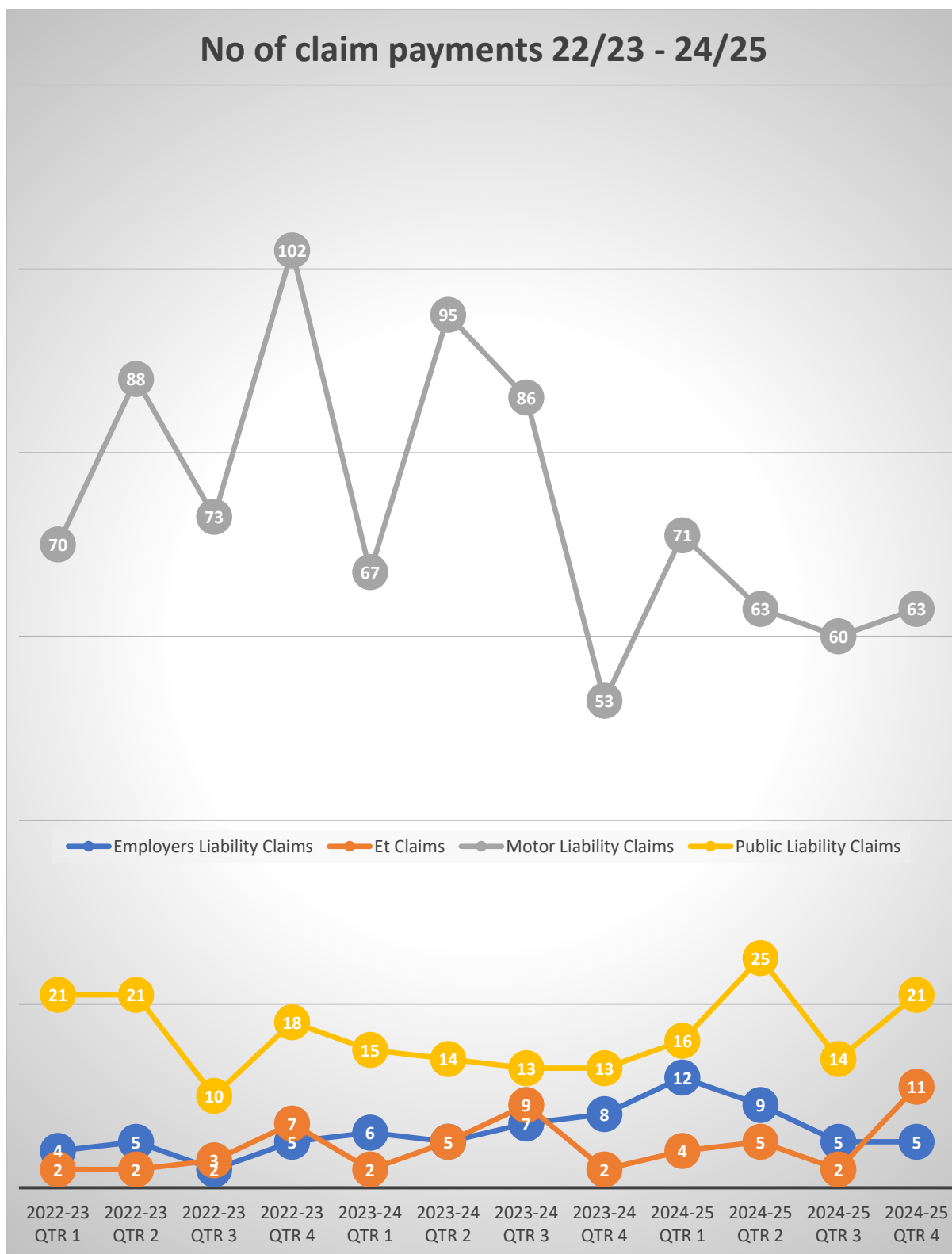
## MOTOR CLAIMS APRIL – JUNE 2025

Range	No of Case References	Total Settlements £	Average £	% of FY £
£0 - £75K	61	158,061	2,591	100.00%
£75K - £150K				0.00%
£150K - £250K	1	177,500	177,500	100.00%
£250K - £1M				0.00%
£1M +				0.00%
<b>Total</b>	<b>62</b>	<b>335,561</b>	<b>5,412</b>	<b>100.00%</b>

## MOTOR LIABILITY CLAIMS FINANCIAL YEAR 2025-26

Range	No of Case References	Total Settlements £	Average £
£0 - £75K	61	158,061	2,591
£75K - £150K			
£150K - £250K	1	177,500	177,500
£250K - £1M			
£1M +			
<b>Total</b>	<b>62</b>	<b>335,561</b>	<b>5,412</b>

- 3.3 At its meeting in March 2025, the Committee asked for data on settlements to be represented in graphical form so that any spikes in settlements, or trends might be identified more readily. The graph produced here provides data for the last twelve financial Quarters beginning with Quarter 1 of the 2022/23 financial year.



3.4 The Committee asked to be provided with historical figures for the settlement of cases within the 3 categories. Those are represented in the Table at Appendix 1.

#### 4. CURRENT CLAIMS BEING DEALT WITH BY POLICE SCOTLAND

4.1 The Committee asked to be provided with extracts from the Claims Register showing the number of cases being dealt with under three headings:

1. Employment Tribunals
2. Employer Liability
3. Public Liability

4.2 The following table shows the cases under the heading of Employer Liability for Q1 is 91. Employer Liability cases have remained relatively static and no obvious increases have been identified.

Employment Liability	No of Case Q1	No of Case Q2
A - North East	1	1
C - Forth Valley	2	2
C3	1	0
CSD	2	2
D - Tayside	4	5
E - Edinburgh	30	30
G - Greater Glasgow	23	19
J - The Lothians & Scottish Borders	2	2
K - Renfrewshire & Inverclyde	0	0
L - Argyll & West Dunbartonshire	1	1
N - Highland & Islands	3	5
P - Fife	5	5
Q - Lanarkshire	2	1
U - Ayrshire	4	4
V - Dumfries	0	0
SCD	1	1
Not assigned	10	6
	<b>91</b>	<b>84</b>

4.3 The following table shows the cases under the heading of Employer Liability but also providing a breakdown as to the types of cases being raised against Police Scotland. The overwhelming majority of cases relate to injuries sustained by officers or staff whilst at work. This is particularly so if trips, slips and falls are considered to be injuries at work. Other types of Employer liability cases remain static and provides no identification of training gaps.

Employment Liability	Defamation	Data Breach	Injury At Work	Injury to Person	Psychiatric Injury	Slip/Trip	Stress	Other	
A - North East				0.5				0.5	1
C - Forth Valley		0.5	1					0.5	2
D - Tayside			4					1	5
E - Edinburgh			30						30
G - Greater Glasgow	1		12		1	0.5	0.5	4	19
J - The Lothians & Scottish Borders			2						2
K - Renfrewshire & Inverclyde									0
L - Argyll & West Dunbartonshire			1						1
N - Highland & Islands			3					2	5
P - Fife			5						5
Q - Lanarkshire						1			1
U - Ayrshire			3					1	4
V - Dumfries & Galloway									0
SCD								1	1
SVRU									0
PSD									0
CSD			2						2
CJSD									0
C3									0
OSD									0
Not assigned		1	4					1	6
	1	1.5	67	0.5	1	1.5	0.5	11	84



4.4 The following table shows the cases under the heading of Employment Tribunals. The types of action proceeding to Employment Tribunals has remained overwhelmingly as a result of alleged disability or sex discrimination. Human Resources are aware of the Tribunals being pursued and the reasons for them.

Employment Tribunal	Discrimination - Age	Discrimination - Disability	Discrimination - Sex	Discrimination - Race	Discrimination - Sexual Orientation	Discrimination - Religion/Belief	Discrimination - Pregnancy/Maternity	Discrimination - Gender reassignment	Discrimination - Marriage/Civil Partnership	Unfair Dismissal	Harassment	Whistleblowing	Victimisation	Other	
A - North East			2												2
C - Forth Valley															0
D - Tayside															0
E - Edinburgh		0.83	2								0.33	1	0.84		5
G - Greater Glasgow			0.33										0.33	0.34	1
J - The Lothians & Scottish Borders															0
K - Renfrewshire & Inverclyde			0.5		0.5							0.5	0.5		2
L - Argyll & West Dunbartonshire		2													2
N - Highland & Islands		0.33		0.83								0.84			2
P - Fife		1											1		2
Q - Lanarkshire		1		1											2
U - Ayrshire		0.5	1.5												2
V - Dumfries & Galloway		2													2
SCD															0
SVRU															0
PSD															0
CSD		1								1					2
CJSD															0
C3		3													3
OSD			1	1											2
Not assigned		5.5	1.5		1								1	2	11
	0	17.16	8.83	2.83	1.5	0	0	0	0	1	0.33	2.34	3.67	2.34	40

- 4.5 The following table shows the cases under the heading of Public Liability. Members are aware that a new Claims Register was created and began to be used during the previous financial year. As the Register is used more and the information populated, a representation of the Public Liability cases will be possible in the same format as the Employer Liability cases and the Employment Tribunal cases. At the time of writing there is still insufficient information within the Public Liability Register to represent the figures in such a way at this time, however, it is hoped that this can be included in the next quarterly report. The following tables show the numbers of public liability cases being dealt with by Police Scotland over the previous financial year. Public liability cases are currently at a level that is lower than the previous financial year.

Public Liability	No. of Case Q1	No. of Case Q2
A - North East	23	26
C - Forth Valley	8	6
C3	2	0
CJSD	7	4
D - Tayside	10	12
E - Edinburgh	24	19
G - Greater Glasgow	35	26
J - The Lothians & Scottish Borders	9	9
K - Renfrewshire & Inverclyde	3	2
L - Argyll & West Dunbartonshire	4	3
N - Highland & Islands	6	6
OSD	1	1
P - Fife	10	5
Q - Lanarkshire	13	13
SCRO	0	0
U - Ayrshire	4	5
V - Dumfries & Galloway	5	4
Not assigned	19	21
	183	162

## 5. NON-FINANCIAL WORK OF LEGAL DEPARTMENT

- 5.1 At a recent meeting of the SPA Legal Committee, Members raised concerns that although they are sighted on litigation with which Police Scotland are involved where the outcome will involve finance, they were not sighted on other work undertaken by the department that may have reputational implications. There was media commentary following Police Scotland successfully applying for and

obtaining a TERO (Trafficking and Exploitation Risk Order) but the Committee had no knowledge of such actions taking place. Historically, the Committee wished to have information on cases that would or could have an impact on finances due to the SPA's statutory functions in indemnifying the Chief Constable in litigations involving Police Scotland. The Committee wished to be advised on other work that Police Scotland's legal department are involved with.

- 5.2 Appendix 2 sets out the work of the Legal Department over the previous financial Quarter. More information can be provided within the closed part of the meeting should Members have a particular interest in any matters arising from the data.

## **6. FINANCIAL IMPLICATIONS**

- 6.1 There are no further financial implications in this report. Clearly the report provides information about the numbers and values of claims raised against Police Scotland, however the report gives no rise to further financial implications in and of itself.

## **7. PERSONNEL IMPLICATIONS**

- 7.1 There are no personnel implications in this report.

## **8. LEGAL IMPLICATIONS**

- 8.1 There are no legal implications in this report.

## **9. REPUTATIONAL IMPLICATIONS**

- 9.1 There are reputational implications associated with this paper.

The number of claims settled by Police Scotland is a matter of public interest. The report itself provides detailed information about the numbers and values of claims within the current financial year. Accordingly, reputational implications may flow therefrom.

## **10. SOCIAL IMPLICATIONS**

- 10.1 There are no social implications in this report.

## 11. COMMUNITY IMPACT

11.1 There are no community implications in this report.

## 12. EQUALITIES IMPLICATIONS

12.1 There are no equality implications in this report.

## 13. ENVIRONMENT IMPLICATIONS

13.1 There are no environmental implications in this report.

### RECOMMENDATIONS

Members are invited to:

Note the information contained within this report.

## Appendix 1

**Employer  
Claims**

	2020/21		2021/22		2022/23		2023/24		2024/25	
202Range	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £
£0 - £75K	17	129,948	33	216,411	23	141,425	35	460,327	49	604,966
£75K - £150K	2	65,500	2	92,500	2	150,000	1	75,000	2	257,669
£150K - £250K	-	-	1	155,000	-	-	2	349,997	2	375,994
£250K - £1M	2	853,000	-	-	-	-	1	874,363	0	
£1M +	-	-	1	1,918,725	1	1,263,867	0	-		
<b>Employers Total</b>	<b>21</b>	<b>1,048,448</b>	<b>37</b>	<b>2,382,635</b>	<b>26</b>	<b>1,555,292</b>	<b>39</b>	<b>1,759,687</b>	<b>53</b>	<b>1,238,629</b>

**Public Claims**

	2020/21		2021/22		2022/23		2023/24			
Range	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £
£0 - £75K	51	93,571	54	229,680	69	191,284	54	319,097	68	171,902
£75K - £150K	5	400,000	7	492,110	1	50,000	0	-	3	290,000
£150K - £250K	-	-	1	160,500	-	-	0	-	2	450,000
£250K - £1M	-	-	2	800,950	-	-	0	-	2	790,000
£1M +	-	-	-	-	-	-	0	-	1	1,070,000
<b>Public Total</b>	<b>56</b>	<b>493,571</b>	<b>64</b>	<b>1,683,240</b>	<b>70</b>	<b>241,284</b>	<b>54</b>	<b>319,097</b>	<b>76</b>	<b>2,771,902</b>

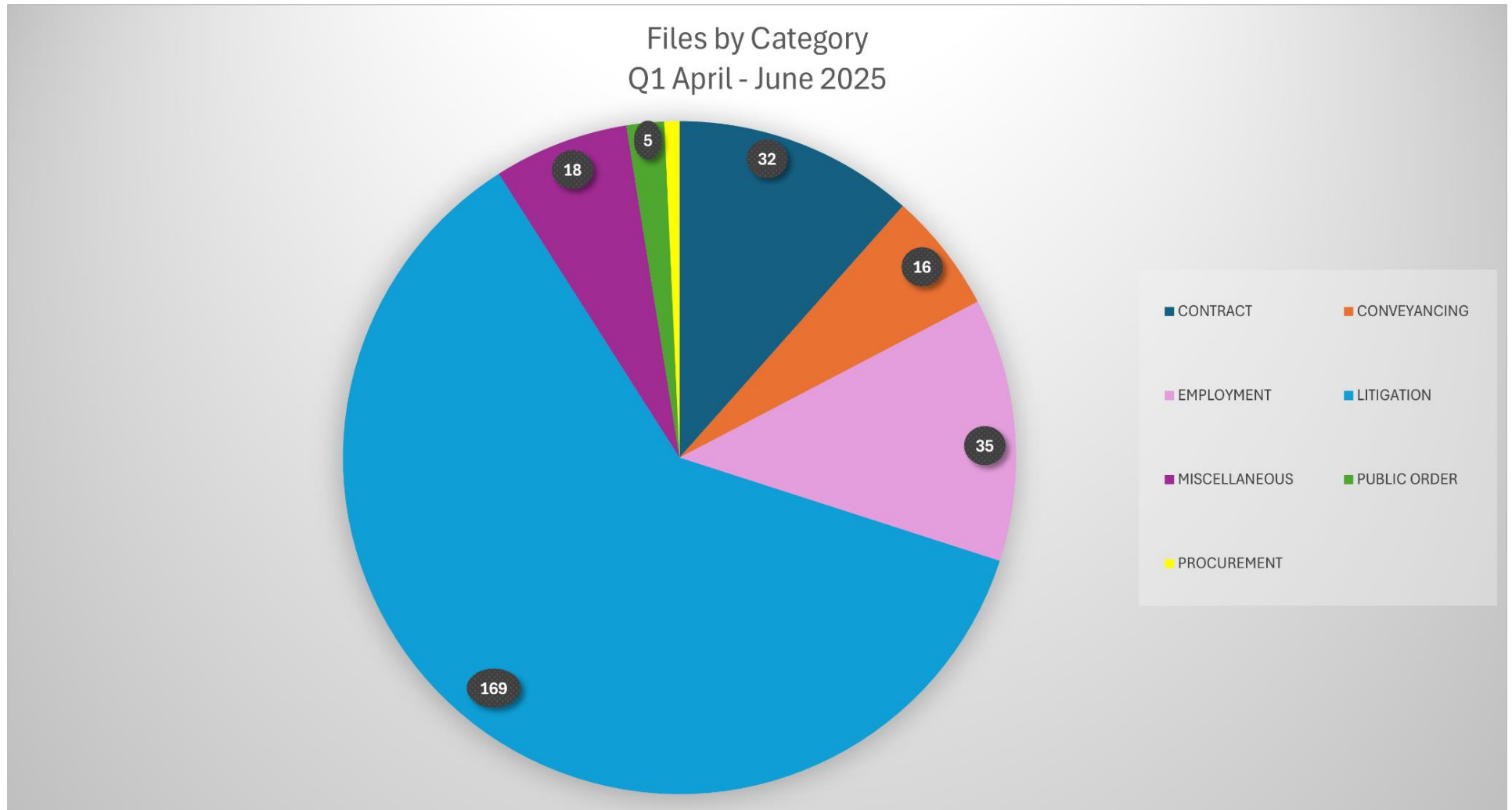
## Motor Claims

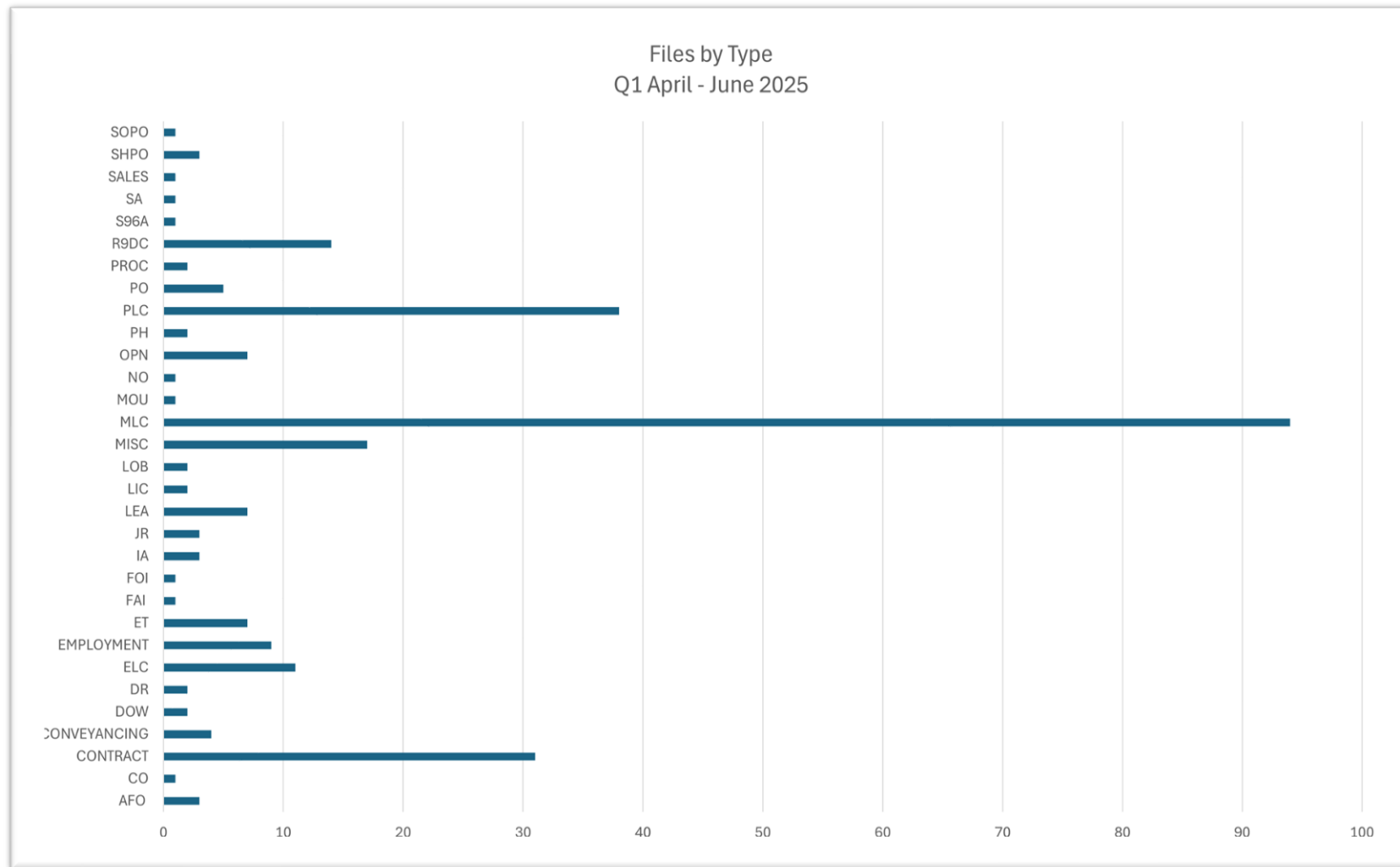
	2020/21		2021/22		2022/23		2023/24		2024/25	
Range	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £
£0 - £75K	254	644,569	282	801,488	297	873,635	295	1,009,847	256	1,034,451
£75K - £150K	-	-	-	-	-	-	0	-		
£150K - £250K	1	200,000	-	-	1	163,167	0	-		
£250K - £1M	-	-	-	-	-	-	0	-	1	312,842
£1M +	-	-	-	-	-	-	0	-		
<b>Motor Total</b>	<b>255</b>	<b>844,569</b>	<b>282</b>	<b>801,488</b>	<b>298</b>	<b>1,036,801</b>	<b>295</b>	<b>1,009,847</b>	<b>257</b>	<b>1,347,293</b>

## Total of all Claims

	2020/21		2021/22		2022/23		2023/24		2024/25	
Range	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £
£0 - £75K	322	868,088	369	1,247,579	389	1,206,344	384	1,789,271	373	1,811,319
£75K - £150K	7	465,500	9	584,610	3	200,000	1	75,000	5	547,669
£150K - £250K	1	200,000	2	315,500	1	163,167	2	349,997	4	825,994
£250K - £1M	2	853,000	2	800,950	0	-	1	874,363	3	1,102,842
£1M +	0	-	1	1,918,725	1	1,263,867	-	-	1	1,070,000
<b>TOTAL</b>	<b>332</b>	<b>2,386,588</b>	<b>383</b>	<b>4,867,364</b>	<b>394</b>	<b>2,833,378</b>	<b>388</b>	<b>3,088,631</b>	<b>386</b>	<b>5,357,824</b>

## Appendix 2







## Files by Category – Table

CATEGORY	COUNT	Percentage
CONTRACT	32	11%
CONVEYANCING	16	6%
EMPLOYMENT	35	13%
LITIGATION	169	61%
MISCELLANEOUS	18	6%
PUBLIC ORDER	5	2%
PROCUREMENT	2	1%
	277	100%

## Files by Type – Table

TYPE	DESCRIPTION	COUNT	TYPE	DESCRIPTION	COUNT
<b>AFO</b>	Account Freezing Order	3	<b>MISC</b>	Miscellaneous	17
<b>CO</b>	Anti Social Behaviour (S) Act 2004 - Closure Order	1	<b>MLC</b>	Motor Liability Claims	94
<b>CONTRACT</b>	Contracts & Commercial	31	<b>MOU</b>	Memorandum of Understanding	1
<b>CONVEYANCING</b>	Conveyancing	4	<b>NO</b>	Sexual Offences Act (2003) Notification Order	1
<b>DOW</b>	Disputed Ownership	2	<b>OPN</b>	General Queries	7
<b>DR</b>	Debt Recovery	2	<b>PH</b>	Conveyancing - Police Housing	2
<b>ELC</b>	Employers Liability Claim	11	<b>PLC</b>	Public Liability Claims	38
<b>EMPLOYMENT</b>	Employment	9	<b>PO</b>	Public Order	5
<b>ET</b>	Employment Tribunal	7	<b>PROC</b>	Procurement	2
<b>FAI</b>	Fatal Accident Inquiry	1	<b>R9DC</b>	Regulation 9 Discharges	14
<b>FOI</b>	Freedom of Information Requests	1	<b>S96a</b>	Sexual Offences Act 2003 - Section 96a Warrant	1
<b>IA</b>	Police Service of Scotland (Conduct) Regulation 2014 - Misconduct Appeal	3	<b>SA</b>	Summary Application	1
<b>JR</b>	Judicial Review	3	<b>SALES</b>	Conveyancing - Sales	1
<b>LEA</b>	Conveyancing - Lease	7	<b>SHPO</b>	Sexual Harm Prevention Orders	3
<b>LIC</b>	Licence Fee Renewal	2	<b>SOP0</b>	Sexual Offences Prevention Orders	1
<b>LOB</b>	Appeal against Revocation of Shotgun & Firearm Certificate	2		<b>TOTAL</b>	<b>277</b>

Numbers of Legal Enquiries for Q1 (April, May and June)

APRIL 2025	Total Enquiries (April)	144
	SPEC	57
	INFO ONLY	56
	Leading to new files being opened	40

MAY 2025	Total Enquiries (May)	143
	SPEC	56
	INFO ONLY	49
	Leading to new files being opened	33

JUNE 2025	Total Enquiries (June)	136
	SPEC	49
	INFO ONLY	37
	Leading to new files being opened	27