



Meeting	SPA Legal Committee
Date	13 May 2025
Location	Online
Title of Paper	Claims Handling – Statistical Information
Presented By	James Douglas, Legal Services Manager
Recommendation to Members	For Discussion
Appendix Attached	Yes – Appendix 1 – Employer, Public and Motor Claims Appendix 2 – Claims by Category and Type

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.

Members are invited to discuss the contents of the report.

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 represents the first laid before the Committee that 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.

3. CLAIMS SETTLED IN QUARTER 4 2024/25

- 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, 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 4 of the financial year 2024-25, of the 100 claims settled by Police Scotland; 63 claims were motor related, 16 were employer liability matters and 21 related to public liability. Quarter 4 saw the settlement of a very large litigation that involved several Pursuers and accounts for the financial figures being higher in Quarter 4 than in the other 3 Quarters of 2024/25. Authority to settle those claims was provided by the SPA Legal Committee and was the subject of a report to the Committee. Quarter 4 also saw the settlement of a large Employer liability case that was the subject of a report to the SPA Legal Committee. In that case, authority to settle the case was granted to £150,000 and ultimately settled at £125,000. Motor Liability cases in Quarter 4 is very much in line with what would be expected.

OFFICIAL

EMPLOYERS LIABILITY CLAIMS JANUARY – MARCH 2025

Range	No of Case References	Total Settlements £	Average £	% of FY £
£0 - £75K	15	289, 209	19,281	47.81%
£75K - £150K	1	125,000	125,000	48.51%
£150K - £250K				0%
£250K - £1M				0%
£1M +				0%
Total	16	414,209	25,888	33.44%

EMPLOYERS LIABILITY CLAIMS FINANCIAL YEAR 2024-25

Range	No of Case References	Total Settlements £	Average £
£0 - £75K	49	604, 966	12,346
£75K - £150K	2	257, 669	128, 835
£150K - £250K	2	375,994	187,997
£250K - £1M	0	-	-
£1M +		-	-
Total	53	1,238,629	23,370

PUBLIC LIABILITY CLAIMS JANUARY – MARCH 2025

Range	No of Case References	Total Settlements £	Average £	% of FY £
£0 - £75K	14	84,641	6,046	49.24%
£75K - £150K	2	215,000	107,500	74.14%
£150K - £250K	2	450,000	225,000	100.00%
£250K - £1M	2	790,000	395,000	100.00%
£1M +	1	1,070,000	1,070,000	100.00%
Total	21	2,609,641	124,269	94.15%

PUBLIC LIABILITY CLAIMS FINANCIAL YEAR 2024-25

Range	No of Case References	Total Settlements £	Average £
£0 - £75K	68	171,902	2,528
£75K - £150K	3	290,000	96,667
£150K - £250K	2	450,000	225,000
£250K - £1M	2	790,000	395,000
£1M +	1	1,070,000	1,070,000
Total	76	2,771,902	36,472

MOTOR CLAIMS OCTOBER – DECEMBER 2024

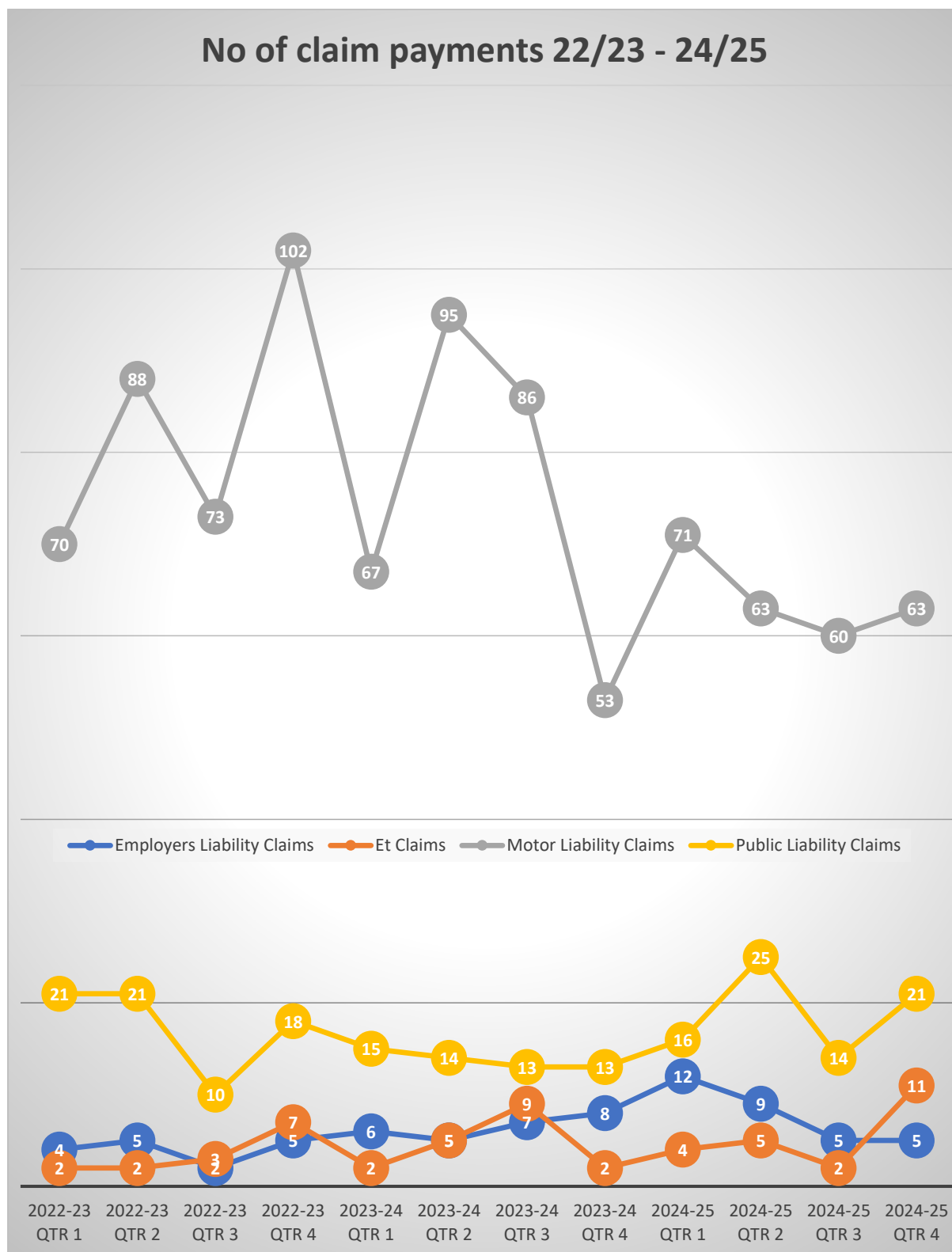
Range	No of Case References	Total Settlements £	Average £	% of FY £
£0 - £75K	63	326,951	5,190	31.61%
£75K - £150K				0.00%
£150K - £250K				0.00%
£250K - £1M				0.00%
£1M +				0.00%
Total	63	326,951	5,190	24.27%

MOTOR LIABILITY CLAIMS FINANCIAL YEAR 2024-25

Range	No of Case References	Total Settlements £	Average £
£0 - £75K	256	1,034,451	4,041
£75K - £150K	0	-	-
£150K - £250K	0	-	-
£250K - £1M	1	312,842	312,842
£1M +	0	-	-
Total	257	1,347,293	316,507

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. It is obvious that there has been a jump from 78 to 93 between Quarters 2 and Quarters 4. This is explained by a large number of officers raising claims in respect of one incident in the Edinburgh area. More information can be provided on that matter in the closed part of the Committee meeting. Other than the incident referred to, Employer Liability cases have remained relatively static and no other obvious increases have been identified.

Employment Liability	No of Case Q1	No of Case Q2	No of Cases Q3	No of Cases Q4
A - North East	1	2	1	1
C - Forth Valley	3	4	4	3
C3	1	1	1	1
CSD	1	1	1	1
D - Tayside	6	6	6	6
E - Edinburgh	9	10	32	31
G - Greater Glasgow	28	28	25	25
J - The Lothians & Scottish Borders	2	2	2	2
L - Argyll & West Dunbartonshire	2	1	1	1
N - Highland & Islands	6	6	6	6
P - Fife	5	3	3	3
Q - Lanarkshire	2	3	3	3
U - Ayrshire	4	4	4	4
Not assigned	7	7	7	6
	77	78	96	93

- 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.

<u>Employment Liability</u>	Defamation	Data Breach	Injury At Work	Injury to Person	Psychiatric Injury	Slip/Trip	Stress	Other	
A - North East				1					1
C - Forth Valley		0.5	1					0.5	2
D - Tayside			4						4
E - Edinburgh			28		1	1			30
G - Greater Glasgow	1		16.5		1	3	0.5	1	23
J - The Lothians & Scottish Borders			2						2
K - Renfrewshire & Inverclyde									0
L - Argyll & West Dunbartonshire			1						1
N - Highland & Islands			1					2	3
P - Fife			3.5	1		0.5			5
Q - Lanarkshire			0.5			1.5			2
U - Ayrshire			3					1	4
V - Dumfries & Galloway									0
SCD								1	1
SVRU									0
PSD									0
CSD			1					1	2
CJSD									0
C3			1						1
OSD									0
Not assigned	1	1	4					4	10
	2	1.5	66.5	2	2	6	0.5	10.5	91

- 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	Harrasment	Whistleblowing	Victimisation	Other	
A - North East			2												2
C - Forth Valley															0
D - Tayside															0
E - Edinburgh		2	2.5									1	0.5		6
G - Greater Glasgow			1.08								0.25	0.25	1.08	0.34	3
J - The Lothians & Scottish Borders															0
K - Renfrewshire & Inverclyde												0.5	0.5		1
L - Argyll & West Dunbartonshire		2													2
N - Highland & Islands		0.33		0.83								0.84			2
P - Fife		2											1		3
Q - Lanarkshire		1.5	1.5												3
U - Ayrshire		1.5	2.5												4
V - Dumfries & Galloway		2													2
SCD				1											1
SVRU															0
PSD															0
CSD		1				1				1					3
CJSD															0
C3		3	1												4
OSD			1												1
Not assigned		3.5	1.5		1										6
	0	18.83	13.08	1.83	1	1	0	0	0	1	0.25	2.59	3.08	0.34	43

- 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 the lack of information within the Public Liability Register is such that it is not possible to represent the figures in such a way at this time. 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 at a level that is in line with previous years and there is no discernible increase or decrease in numbers.

Public Liability	No. of Case Q1	No. of Case Q2	No. of Case Q3	No Of Cases Q4
A - North East	21	23	22	24
C - Forth Valley	7	9	9	8
C3	8	8	8	8
CJSD	0	1	1	0
D - Tayside	5	8	7	6
E - Edinburgh	29	30	36	24
G - Greater Glasgow	43	47	46	44
J - The Lothians & Scottish Borders	10	12	14	11
K - Renfrewshire & Inverclyde	5	6	6	5
L - Argyll & West Dunbartonshire	6	6	5	4
N - Highland & Islands	7	8	8	8
P - Fife	16	15	15	16
Q - Lanarkshire	10	13	13	12
SCRO	1	0	0	0
U - Ayrshire	7	8	8	6
V - Dumfries & Galloway	6	6	6	6
Not assigned	19	24	24	22
	200	224	228	204

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 discuss the contents of the report.

Appendix 1

**Employer
Claims**

	2019/20		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	33	348,501	17	129,948	33	216,411	23	141,425	35	460,327
£75K - £150K	-	-	2	65,500	2	92,500	2	150,000	1	75,000
£150K - £250K	-	-	-	-	1	155,000	-	-	2	349,997
£250K - £1M	2	1,172,435	2	853,000	-	-	-	-	1	874,363
£1M +	-	-	-	-	1	1,918,725	1	1,263,867	0	-
Employers Total	35	1,520,936	21	1,048,448	37	2,382,635	26	1,555,292	39	1,759,687

Public Claims

	2019/20		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	75	271,430	51	93,571	54	229,680	69	191,284	54	319,097
£75K - £150K	-	-	5	400,000	7	492,110	1	50,000	0	-
£150K - £250K	-	-	-	-	1	160,500	-	-	0	-
£250K - £1M	1	269,197	-	-	2	800,950	-	-	0	-
£1M +	-	-	-	-	-	-	-	-	0	-
Public Total	76	540,627	56	493,571	64	1,683,240	70	241,284	54	319,097

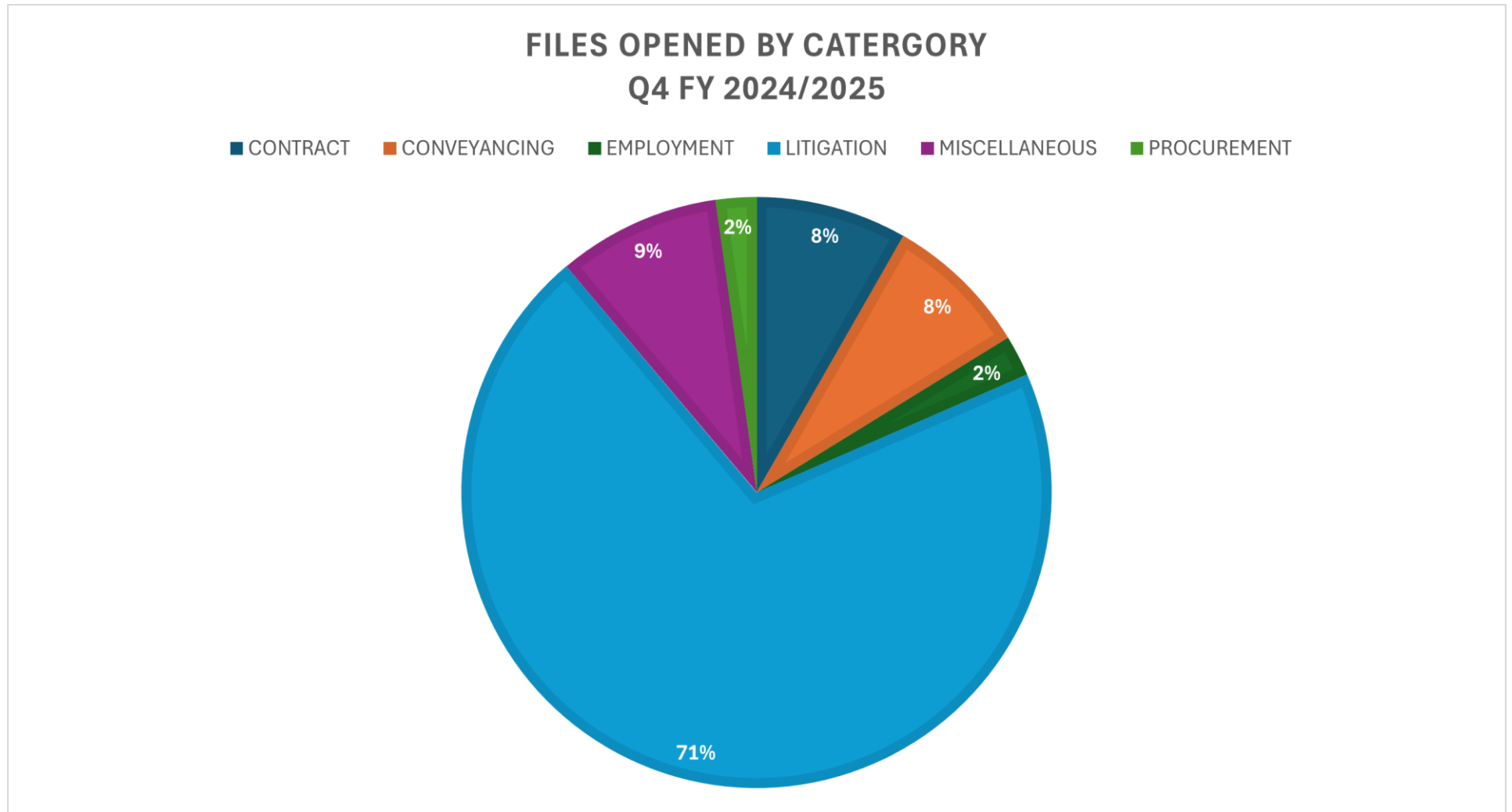
Motor Claims

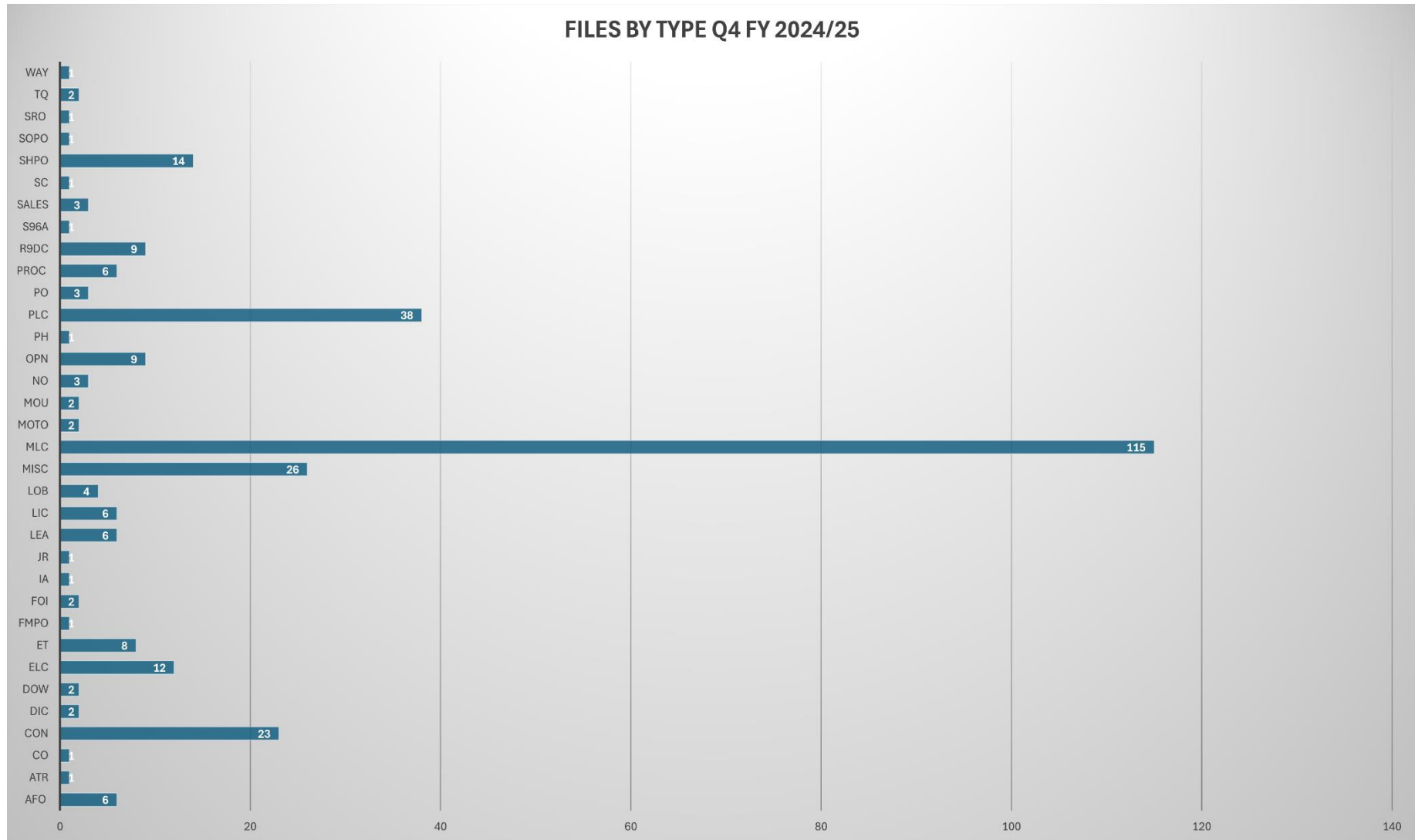
	2019/20		2020/21		2021/22		2022/23		2023/24	
Range	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £	No of Case References	Total Settlements £
£0 - £75K	242	702,567	254	644,569	282	801,488	297	873,635	295	1,009,847
£75K - £150K	1	124,668	-	-	-	-	-	-	0	-
£150K - £250K	-	-	1	200,000	-	-	1	163,167	0	-
£250K - £1M	-	-	-	-	-	-	-	-	0	-
£1M +	-	-	-	-	-	-	-	-	0	-
Motor Total	243	827,234	255	844,569	282	801,488	298	1,036,801	295	1,009,847

Total of all Claims

	2019/20		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	350	1,322,498	322	868,088	369	1,247,579	389	1,206,344	384	1,789,271
£75K - £150K	1	124,668	7	465,500	9	584,610	3	200,000	1	75,000
£150K - £250K	-	-	1	200,000	2	315,500	1	163,167	2	349,997
£250K - £1M	3	1,441,631	2	853,000	2	800,950	0	-	1	874,363
£1M +	-	-	0	-	1	1,918,725	1	1,263,867	-	-
TOTAL	354	2,888,797	332	2,386,588	383	4,867,364	394	2,833,378	388	3,088,631

Appendix 2





Files by Category – Table

Category	Count
CONTRACT	26
CONVEYANCING	25
EMPLOYMENT	7
LITIGATION	221
MISCELLANEOUS	28
PROCUREMENT	7
Total	314

Files by Type – Table

File Type	Count	TYPE	COUNT
AFO	6	MLC	115
ATR	1	MOTO	2
CO	1	MOU	2
CON	23	NO	3
DIC	2	OPN	9
DOW	2	PH	1
ELC	12	PLC	38
ET	8	PO	3
FMPO	1	PROC	6
FOI	2	R9DC	9
IA	1	S96A	1
JR	1	SALES	3
LEA	6	SC	1
LIC	6	SHPO	14
LOB	4	SOPO	1
MISC	26	SRO	1
		TQ	2
		WAY	1
		Total	314

Glossary of File Types

Type	Description	Type	Description
AFO	Account Freezing Order	MISC	Miscellaneous
ATR	Conveyancing - Asset Transfer	MLC	Motor Liability Claims
CO	Anti Social Behaviour (S) Act 2004 - Closure Order	MOTO	Conveyancing - Memoranda of Terms of Occupancy
CON	Contracts & Commercial	MOU	Memorandum of Understanding
DIC/DISC	Disclosure Requests	NO	Sexual Offences Act (2003) Notification Order
DOW	Disputed Ownership	OPN	General Queries
ELC	Employers Liability Claim	PH	Conveyancing - Police Housing
ET	Employment Tribunal	PLC	Public Liability Claims
FAI	Fatal Accident Inquiry	PO	Public Order
FOI	Freedom of Information Requests	PROC	Procurement
FMPO	Forced Marriage Protection Order	R9DC	Regulation 9 Discharges
IA	Police Service of Scotland (Conduct) Regulation 2014 - Misconduct Appeal	SALES	Conveyancing - Sales
JR	Judicial Review	SHPO	Sexual Harm Prevention Orders
LEA	Conveyancing - Lease	SOPO	Sexual Offences Prevention Orders
LIC	Licence Fee Renewal	S 96a	Sexual Offences Act 2003 - Section 96a Warrant
LOB	Appeal against Revocation of Shotgun & Firearm Certificate	TQ	Conveyancing - Title Queries
LIC	Licence Fee Renewal	WAY	Conveyancing - Wayleave Agreements
LOB	Appeal against Revocation of Shotgun & Firearm Certificate		

OFFICIAL

Numbers of Legal Enquiries for Q4 (Jan, Feb, March)

JANUARY 2025	Total Enquiries (January)	99
	SPEC	38
	INFO ONLY	54
	Leading to new files being opened	32

FEBRUARY 2025	Total Enquiries (February)	145
	SPEC	52
	INFO ONLY	58
	Leading to new files being opened	37

MARCH 2025	Total Enquiries (March)	129
	SPEC	39
	INFO ONLY	51
	Leading to new files being opened	32