

Freedom of Information request: Reference number FOI2026/00806

Date of request: 9th July

Request:

I am making this request under the Freedom of Information Act 2000.

I am conducting independent research into the relationship between unpaid caring responsibilities and workplace disputes. The purpose of the research is to improve understanding of how unpaid caring responsibilities affect employment and to develop an evidence base to inform future policy, practice and research.

I would be grateful if you could provide the following information for the period 1 January 2017 to the date of your response.

Where possible, please provide the information in an electronic format such as Excel or CSV.

Employment Tribunal claims

1. The total number of Employment Tribunal claims involving your organisation during this period.
2. The number of Employment Tribunal claims where any of the following terms appear within case records, legal instructions, tribunal files or case management systems (where searchable):

- * carer
- * caring responsibilities
- * unpaid care
- * unpaid carer
- * caregiver
- * dependant or dependent
- * time off for dependants
- * flexible working
- * carers leave
- * disability by association
- * associative discrimination

If keyword searches are not possible, please advise whether similar information is held in another format.

Grievances and workplace disputes

1. The number of formal employee grievances where unpaid caring responsibilities were identified as a contributing factor.
2. The number of flexible working requests submitted by employees with unpaid caring responsibilities.
3. The number of those requests that were granted in full, granted in part, or refused.
4. The number of appeals against refused flexible working requests.

Workforce policies

1. Copies of your current policies relating to:

- * Carers' leave
- * Flexible working
- * Time off for dependants
- * Equality, diversity and inclusion
- * Attendance management
- * Special leave

1. Copies of any guidance issued to managers relating to supporting employees with unpaid caring responsibilities.

Equality monitoring

1. Whether your organisation records whether employees have unpaid caring responsibilities as part of equality monitoring or workforce monitoring.

2. If yes, please provide:

- * the definition used;
- * the date monitoring commenced; and
- * any published or internal reports containing aggregated results.

Internal reviews

1. Copies of any reports, audits, equality impact assessments, board papers or reviews since 2017 that refer to:

- * unpaid carers;
- * working carers;
- * caring responsibilities;
- * carers' leave;
- * flexible working by carers; or
- * workplace support for carers.

Additional information

If any part of this request exceeds the appropriate cost limit under section 12 of the Freedom of Information Act, I would be grateful if you could advise how the request may be refined so that at least part of the information can be provided.

Where information is withheld, please specify the exemption(s) relied upon and explain why they apply.

If some of the requested information is already publicly available, please provide a link or direct me to the relevant publication rather than reproducing the material.

I would prefer to receive the information electronically.

Thank you for your assistance. I look forward to your response within the statutory timeframe.

Response:

Thank you for your request for information regarding unpaid caring responsibilities and workplace disputes.

We have considered your request under the Freedom of Information Act 2000 (FOIA).

Section 12(1) of the FOIA provides that a public authority is not obliged to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit prescribed by the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004.

Having assessed your request, we have concluded that the information sought is not held in a format that would enable it to be identified and extracted without undertaking extensive manual searches of individual case records.

In particular, the information requested concerning:

- Employment Tribunal claims where unpaid caring responsibilities may have been a factor;
- Formal employee grievances where unpaid caring responsibilities were identified as a contributing factor;
- Workplace disputes involving caring responsibilities; and
- Flexible working requests linked to unpaid caring responsibilities,

is not centrally recorded or categorised in a way that would allow it to be retrieved through a simple search.

The PSU holds records of 201 grievance cases covering the period 1 January 2017 to 21 July 2026. To determine whether unpaid caring responsibilities were identified as a contributing factor in any of these cases would require a manual review of each individual case file.

It is estimated that reviewing each case and extracting the relevant information would take a minimum of 10 minutes per case. On this basis:

- 201 cases × 10 minutes = 2,010 minutes
- 2,010 minutes ÷ 60 = approximately 33.5 hours

Applying the FOIA prescribed rate of £25 per hour, the estimated cost of undertaking this exercise would be approximately £837.50.

As the cost of determining, locating, retrieving and extracting the information required to respond to this request exceeds the statutory cost limit, the request is refused in its entirety under [section 12\(1\) of the Freedom of Information Act 2000](#).

We have dealt with your request under the Freedom of Information Act 2000. For more information about making information requests, please visit our website: <https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>