

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



12 June 2025

Dear XXXX

FREEDOM OF INFORMATION REQUEST – FOI 553/25

I refer to your request for information received by Cumbria Constabulary on 21 May 2025. I note you seek access to the following information:

- 1. The total cost incurred by your police force in the past five years for defending claims of racism, sexism, and harassment made by employees.*
- 2. The outcomes of these claims, including the number of claims upheld, dismissed, or settled.*

Your request for information has now been considered and I can confirm Cumbria Constabulary does hold information relevant to your request and I have today decided to disclose this to you.

Question 1

The total cost incurred by Cumbria Constabulary in the past five years for defending claims of racism, sexism, and harassment made by employees is £55,609.00.

Question 2

Regarding the outcome of these claims during this period of time two claims were settled and one was dismissed.

The above information has been obtained from our Legal Department.

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:



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The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary



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