

# General Form of Judgment or Order

In the County Court at Central London	
Claim Number	0CL00226
Date	25 October 2016



DAVID CARY	1 <sup>st</sup> Claimant Ref ID/1595/001/BM
METROPOLITAN POLICE SERVICE	1 <sup>st</sup> Defendant Ref MJF 28798 1099
INDEPENDENT POLICE COMPLAINTS COMMISSION	2 <sup>nd</sup> Defendant Ref 2008 015682

Before His Honour Judge Hand Q.c sitting at the County Court at Central London, Central London, R. C. J, Thomas More Building, Royal Courts Of Justice, Strand, London, WC2A 2LL.

**Upon the Claimant and Defendant agreeing to the terms of settlement set out in the schedule hereto :**

**BY CONSENT IT IS ORDERED THAT :**

1. All further proceedings in this action on behalf of the Claimant be stayed except for the purpose of carrying the said terms into effect.
2. The Defendant do pay a contribution to the Claimant's costs as set out in the attached Schedule.
3. Liberty to apply as to carrying such terms into effect.

**SCHEDULE**

1. The Defendant shall pay the Claimant the sum of ~~£50,000.00~~ in respect of his claim for damages and costs within 14 days of the date of this order.
2. All previous interlocutory costs ' orders shall be waived including the order made by the Court of Appeal on 17 July 2014.
3. The Defendant shall provide within 14 days of the date of this Order a written letter of apology , a copy of which is attached hereto marked Appendix A.

4. The Defendant hereby invites the Claimant to meet with the head of his new unit established to address complaints of discrimination on the basis of all protected characteristics 1,2,3 and 4 of this Schedule, he be discharged from all further liability in respect of the Claimant in connection with claims in this action.

Dated 25 October 2016



**METROPOLITAN  
POLICE**

**TOTAL POLICING**

Directorate of Professional Standards  
Prevention and Organisational Learning Command

Mr David Cary  
C/O Deighton Pierce Glynn Solicitors,  
DX : 146640, Islington, 4

DPS Civil Actions Unit – Head  
23<sup>rd</sup> Floor  
Empress State Building  
Empress Approach  
Lillie Road  
London  
SW6 1TR

Our reference: CI/00021/10

Date: 21 October 2016

Dear Mr Cary

Your claim against the Commissioner of Police of the Metropolis

I have been appraised of the circumstances surrounding your claim against the Commissioner for discrimination arising out of your sexual orientation.

I am sorry for the obvious distress and loss of confidence in the police service this has caused you. This is very much regretted and I acknowledge it will take time for you to regain trust and confidence in the police service.

Having reviewed the file I agree that your original complaint about the actions of ██████████ could have been handled more professionally and sympathetically by the officers from Acton Police Station in Ealing Borough.

Further I acknowledge that you felt let down by the officers from the Directorate of Professional Standards who handled your subsequent complaint.

I apologise as it appears that there were shortcomings in that investigation. At the time you made your complaint the law on discrimination on grounds of sexuality was developing and the Metropolitan Police Service was therefore also developing its practices and policies in this regard.

I would like to reassure you that we intend to learn and implement lessons from this case which will help the MPS provide a better service to all members of the public.

We are in the process of setting up a unit to address complaints of discrimination on the basis of all protected characteristics including sexuality. As part of this process I would like to invite you to a meeting with my colleague who has been specifically tasked with improving our response to complaints and claims of discrimination made against our officers.

I appreciate your concern about the MPS learning lessons from complaints. In the new discrimination unit there will be a commitment to learning and feeding back into the organisation lessons from their work.

I appreciate that one of your concerns was about training. I share your wish to improve the training we give, and will do so. There will be specific training for officers attached to the discrimination unit. The aim is that

by focussing on this area the team will develop specific expertise in understanding and investigating discrimination.

Please contact me on receipt of this letter so that I can organise an appointment.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'JH Horsfall', written in a cursive style.

Chief Inspector Jill Horsfall