

## Freedom of Information Act Request

Under the Freedom of Information Act, I would like to request the following information:

For the period 1 April 2019 to 31 March 2025 (or as far back as records are held, if full data for this period is not available):

1. Total number of Non-Disclosure Agreements (NDAs) — also referred to as confidentiality clauses or settlement terms within COT3 agreements or other settlement agreements, entered into with current or former staff members by your organisation.

**16**

2. Of those NDAs, please provide a breakdown of how many were associated with settlement agreements relating to:

a) Complaints of bullying or harassment

**0**

b) Complaints of discrimination (related to any protected characteristic under the Equality Act 2010)

**#=number under 5**

In accordance with Section 40(2) of the Freedom of Information Act 2000, the Trust is unable to disclose the exact number of NDAs associated with complaints of discrimination, as the figure is five or fewer.

Disclosing such a small number could risk the identification of individuals when combined with other available information, particularly given the sensitive nature of the subject. This information is therefore withheld on the grounds that it constitutes personal data of third parties, and its disclosure would contravene the data protection principles set out in the UK General Data Protection Regulation and the Data Protection Act 2018.

Where the actual number is five or fewer, the Trust will report this as # to minimise the risk of identification.

c) Whistleblowing or the raising of protected disclosures

**0**

d) Other reasons (please specify if available)

## 12

3. Total amount of money paid out under all settlement agreements or COT3s that included an NDA during this period.

**£142,067**

4. The highest individual settlement amount paid out under a settlement agreement or COT3 that included an NDA during this period.

**£89,000**

5. If available, please also provide:

A breakdown by staff group or job role (e.g. nursing, medical, administrative, etc.)

A breakdown by department or service area

A breakdown by type of complaint (if not already provided above)

If the information is not held in this level of detail, please provide whatever level of detail is recorded.

**While we hold some information on the nature of individual agreements, we do not routinely record settlement agreement data in a way that enables a reliable breakdown by staff group, job role, or department. To provide this level of detail would require a manual review of individual case records, which would exceed the appropriate time limit set out under Section 12 of the Freedom of Information Act 2000.**

**In accordance with Section 12(1), the Trust is not obliged to comply with a request for information if the cost of compliance would exceed the appropriate limit of 18 hours of staff time (£450). Therefore, we are unable to provide this further breakdown.**

If any part of this request is likely to exceed the cost limit, please prioritise questions 1–3 and advise how I might reasonably narrow the scope of the remaining questions

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to [d.wraith@nhs.net](mailto:d.wraith@nhs.net).

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Our Ref: 402  
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Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
Website: <https://ico.org.uk/make-a-complaint/>