

FOI 0150/2025 Response

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.

Between 2019 and 31 March 2025 there were a total of 7 settlement agreements.

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

a) Complaints of bullying or harassment

2

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

1

c) Whistleblowing or the raising of protected disclosures

1

d) Other reasons (please specify if available)

Performance, redundancy, pay.

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

£157,267.34

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

£69,218.18

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.

The Trust is unable to provide a response to this query.

This is because there is a small cohort of agreements for the noted time period and disclosing the staff group/job role is likely to identify those involved in settlement agreement/NDA. Thus revealing personal information.

The Trust therefore rely on exemption Section 40 of the Freedom of Information Act 2000 to deny this aspect of your request.