

1 June 2018

**Freedom of Information Request - Reference No: 20180761**

**REQUEST**

***A) How many non-disclosure agreements has the authority agreed in each of the calendar years of 2014, 2015, 2016 and 2017? Please provide individual figures per year. Please also provide reasons for the agreements being agreed where possible (e.g. 2 whistleblower complaints). Please provide the total number of NDAs but also the different types of NDA agreements (e.g. whistleblower complaint/ / sexual harassment complaint etc.). Please make clear if the agreements concern commercial companies rather than employees.***

***B) Please provide the total amount of financial compensation awarded as part of these agreements for the entirety of this period in £.***

**RESPONSE**

I approached our Legal Services Department for assistance with a very similar request to your request. They advised the following in response:

*I have had one of our admin staff check our case files with the search term Compromise Agreements in the subject, this has resulted in one case being found in 2015. Having checked the electronic file the amount paid was £12,000 it was subject to a confidentiality clause. There are no records within our file as to whether that person made an allegation of sexual assault or sexual harassment against a colleague. If we were to check all files manually to check whether we had advised on a compromise agreement then this would take us over 18 hours.*

*The second case is from 2017, the amount paid is £37,984.25 and was subject to a confidentiality clause, there are no records within our file as to whether that person made an allegation of sexual assault or sexual harassment against a colleague.*

I also contacted our Human Resources Department who have advised that the only confidentiality clauses that they come across are those used for all officers leaving the organisation which states that

*The Officer accepts and agrees that her express and implied duties relating to confidential information continue after the Termination Date.*

I lastly contacted our Professional Standards Department who would hold information in relation to any allegations of misconduct such as a complaint of sexual harassment, or whistleblowing. Our Performance Development Team Leader has advised the following:

*The only thing I could do is find out if any 'Staff have made any allegations against other staff' during those years and whether this resulted in a case to answer. I wouldn't have any record of whether any compensation or severance pay was given to the victim as a result.*

In summary therefore, we can advise on two instances where confidentiality agreements have been recorded, the sums of which are given above. We would be unable to search for any further details held across the organisation without engaging Section 12 – Appropriate Limit.