



Freedom of Information Request FOI 23 29

Information relating to non-disclosure agreements

Query:

1. Please state how many non-disclosure agreements with former or current staff at your fire brigade have been signed in the following years:
 - A. 2020
 - B. 2021
 - C. 2022
 - D. Between 1/1/2023-1/3/2023

2. Please state how many non-disclosure agreements were signed by female former or current staff in the following years:
 - A. 2020
 - B. 2021
 - C. 2022
 - D. Between 1/1/2023-1/3/2023

3. For each year please state the total amount paid out to staff through non-disclosure agreements in the following years:
 - A. 2020
 - B. 2021
 - C. 2022
 - D. Between 1/1/2023-1/3/2023

Response:

We use settlement agreements in an employment context, for example, to end an employment relationship in exchange for payment or to settle claims issued at an employment tribunal, rather specific non-disclosure agreements in respect of workplace disputes.

Both non-disclosure and settlement agreements contain confidentiality clauses but neither agreement can prevent an individual from whistleblowing and making a protected disclosure or complaint.



The following is a breakdown of the number of settlement agreements, how many of those were signed by female members of staff, and the total sum paid by calendar year:

Year	Number of settlement agreements	Total sum paid	Female
2020	3	£13,338	3
2021	6	£68,257	3
2022	1	Redacted	1
2023 to date	3	£21,028	1

None of these settlement agreements relate to current members of staff and the figures include redundancy payments, termination payments and compensation for loss of office.

A total sum paid for 2022 has not been provided. We are applying the exemption afforded by section 40(2) of the Freedom of Information Act 2000, which provides that a request for information is exempt from disclosure if the information requested constitutes personal data about a third party. In particular we choose to rely upon section 40(3A), which provides an absolute exemption if disclosure of the personal data would contravene any of the data protection principles as defined in the Data Protection Act 2018. To provide the total sum for 2022 would enable an individual, who may know the identity of the person who signed a settlement agreement in that year, to draw a conclusion about the financial outcome relating to that person. This would be unfair and contrary to the first data protection principal.

Information/Detail accurate on the date provided: 28, March 2023