



Government Legal Department

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Ref No: **FOI 25_233**

6th November 2025

Dear [REDACTED],

Thank you for your email of 21 October 2025 which contained your request for information. The Government Legal Department ("GLD") have processed your request for information under the Freedom of Information Act 2000 ("the Act").

Request

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

a) Complaints of bullying or harassment

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

c) Whistleblowing or the raising of protected disclosures

d) Other reasons (please specify if available)

3. *Total amount of money paid out under all settlement agreements or COT3s that included an NDA during this period.*
4. *The highest individual settlement amount paid out under a settlement agreement or COT3 that included an NDA during this period.*
5. *If available, please also provide:*
A breakdown by staff role ie If possible please break this down by grade (ie/ AO/AA, EO, SEO/HEO/ grade 6 and 7, SCS). Note - If this is going to cause a S40 exemption, please disregard this question.
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. 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.

Response

Pursuant to Section 1(1)(a) of the Act, GLD informs you that it holds the information you have requested.

1. There were 4 instances of confidentiality clauses or settlement terms within COT3 agreements entered into with current or former staff members by GLD that we hold information on.
2. Of these NDAs:
 - a) *Complaints of bullying or harassment* - none
 - b) *Complaints of discrimination (related to any protected characteristic under the Equality Act 2010)* - three
 - c) *Whistleblowing or the raising of protected disclosures* – none
 - d) *Other reasons (please specify if available)* – personal Injury/Injury to feelings, payment as compensation for loss of employment; and disability.
3. Total amount of money paid out under all settlement agreements or COT3s that included an NDA during this period - £463,700.
4. The highest individual settlement amount paid out under a settlement agreement or COT3 that included an NDA during this period - £182,740.
5. We do not hold the information in this level of detail.

Your Rights

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original correspondence. Please use the contact details provided at the top of this letter in order to request an internal review relating to your original request.

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
www.ICO.org.uk

Yours sincerely,

Freedom of Information Team

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