

30 April 2025

FOI Ref 21218

Request - You asked us the following:

For the period 1 April 2024 to 31 March 2025:

How many Non-Disclosure Agreements (NDAs), also referred to as confidentiality clauses were signed with staff (current or former) by your organisation?

Of those NDAs, how many were part of settlement agreements related to:

- a) Complaints of bullying or harassment
- b) Complaints of discrimination (on any protected characteristic)
- c) Whistleblowing
- d) Other reasons (please specify if possible)

What was the total amount of money paid out in settlement agreements that contained NDAs?

What is the highest individual settlement amount paid in this period as part of a settlement agreement that contained an NDA?

Please include any available breakdowns by department, staff role, or type of claim where possible.

If it is not possible to provide all of the information requested, please provide as much as you are able to within the appropriate cost and time limits.

We received your request on 11/04/2025 and have processed this under the Freedom of Information Act (FOIA).

Staffordshire Police's response to your enquiry is as follows:

Staffordshire Police holds the requested information.

- How many Non-Disclosure Agreements (NDAs), also referred to as confidentiality clauses were signed with staff (current or former) by your organisation? – **Disclosed, 6.**

Please note, we have provided a limited breakdown however, not all settlement agreements include any reference to the "reason" for the settlement but may refer to a Tribunal claim.

- Of those NDAs, how many were part of settlement agreements related to:
 - a) Complaints of bullying or harassment
 - b) Complaints of discrimination (on any protected characteristic)
 - c) Whistleblowing
 - d) Other reasons (please specify if possible) – **Withheld, section 40.**

Please note, this is the total compensatory amount paid but does not include contractual payments such as notice, outstanding leave etc.



- What was the total amount of money paid out in settlement agreements that contained NDAs? - **Disclosed, £281,850.06.**

Please note this includes a settlement for a multi- party settlement that is only outlined in 1 settlement agreement.

- What is the highest individual settlement amount paid in this period as part of a settlement agreement that contained an NDA? – **Disclosed, £195,197.99**

Please note, this reflects a multi-party settlement agreement.

Please include any available breakdowns by department, staff role, or type of claim where possible. – **Partially disclosed, section 40 - 5 x staff, 26 x officers.**

The following exemption has been applied:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for this particular request.

- Section 40(2) Personal Information

Section 40(2) is an absolute exemption which means that there is no need to quantify the harm that may arise from the disclosure; neither is it subject to a public interest test.

To release personal or third-party information held by Staffordshire Police, would breach the data protection principles; namely –

- Data is lawfully and fairly processed.
- Processed in line with an individual's rights.
- Data is secure.

Personal and third-party information cannot be released under the Freedom of Information Act.

Disclosure under Freedom of Information is a release of information to the world in general and not an individual applicant.

Please note that this data has been provided to the best of our ability, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

Please be advised that all Freedom of Information request responses are published on the Staffordshire Police website although personal details are not included.

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Staffordshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

Central Disclosure Unit
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Central Disclosure Unit within two months of the Force's response to the original FOI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by another Decision Maker who is independent from the original Decision Maker. The Central Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within 20 working days. In more complex cases the review may take up to 40 working days.

The independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office



STAFFORDSHIRE
POLICE

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

ICO Website for complaints link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Central Disclosure Unit