



Reference: FOI 0446

Request:

For the purposes of this request, please use the definition of “non-disclosure agreement” (NDA) outlined by the Women and Equalities Committee in its report on Sexual harassment in the workplace. The relevant sections are on pages 37 and 38 and I have placed the relevant text in italics at the bottom of this email. To be clear, my request is not limited to NDAs used in cases where there are allegations of sexual harassment – I am simply using the definition contained in this report.

As part of employment contracts?

As part of settlement agreements?

For each of the following calendar years, please tell me how many settlement agreements the council entered into with current or former members of staff that involved a non-disclosure agreement and how much money the council paid out as a result of those settlements:

2014

2015

2016

2017

Please could you provide the following information under the Freedom of Information Act 2000.

How many non-disclosure agreements does the council currently have in place with current or former members of staff:

Response:

Employment Contracts - the Authority uses standard employment contracts that do not include NDA's.

Settlement Agreements –

To ascertain this information would require Circa 3500 employee files to extract from storage including archive and check plus electronic recording systems as there is no central log for these records. Therefore this part of the request is refused under s12 (1) Freedom of Information Act 2000, since the cost of complying would exceed the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004.

In assessing the cost of complying, the costs attributable to officer time involved in complying have been taken into account. Such costs are limited to £450.00 under the Regulations, which equates to eighteen hours of officer time.