



<b>FOI reference</b> 027/18	<b>Date Received</b> 20/03/18
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**Request:**

Under the Freedom of Information Act 2000, please can you provide me with:

- a. The total number of confidentiality clauses agreed in severance deals or agreements for staff per year from 2015-2017 inclusive.
- b. The total number of severance deals or agreements agreed per year from 2015-2017 (inclusive) that included confidentiality clauses for staff who had made an allegation of sexual assault or sexual harassment against another member of staff.
- c. The total amount of financial compensation paid to former employees where confidentiality clauses were included as part of severance deals or agreements from 2015-2017 inclusive.

d. The total amount of financial compensation paid to former employees where confidentiality clauses were included as part of severance deals or agreements and where that person had made an allegation of sexual assault or sexual harassment against another member of staff from 2015-2017 inclusive.

Please provide individual figures for all parts of the request. Please note 'former employees' relates to those who left the organisation at the point of the severance agreement but may now be back working at the organisation. Please do not preclude these people from the response if it is known they have rejoined.

Please send me the data requested in the form of an Excel spreadsheet or as a csv file. A response template is attached.

If you are able to supply some of this information more quickly than other items, please supply each item when you can rather than delay everything until it is all available.

If there are any clarifications requested or exemptions cited for certain parts of the request, please provide responses for others in the meantime, as advised by the Information Commissioner.

If you need any clarification then please email me.

Under your section 16 duty to provide advice and assistance I would expect you to contact me if you find this request unmanageable in any way so we can negotiate how best to proceed.

I would be grateful if you could confirm in writing that you have received this request, and I look forward to hearing from you in the near future,





**Response:**

Under the Freedom of Information Act 2000, please can you provide me with:

a. The total number of confidentiality clauses agreed in severance deals or agreements for staff per year from 2015-2017 inclusive.

**2015 – 10, 2016 – 8, 2017 - 0**

b. The total number of severance deals or agreements agreed per year from 2015-2017 (inclusive) that included confidentiality clauses for staff who had made an allegation of sexual assault or sexual harassment against another member of staff.

**None**

c. The total amount of financial compensation paid to former employees where confidentiality clauses were included as part of severance deals or agreements from 2015-2017 inclusive.

**2015 £197,110 of which £86,638 was due to voluntary redundancy payments. 2016 £261,711 of which £196,211 was due to voluntary redundancy and associated actuarial strain payments. We cover all exits as a result of the employee requesting voluntary redundancy with a Settlement Agreement which, by its nature, includes a confidentiality clause.**

d. The total amount of financial compensation paid to former employees where confidentiality clauses were included as part of severance deals or agreements and where that person had made an allegation of sexual assault or sexual harassment against another member of staff from 2015-2017 inclusive.

**Nil**

