

**Information Governance**

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31 August 2023

**Our reference: FOI DA4857**

I am responding to your request for information received 27 July 2023. I am sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Information Rights Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

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We promise to work together creatively to: learn  
'what matters' to everyone, achieve a better quality  
of life and continuously improve our services.  
**We care . We respect . We are inclusive**

**Interim Chief Executive:** Lorraine Sunduza  
**Chair:** Eileen Taylor

**Request:** Can I please request the following information under the Freedom of Information Act.

Between 2017 and 2023 (or the latest available date), please provide yearly figures for the below:

**Question 1:** The number of employment tribunal claims made by members of staff against the trust each year.

**Answer:** Please see table below:

Year	Number of employment tribunal claims by staff
2017	1
2018	7
2019	3
2020	6
2021	5
2022	3
2023	7

**Question 2:** The number of employment tribunal claims in which the trust was the losing party.

**Answer:** Please see table below:

Year	Number of employment tribunal claims lost by Trust
2017	0
2018	0
2019	1
2020	0
2021	0
2022	0
2023	0

**Question 3:** How much the trust has paid in compensation each year following employment tribunals?

**Answer:** Please see table below:

Year	Amount of settlement paid
2017	£0.00
2018	£0.00
2019	£14,530.79
2020	£98,387.56
2021	£233,385.65
2022	£0.00
2023	£0.00

The above settlement amounts were paid.

**Question 4:** The number of non-disclosure agreements (to also include terms such as settlement agreements, confidentiality agreements, etc.) between the trust and members of staff each year, including full- and part-time employees, agency, interim and contracted staff.



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Answer: Please see table below:

Year	Number of settlement agreement
2017	8
2018	18
2019	4
2020	5
2021	4
2022	6
2023	1

These are settlement agreements (not non-disclosure agreements nor confidentiality agreements) which include a very limited confidentiality clause relating to the terms of the settlement agreement itself and which explicitly enable the employee to speak up (or “whistleblowing”) about any issues (which includes patient safety concerns) to regulators or other appropriate bodies.

**Question 5: How much has been spent on non-disclosure agreements (to also include terms such as settlement agreements, confidentiality agreements, etc.) between the trust and members of staff each year, including full- and part-time employees, agency, interim and contracted staff.**

Answer: Please see table below:

Year	Amount spent by Trust on non-disclosure agreements
2017	£110,151.33
2018	£274,978
2019	£151,763.60
2020	£95,794.22
2021	£94,861.07
2022	£122,839.34
2023	£3,364



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