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Internal Ref:  
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Dear ,

The Trust is in receipt of your Freedom of Information Act 2000 (FOIA) request, thank you. This request has been assigned the internal reference quoted above; please ensure that you quote this number in any future correspondence.

We have now provided a formal response below.

### **FOI Request**

You asked us:

**For the period 1 April 2024 to 31 March 2025:**

- 1. How many Non-Disclosure Agreements (NDAs), also referred to as confidentiality clauses were signed with staff (current or former) by your organisation?**
- 2. 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)**
- 3. What was the total amount of money paid out in settlement agreements that contained NDAs?**
- 4. 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.**



## **Formal Response**

The Trust confirms it holds the information you requested.

**For the period 1 April 2024 to 31 March 2025:**

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

The Trust had 35 agreements where confidentiality clauses were signed with staff during this period.

These agreements included Conciliation Agreements (COT3) (<10), Redundancy (<10) and Mutually Agreed Resignation Scheme (MARS) (28).

- 2. Of those NDAs, how many were part of settlement agreements related to:**
  - e) Complaints of bullying or harassment**
  - f) Complaints of discrimination (on any protected characteristic)**
  - g) Whistleblowing**
  - h) Other reasons (please specify if possible)**

None

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

The total amount paid out for settlements from 1 April 2024 to 31 March 2025 containing NDAs was £1,019,674.

COT3 (£117,925); Redundancy (£139,820) and MARS (£761,929).

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

The highest individual settlement amount paid in this period as part of a settlement agreement that contained an NDA was £95,000.

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

See responses

## **Next steps**

We hope you find the information provided to be of some assistance.

Should you be dissatisfied with our response then in the first instance please contact Caroline Smart, Head of Information Governance, via the following email address:

[FOI@secamb.nhs.uk](mailto:FOI@secamb.nhs.uk)



Saving Lives,  
Serving Our Communities

Chair: Michael Whitehouse CEO: Simon Weldon

You can ask us to review our original response. If you would like us to carry out an internal review, please let us know within 40 working days of you receiving our original response. This review will be conducted by an individual who was not directly involved in reviewing the original response, ordinarily, the Trust Data Protection Officer. We will endeavour to complete this request within 20 working days.

Should you remain dissatisfied then you can contact the [Information Commissioner's Office](https://ico.org.uk/for-the-public/complaints/) (ICO). Complaints to the ICO should be made within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: [www.ico.org.uk/foicomplaints](https://www.ico.org.uk/for-the-public/complaints/).

Alternatively, the ICO's postal address is:  
Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,

**Freedom of Information Coordinator**  
**South East Coast Ambulance Service NHS Foundation Trust**



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