

Our Ref: NG/RM/25130
Date: 29th April 2025

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 11th April 2025. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

I am writing to request the following information under the Freedom of Information Act 2000. For the period 1st April 2024 to 31st 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.

This information has been withheld using an absolute exemption under Section 40(2) of the Act as the staff numbers are low and therefore there is a risk of identifying individual staff. In relation to our duty to assist under Section 16(1) we can however confirm that this is five staff or less.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision.

Chair: Janet Dawson
Chief Executive: Dr Buki Adeyemo

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The Information Commissioner can be contacted at: Information Commissioner's Office,
Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance