

Trust Headquarters  
 Russell's Hall Hospital  
 Dudley  
 West Midlands  
 DY1 2HQ

**Ref:** FOI-042025-0001540

**Date:** 15<sup>th</sup> April 2025

**Address / Email:**

Dear

**Request Under Freedom of Information Act 2000**

Thank you for requesting information under the Freedom of Information Act 2000.

**Request**

*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?*

**Response**

<p>1. How many Non-Disclosure Agreements (NDAs), also referred to as confidentiality clauses were signed with staff (current or former) by your organisation?</p>	<p>As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved and cause distress to Families or Friends. So, Exemption Section 40(2) of the Freedom of Information Act is applied.</p>
<p>2. Of those NDAs, how many were part of settlement agreements related to:</p> <p>a) Complaints of bullying or harassment          b) Complaints of discrimination (on any protected characteristic)          c) Whistleblowing          d) Other reasons (please specify if possible)</p>	

3. What was the total amount of money paid out in settlement agreements that contained NDAs?	£13,000
4. What is the highest individual settlement amount paid in this period as part of a settlement agreement that contained an NDA?	By revealing the highest amount paid that could identify the individual concerned. We are therefore withholding this information under section 40 of the Freedom of Information Act.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager  
Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ  
Email: [dgft.dpo@nhs.net](mailto:dgft.dpo@nhs.net)

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team**  
**The Dudley Group NHS Foundation Trust**