

Our Ref: PW/TLR/FOI/0425/1257

Stafford Education & Enterprise Park
Weston Road
Stafford
ST18 0BF

14th April 2025

Telephone: 0300 123 1461

Sent by email

Dear

FOI/0425/1257

Your request for information under the Freedom of Information Act 2000

Thank you for your request for information received on Thursday 10th April 2025. We can confirm that the Staffordshire and Stoke-on-Trent Integrated Care Board can provide the following information.

An anonymised copy of this response will be made publicly available on the ICB website.

I am writing to request the following information under the Freedom of Information Act 2000.

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.

We can confirm that the ICB has not had any NDAs or any settlements during 1st April 2024 – 31st March 2025.

Should you require any further information or clarification regarding this response please do not hesitate to contact us. If you are dissatisfied with the response, you are entitled to request an internal review which should be formally requested in writing and must be within two calendar months from the date this response was issued.

To request an internal review

You can request an internal review by contacting the Staffordshire and Stoke-on-Trent ICB FOI team by emailing; staffsstokeFOI@staffsstoke.icb.nhs.uk or by post to the address at the top of this letter within 40 working days of the initial response.

Chair: David Pearson MBE

Chief Executive Officer: Peter Axon

If you are not content with the outcome of your internal review, you may apply directly to the Information Commissioner's Office (ICO) for a decision. Generally, the ICO cannot make a decision unless you have exhausted the Staffordshire and Stoke-on-Trent Integrated Care Board's FOI complaints procedure.

The ICO can be contacted at:

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

www.ico.gov.uk

Yours sincerely

Paul Winter
Associate Director of Corporate Governance