



Dear

Gloucestershire Constabulary Freedom of Information request 2023.0154

On 01/02/2023 you sent an email constituting a request under the Freedom of Information Act asking the following:

Recently our Chair, Steve Hartshorn, sent out a communication to the NPCC regarding confidentiality agreements imposed by Forces in relation to Employment Tribunal claims. As the staff association for constables, sergeants and inspectors we would like to get an accurate statistical overview of the number of these agreements across the country.

Further clarification from you, PFEW is seeking information regarding officers only, not wider police staff, and would like to know about any type of NDA/COT3 etc which has been used in order to settle a claim. It would also be helpful to have data grouped as to whether one of these agreements has been applied prior to or post Employment Tribunal. We would appreciate all data for the calendar years 2017 to date.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

I can confirm the following information:

Pre-Employment Tribunal proceedings from 2017 to date

Zero

Employment Tribunal proceedings from 2017 to date

5 COT3 or settlement agreements containing a confidentiality clause

Please note that the Legal department have confirmed that a COT agreement or settlement agreement may or may not contain a confidentiality clause. The information provided above are just those that included a confidentiality clause.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary