

Cost offer acceptance:

I would be grateful if you would go ahead with my request as per your suggestion, that is:

“...within the cost limit we could conduct a search for agreements of this type for the period 2019 – 2022”

Original Request:

I'm writing to request some data under Freedom of Information legislation about the number of confidentiality agreements reached in settlements with female staff in recent years.

By the term “confidentiality agreement” I mean ACAS COT3 documents, Settlement Agreements and Compromise Agreements which contain non-disclosure or confidentiality clauses preventing officers or staff and former officers or staff from sharing the facts and terms of a settlement and / or details of the claims or complaints they have made.

Please would you provide:

1. The number of such agreements reached with current or former Police officers (of all ranks) and or employees between 2018 and 2022. Please break down the figures by calendar year for 2018, 2019, 2020, 2021 and 2022 to date.

Year	Number
2019	8
2020	10
2021	4
2022	2

2. The number of such agreements reached with current or former female Police officers and or current or former female employees between 2018 and 2022. Please break down the figures by calendar year for 2018, 2019, 2020, 2021 and 2022 to date.

Year	Number
2019	3
2020	8

2021	2
2022	2

3. The number of such agreements reached between 2018 and 2022 with current or former female Police officers and or current or former female employees whose complaints (whether lodged in the employment tribunal or by way of an internal complaint or grievance) alleged a breach of the Equality Act 2010 . Please break down the figures by calendar year for 2018, 2019, 2020, 2021 and 2022 to date.

Year	Number
2019	Exempt Section 40
2020	7
2021	Exempt Section 40
2022	0

4. The number of such agreements reached between 2018 and 2022 with current or former female Police officers and or current or former female employees whose complaints have alleged a sexual offence(s) against them, another former or current Officer, employee or other third party by a Police officer or employee. Please break down the figures by calendar year for 2018, 2019, 2020, 2021 and 2022 to date. Sexual offence also includes sexual harassment.

Year	Number
2019	0
2020	Exempt Section 40
2021	Exempt Section 40
2022	0

NB These figures cover the period between 1 January 2019 and 3 March 2022.