

FOI Request Ref 32/1370

1. How many current or former employees have signed settlement or COT3 agreements that included confidentiality or non-disclosure clauses in each of the past five years (2013- end of 2018)?

Year	Number
2013-14	117
2014-15	93
2015-16	119
2016-17	158
2017-18	77
2018-19 (to date)	23

For this period, the University ran a series of voluntary severance schemes where staff were invited to apply and, if successful, would receive an enhanced severance payment (the enhanced severance payment was equal to double their statutory redundancy payment). They signed a standard settlement agreement.

In accordance with its duty under s.16, while the University does not consider these to be NDAs within the scope of the request, a number of staff have signed compromise agreements with University which does include provisions protecting information about the University's business, prospective business, technical processes, training and/or teaching materials, computer software, intellectual property rights and finances, but which incorporate specific safeguards for disclosures required by law or made in accordance with the University's Whistleblowing Policy.

2. How much money in total has the university spent on settling employment disputes involving current or former employees by way of settlement or COT3 agreements that included confidentiality or nondisclosure clauses in each of the past five years (2013-end of 2018)?

£367,472

3. Of the above, what was the highest amount paid out in an individual settlement involving current or former employees in each of the past five years (2013-end of 2018)?

£15,240