

23 November 2023

Information Rights & Compliance Team
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Our Ref: FOI/04794

Thank you for your request concerning employment tribunal claims.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

Between 2017 and 2023 (or the latest available date), please provide yearly figures for the below:

- 1) **The number of employment tribunal claims made by members of staff against the trust each year.**

	Number of Tribunals
2017	0
2018	1
2019	3
2020	3
2021	2
2022	0
2023	1

- 2) **The number of employment tribunal claims in which the trust was the losing party.**

	Lost
2017	0
2018	0
2019	1
2020	1
2021	0
2022	0
2023	0

- 3) **How much the trust has paid in compensation each year following employment tribunals.**

	Compensation Paid
2017	0
2018	0
2019	*
2020	*
2021	0
2022	0
2023	0

* Due to the small number of tribunals resulting in compensation paid in any one year we have applied Exemption Section 40(2). This is because the compensation was paid to one individual and potentially identifiable data. On this basis, this information is exempt from the duty to publish.

- 4) **The number of non-disclosure agreements (to also include terms such as settlement agreements, confidentiality agreements, etc.) between the trust and members of staff each year, including full- and part-time employees, agency, interim and contracted staff.**

	Number of Settlement Agreements
2017	0
2018	2
2019	2
2020	0
2021	2
2022	4
2023	2

- 5) **How much has been spent on non-disclosure agreements (to also include terms such as settlement agreements, confidentiality agreements, etc.) between the trust and members of staff each year, including full- and part-time employees, agency, interim and contracted staff.**

	Amount Paid £
2017	0
2018	2,682.96
2019	25,603.75
2020	0
2021	14,712.38
2022	123,922
2023	4,069

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

**Sue Smith
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

