

Reference: FOI.ICB-2526/010

Subject: Use of Non-Disclosure Agreements (NDAs) and Settlement Agreements

I can confirm that the ICB does hold some of the information requested; please see responses below:

QUESTION	RESPONSE
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?	Zero
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)	Not applicable as no NDAs issued
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?	
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The information provided in this response is accurate as of 28 April 2025 and has been approved for release by Jo Hicks, Chief People Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.