



9th May 2025

Request to Northamptonshire Fire and Rescue Service:

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?
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)
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?

Please include any available breakdowns by department, staff role, or type of claim where possible.

Response:

Searches were conducted within Northamptonshire Fire and Rescue Service to locate the information and I can now confirm the following:

1. 0
2. n/a
3. n/a
4. n/a



Northamptonshire
Police



Northamptonshire
Police, Fire & Crime
Commissioner



Northamptonshire
Fire & Rescue Service

APPEAL RIGHTS

If you are unhappy with how your request has been handled or you do not think the decision is correct, you have the right to ask for a review of the decision.

Prior to lodging a formal appeal you are welcome and encouraged to discuss the decision with the case officer that dealt with your request.

Ask to have the decision looked at again

The quickest and easiest way to have the decision looked at again is to telephone the case officer. That person will be able to discuss the decision, explain any issues and assist with any problems.

Appeal

If you are dissatisfied with the handling procedures or the decision that the Service have made under the Freedom of Information Act 2000 (the Act) regarding access to information, you can lodge an appeal with the Northamptonshire Police to have the decision reviewed.

Appeals should be made in writing within 20 days of receipt of your reply and either emailed to freedomofinformation@northants.police.uk or addressed to:

**Freedom of Information Manager
Information Unit
Northamptonshire Police Headquarters
Wootton Hall
Northampton
NN4 0JQ**

Where possible the Service will aim to respond to your appeal within 20 working days. However, meeting this time scale will depend upon the circumstances and complexity of the issue.

The Information Commissioner

After lodging an appeal with the Service, if you are still dissatisfied with the decision, you may make an application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make an application to the Information Commissioner please visit their website at www.ico.org.uk Alternatively, telephone or write to:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Phone: 0303 123 1113



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