

Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

Suite 9
Buckingham Row
Brick Kiln Lane
Wigan
WN1 1XX

Email: foi@wwl.nhs.uk
Web: www.wwl.nhs.uk

Ref: FOI/2025/10673

Date Received: 11th April 2025

Response Due: 14th May 2025

Date: 28th April 2025

Dear Sir/Madam

With reference to your request for information received on 11th April 2025, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

I am writing to request the following information under the Freedom of Information Act 2000.

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?**
30.
- 2. Of those NDAs, how many were part of settlement agreements related to:**
 - a) Complaints of bullying or harassment = 0.**
 - b) Complaints of discrimination (on any protected characteristic) = 1.**
 - c) Whistleblowing = 0.**
 - d) Other reasons (please specify if possible) = 29. please see the below example reasonings:**
 - In relation to the Mutually Agreed Severance scheme that the Trust ran
 - In relation to alleged constructive dismissal
 - Injury to feelings payments.
- 3. What was the total amount of money paid out in settlement agreements that contained NDAs?**
£702,232.02.
- 4. What is the highest individual settlement amount paid in this period as part of a settlement agreement that contained an NDA?**
£80,000.

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

- 6x clinical staff.
- 20x admin and clerical staff.
- 4x estates and ancillary staff.

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait
Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

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

Helpline number: 0303 123 111