| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1946  Responded to: 17 July 2025 |
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Your recent request for information is replicated below, together with our response.

**How much money has Police Scotland spent on non-disclosure agreements in the last five years, with a breakdown per year, per case, and whether the person who signed it was an officer or a member of the public?**

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

To explain, Police Scotland does not record non-disclosure agreements (NDAs) in relation to all litigation files, and so we would have to review each file individually to ascertain whether an NDA was entered into.

Since 2021, there are more than 600 litigation files where settlement or compensation payments have been made, and we estimate it would take around 10 minutes to individually review each file - in excess of the current FOI cost threshold.

Police Scotland does, however, record NDAs entered into in relation to Employment Tribunal claims only, and we can therefore provide the following information:

|  |  |  |
| --- | --- | --- |
| **Year** | **Employment Tribunal NDAs** | **Total cost (£)** |
| 2020 | 7 | 94,330 |
| 2021 | 4 | 63,801 |
| 2022 | 18 | 342,750 |
| 2023 | 14 | 2,134,023 |
| 2024 | 6 | 170,000 |
| 2025 | 0 | 0 |

In relation to a breakdown per case, the information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the following exemptions apply:

Section 36(2)(b) - Confidentiality

As the individual sums are covered by an NDA, disclosure would constitute an actionable breach of confidence by Police Scotland.

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.