| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 23-0739Responded to: xx April 2023 |
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Your recent request for information is replicated below, together with our response.

Please accept our apologies for the delay in responding.

1. **How many Non-Disclosure Agreements have female police officers signed as victims of rape, sexual assault, indecent assault, sexual harassment, harassment and/ or bullying as of the last 5 years – per calendar from 2018 up to and including 2022. Please give a breakdown for each year.**
2. **How much has your force spent annually on the NDAs outlined in Q1 for the same period? Please give a breakdown for each year.**

Between 2018 and 2022, zero non-disclosure agreements (NDAs) have been signed by female police officers where the agreement solely/ expressly related to the matters listed in your request.

The information sought is therefore *not held* by Police Scotland and section 17 of the Act applies.

I would further advise you that one NDA was signed which *included* an allegation relevant to your request however, the allegation was made as part of a wider claim involving a series of other heads of claim.

There was no finding or acceptance of that particular allegation but the NDA covered settlement of the claim as a whole.

Further the NDA did not cover any whistleblowing or any other matter that did not conform to the ACAS Guidance relative to NDAs.

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 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](http://www.itspublicknowledge.info/Appeal), by email 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.