| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0602  Responded to: 28th March 2023 |
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Your recent request for information is replicated below, together with our response.

**Q1. In 2020, 2021 & 2022 how many Non Disclosure Agreements (Confidentiality Agreements, Compromise Agreements and COT3 agreements have been made in relation to employment related cases (Employment Tribunals, Employment Actions and Employers Liability) between your police force and your Police Officers/Police Staff (including PCSOs)140**

**Note: please could we have the information broken down for each year, so 2020 total number, 2021, total number, 2022, total number?**

**Q2. Of these requests referenced in Q1, how much in total did it cost your police force?**

**Note: Please could we have the number in Great British Pounds and the information broken down for each year, so 2020 total cost, 2021 total cost, 2022 total cost?** Please be advised that the requested information is publicly available.

As such, in terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the information sought. Section 16 requires Police Scotland when refusing to provide such information because it is exempt, to provide you with a notice which:

* states that it holds the information,
* states that it is claiming an exemption,
* specifies the exemption in question and
* states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information that you have requested and the exemption that I consider to be applicable is set out at Section 25(1) of the Act - information otherwise accessible:

“Information which the applicant can reasonably obtain other than by requesting it under Section 1(1) is exempt information”

I can confirm that the information requested is available through our disclosure log. I have attached a direct link to the relevant document below:

[23-0071 - Legal - Non-Disclosure Agreement (NDA) Statistics/Costs - 2018 To Date - Police Scotland](https://www.scotland.police.uk/spa-media/hugfmtcj/23-0071-dl-response.docx)

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](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) 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.