

18 May 2026

Dear [REDACTED]

I am writing in response to your request under the Freedom of Information Act (FOIA) to be provided with information on the questions listed in your email dated 3 May 2026.

1.a) In each calendar year from 2016 to the date of this request, how many settlement agreements or non-disclosure agreements meeting the above definition were concluded between the authority and current or former members of staff?

1.b) Please provide this information broken down by year. Where the number in a given year falls below five AND you consider that a precise figure risks identifying individuals, please amalgamate adjacent years so that each reported cell contains at least five agreements.

2.a) In each of the same calendar years, what was the total value of financial payments made to employees as part of the agreements described above?

2.b) Please provide this information broken down by year, applying the same approach to aggregation as in Question 1.b) where necessary.

3.a) Does the authority have any policy, guidance, or internal procedure governing the circumstances in which non-disclosure clauses may be included in settlement agreements or other agreements with departing staff? If so, please provide a copy or summary of that policy.

4.a) What is the total headcount of the authority's workforce as of the most recent available date? Please state the date to which this figure relates.

Under FOIA, Estyn is required to:

(i) confirm or deny whether it holds the information of the description specified in the request

(ii) communicate the information requested to the applicant

In response to your queries, I confirm the following responses:

1.a) In each calendar year from 2016 to the date of this request, how many settlement agreements or non-disclosure agreements meeting the above definition were concluded between the authority and current or former members of staff?

**None.**

1.b) Please provide this information broken down by year. Where the number in a given year falls below five AND you consider that a precise figure risks identifying individuals, please amalgamate adjacent years so that each reported cell contains at least five agreements.

**Not applicable as no settlement agreements or non-disclosure agreements meeting the above definition were concluded during the period requested.**

2.a) In each of the same calendar years, what was the total value of financial payments made to employees as part of the agreements described above?

**£0.**

2.b) Please provide this information broken down by year, applying the same approach to aggregation as in Question 1.b) where necessary.

**Not applicable, as no payments were made in relation to such agreements during the period requested**

3.a) Does the authority have any policy, guidance, or internal procedure governing the circumstances in which non-disclosure clauses may be included in settlement agreements or other agreements with departing staff? If so, please provide a copy or summary of that policy.

**No.**

4.a) What is the total headcount of the authority's workforce as of the most recent available date? Please state the date to which this figure relates.

**As of 30 April 2026, Estyn employed 140 individuals (131.1 FTE)**

I hope that this information is helpful to you.

If you are not satisfied with the response Estyn has made regarding your request for information, you are entitled to request that we review the matter. Your request for a review should be addressed to the Feedback and Complaints Manager and received no later than 20 working days after the date of this communication.

If you are still not satisfied, you also have a right to complain to the Information Commissioner, who can be contacted at:

Information Commissioner's Office

Wycliffe House, Water Lane

Wilmslow

Cheshire



Dros ddysgwyr, dros Gymru  
For learners, for Wales

SK9 5AF

Tel: 01625 545 745

Fax: 01624 524510

Email: [enquiries@ico.gsi.gov.uk](mailto:enquiries@ico.gsi.gov.uk)

Yours sincerely

Governance Manager

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Mae Estyn yn croesawu gohebiaeth yn Gymraeg a Saesneg. Bydd gohebiaeth a dderbynnir yn y naill iaith neu'r llall yn cael yr un flaenoriaeth.

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Estyn welcomes correspondence in both English and Welsh. Correspondence received in either language will be given equal priority.