

1 May 2019

Dear

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

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 attach a spreadsheet in the format you have requested.

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 receive 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  
SK9 5AF  
Tel: 01625 545 745  
Fax: 01624 524510  
Email: [enquiries@ico.gsi.gov.uk](mailto:enquiries@ico.gsi.gov.uk)

Yours sincerely

**Robert Gairey**

Swyddog Arweiniol Cyhoeddiadau / Lead Officer: Publications

**Estyn**

**Arolygiaeth Ei Mawrhydi Dros Addysg A Hyfforddiant yng Nghymru  
Her Majesty's Inspectorate For Education and Training in Wales**

**From:**

**Sent:** 24 April 2019 17:59

**To:**

**Subject:** 03 19 01 Non-disclosure agreements - freedom of information request

Dear FOI team,

I am sending this request under the Freedom of Information Act to ask for the following information:

- 1) Please can you tell me the number of settlements your organisation has reached with employees/former employees containing a non-disclosure agreement / some form of confidentiality agreement, in the years:
  - a. 2014
  - b. 2015
  - c. 2016
  - d. 2017
  - e. 2018
- 2) For each year please provide a breakdown per year of how many were men and how many were women.
- 3) Please can you provide a male/female breakdown per year of the broad reason for the NDA/confidentiality agreement.
- 4) Please can you also tell me how many of your employees are men and how many are women for the entire organisation?

If you need any further information from me in order to deal with my request, please call me on

If you are encountering practical difficulties with complying with this request, please contact me as soon as possible (in line with your section 16 duty to advise and assist requesters) so that we can discuss the matter and if necessary I can modify the request.

I would like the information to be emailed to me at

Please send me the data requested in the form of an Excel spreadsheet or as a csv file.

If you are able to supply some of this information more quickly than other items, please supply each item when you can rather than delay everything until it is all available.

If it is necessary for any reason to redact any information, please redact the minimum necessary and send me the rest of the material, explaining the legal grounds for each redaction.

Please can you acknowledge receipt of this request.

Many thanks for your assistance.

**FOI request**

- 1) Please can you tell me the number of settlements your organisation has reached with employees/former employees containing a non-disclosure agreement / some form of confidentiality agreement, in the years:  
2) For each year please provide a breakdown per year of how many were men and how many were women.

	No. of settlement agreements containing an NDA/Confidentiality agreement	No. of	
		men	women
a. 2014	0	0	0
b. 2015	0	0	0
c. 2016	0	0	0
d. 2017	0	0	0
e.2018	0	0	0

- 3) Please can you provide a male/female breakdown per year of the broad reason for the NDA/confidentiality agreement.

Not applicable

- 4) Please can you also tell me how many of your employees are men and how many are women for the entire organisation?

	No. of	
	men employed on 31 March	women employed on 31 March
a. 2014	45	64
b. 2015	49	64
c. 2016	49	67
d. 2017	50	66
e.2018	46	68