

Our ref: FOI 26/27

21<sup>st</sup> May 2026

Dear [REDACTED]

Thank you for your request of 3<sup>rd</sup> May 2026 in which you asked:

*I am writing to request information under the Freedom of Information Act 2000. I would like to request the following information concerning the use of non-disclosure agreements and settlement agreements containing confidentiality clauses with current or former members of staff.*

*For the purposes of this request, a non-disclosure agreement (NDA) is defined as any agreement, or any clause within a broader agreement, that prevents or restricts a departing or former employee from disclosing information about the circumstances of their departure, any workplace dispute, or any conduct by the authority or its staff. This includes, but is not limited to, standalone non-disclosure agreements and settlement agreements (formerly known as compromise agreements) that contain a confidentiality clause.*

*The request is as follows:*

*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.*

*Please cover the period from 1 January 2016 to the date of this request.*

*If possible, please provide this information in electronic format, for example as a PDF, CSV, or spreadsheet file.*

We have provided our response below:

**The Royal Parks considers that information relating to individual settlement agreements, including the number of agreements entered into in particular years and the value of payments made under those agreements, is exempt from disclosure under section 40(2) of the Freedom of Information Act 2000. This is because the requested information constitutes the personal data of identifiable individuals, or would be likely to do so when combined with other information already known or reasonably available, particularly where numbers are low. Disclosure into the public domain would be unfair and would contravene the data protection principles in Article 5(1)(a) of the UK General Data Protection Regulation and section 34(1) of the Data Protection Act 2018. Section 40(2) is an absolute exemption and is therefore not subject to the public interest test. Information on staffing and workforce numbers is published in our annual reports, which are available on our website under Publications and policies: [Publications & policies](#) | [The Royal Parks](#)**

I hope this information satisfies your request.

#### **Right of Review**

If you are dissatisfied with this response, you may request an internal review within 40 working days of the date of this letter, quoting the reference at the top of the page and should be addressed to:

Records Manager  
The Royal Parks  
The Old Police House  
Hyde Park  
London  
W2 2UH  
Email: [records@royalparks.org.uk](mailto:records@royalparks.org.uk)

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision, quoting the reference at the top of the page. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Yours sincerely,

Records Manager | [records@royalparks.org.uk](mailto:records@royalparks.org.uk) | [www.royalparks.org.uk](http://www.royalparks.org.uk) |



The Old Police House | Hyde Park | London | W2 2UH