
Re: Freedom of Information request - Usage of non-disclosure agreements

From Information Boundary Commission for England <information@boundarycommissionengland.gov.uk>

Date Mon 11/05/2026 12:27

To [REDACTED]

OFFICIAL-SENSITIVE

Dear [REDACTED]

BCE-FOI-2026-05

Thank you for your email request for information to the Boundary Commission for England (BCE) on 3 May 2026, which has been considered under the terms of the Freedom of Information Act (FOIA) 2000.

In your request for information you asked:

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.

Our response:

The Boundary Commission for England has no record of any settlement or non-disclosure agreement from 1 January 2016 until now. We have no policy or other documents on this topic.

The Commission has 0.7 full time equivalent staff as at today's date.

Under the provisions of the FOIA, if you are dissatisfied with the response provided you may wish to ask for an internal review. If this situation arises you should write to:

The Acting Secretary
Boundary Commission for England

2 Marsham Street
London
SW1P 4DF

Email: information@boundarycommissionengland.gov.uk

If you are not content with our response following an internal review, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the BCE. The Information Commissioner can be contacted at:

The Office of the Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Kind regards

[Redacted signature]

[Redacted signature]



Boundary Commission for England

2 Marsham Street | London | SW1P 4DF

t: 0303 445 1102

e: information@boundarycommissionengland.gov.uk

w: boundarycommissionforengland.independent.gov.uk



From: [Redacted]

Sent: 03 May 2026 14:01

To: Information - Boundary Commission for England <information@boundarycommissionengland.gov.uk>

Subject: Freedom of Information request - Usage of non-disclosure agreements

[You don't often get email from [Redacted] Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Dear FOI Team,

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.

If any part of this request is refused, please provide a clear explanation for the refusal under each specific point, citing the relevant exemption or exemptions under the Freedom of Information Act 2000 and outlining your reasoning in each case.

If the scope of this request exceeds the appropriate cost limit under Section 12 of the Act, please advise specifically how it may be refined to bring it within that limit.

Please confirm receipt of this request, and that you are required to respond within 20 working days under the Freedom of Information Act 2000.

Kind regards,

[Redacted signature]

Please use this email address for all replies to this request:

[Redacted email address]

Is information@boundarycommissionengland.gov.uk the wrong address for Freedom of Information requests to Parliamentary Boundary Commission for England? If so, please contact us using this form: https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.whatdotheyknow.com%2Fchange_request%2Fnew%3Fbody%3Dboundary_commission_for_england&data=05%7C02%7Cinformation%40boundarycommissionengland.gov.uk%7C644d22ad4d0b4553a82f08dea91c7155%7Cbf3468109c7d43dea87224a2ef3995a8%7C0%7C0%7C639134136833727339%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIslIAiOiJXaW4zMilslkFOljoiTWFpbClldUljoyfQ%3D%3D%7C0%7C%7C%7C&sdata=eztbqNxz01zHKkoHNmcfqjspsCy1aVdGK7UyWb5c5XA%3D&reserved=0

Disclaimer: This message and any reply that you make will be published on the internet. Our privacy and copyright policies:

<https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.whatdotheyknow.com%2Fhelp%2Fofficers&data=05%7C02%7Cinformation%40boundarycommissionengland.gov.uk%7C644d22ad4d0b4553a82f08dea91c7155%7Cbf3468109c7d43dea87224a2ef3995a8%7C0%7C0%7C639134136833754068%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIslIAiOiJXaW4zMilslkFOljoiTWFpbClldUljoyfQ%3D%3D%7C0%7C%7C%7C&sdata=mjj7I3XEjC6ZPVXp%2FYFgWylwx0JRauAyg%2F7eKWOXwRk%3D&reserved=0>

For more detailed guidance on safely disclosing information, read the latest advice from the ICO:

<https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.whatdotheyknow.com%2Fhelp%2Fico-guidance-for-authorities&data=05%7C02%7Cinformation%40boundarycommissionengland.gov.uk%7C644d22ad4d0b4553a82f08dea91c7155%7Cbf3468109c7d43dea87224a2ef3995a8%7C0%7C0%7C639134136833773185%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIslIAiOiJXaW4zMilslkFOljoiTWFpbClldUljoyfQ%3D%3D%7C0%7C%7C%7C&sdata=ARHEkMkx00jnoOg0fWiO%2FPHVa16fGRyJIntnYTfzGc%3D&reserved=0>

<https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.whatdotheyknow.com%2Fhelp%2Fico-anonymisation-code&data=05%7C02%7Cinformation%40boundarycommissionengland.gov.uk%7C644d22ad4d0b4553a82f08dea91c7155%7Cbf3468109c7d43dea87224a2ef3995a8%7C0%7C0%7C639134136833791573%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIslIAiOiJXaW4zMilslkFOljoiTWFpbClldUljoyfQ%3D%3D%7C0%7C%7C%7C&sdata=6yb8Usn6ENTTxYkBYO%2F%2B2BhjviZZlqHoptE4C%2BnBF0w%3D&reserved=0>

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an FOI officer, please ask your web manager to link to us from your organisation's FOI page.

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