

3 June 2026

Freedom of Information request: Right to know request

Thank you for your request for information which was sent to the Communications Consumer Panel about the use of non-disclosure agreements.

We received this request on 7 May 2026 and we have considered it under the Freedom of Information Act 2000 ('the FOI Act').

Your request and our response

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.

We have interpreted your request as referring to staff employed by the Communications Consumer Panel (CCP). The Communications Act 2003 required Ofcom to set up and maintain a consumer panel. The CCP is made up of panel members and not employees. All staff who administer the work of the CCP are employees of Ofcom. Therefore, the response to your request is zero.

Yours sincerely,

Information Requests

Request an internal review

If you are unhappy with the response you have received to your request for information, or think that your request was refused without a reason valid under the law, you may ask for an internal review. If you do, it will be subject to an independent review within Ofcom. We will either uphold the original decision, or reverse or modify it.

If you would like to ask us to carry out an internal review, you should get in touch within two months of the date of this letter. There is no statutory deadline for us to complete our internal review, and the time it takes will depend on the complexity of the request. But we will try to complete the review within 20 working days (or no more than 40 working days in exceptional cases) and keep you informed of our progress. Please email the Information Requests team (information.requests@ofcom.org.uk) to request an internal review.

Taking it further

If you are unhappy with the outcome of our internal review, then you have the right to [complain to the Information Commissioner's Office](#).