Derbyshire Police and Crime Commissioner

Protecting Communities, Fighting Crime

The Office of the Police and Crime Commissioner for Derbyshire
Butterley Hall, Ripley
Derbyshire DE5 3RS

T: **0300 122 6000**
F: **0300 122 7797**
Email:
pccoffice@derbyshire.police.uk

30th October 2026

FOI Request: 27/2026

I write in connection with your request for information received in the Office of the Police and Crime Commissioner for Derbyshire on the 28th October 2026. You asked the following questions:

"In this request:

> ***- "settlement agreement" means an agreement with a current or former employee (or worker) settling or waiving statutory employment claims, including agreements under section 203(3) of the Employment Rights Act 1996 or section 147 of the Equality Act 2010, and COT3 agreements reached through Acas;***
>
> ***- "confidentiality clause" means any term restricting disclosure of the agreement, its terms, or the circumstances of the employment or its ending (sometimes called a non-disclosure agreement or NDA). It does not include a term that only protects the authority's commercial or patient information.***

For each financial year from 2019/20 to 2025/26, and for 1 April 2026 to the date of your response:

1. ***The number of settlement agreements (including COT3 agreements) entered into with employees or workers.***
2. ***The total amount paid under those agreements, excluding contractual entitlements if you record them separately (for example, salary to the termination date, accrued holiday and contractual notice pay). If you cannot separate contractual payments, please give the total and say what it includes.***
3. ***Of the agreements in Part 1, the number that contained a confidentiality clause.***
4. ***Of the agreements in Part 3, the number connected with (a) a complaint or allegation of bullying or harassment, (b) a complaint of discrimination, (c) a protected disclosure (whistleblowing), and (d) any other reason, to the extent this is recorded.***
5. ***The number of those agreements, if any, whose payment required approval as a special severance payment (or equivalent approval under HM Treasury, NHS England or other applicable guidance).***"

This is to inform you that the Office of the Police and Crime Commissioner for Derbyshire holds the information you have requested based on the information you have provided.

1. *The number of settlement agreements (including COT3 agreements) entered into with employees or workers.*

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2. *The total amount paid under those agreements, excluding contractual entitlements if you record them separately (for example, salary to the termination date, accrued holiday and contractual notice pay). If you cannot separate contractual payments, please give the total and say what it includes.*

   Not applicable

3. *Of the agreements in Part 1, the number that contained a confidentiality clause.*

   Not applicable

4. *Of the agreements in Part 3, the number connected with*

   (a) a complaint or allegation of bullying or harassment,
   (b) a complaint of discrimination,
   (c) a protected disclosure (whistleblowing), and
   (d) any other reason, to the extent this is recorded.

   Not applicable

5. *The number of those agreements, if any, whose payment required approval as a special severance payment (or equivalent approval under HM Treasury, NHS England or other applicable guidance).*

   Not applicable

Derbyshire Constabulary may hold this information and I give below a link to the Force's website where you can make a FOI request to them direct.

I want to find information about the police | Derbyshire Constabulary

If you are not satisfied with our response to your request, under Section 17 of the FOIA of the FOIA you are entitled to ask for an internal review of our decision. Any internal review needs to be submitted within two months of the date of receipt of this response and state why you are unhappy with the response. You can submit an internal review in the following ways:

- emailing the OPCC Inbox – PCCOffice@Derbyshire.PNN.Police.UK or.

- writing to the OPCC at –
  The Office of the Police and Crime Commissioner for Derbyshire
  Butterley Hall
  Ripley
  Derbyshire
  DE5 3RS

  By phone – 0300 122 6000 (as a reasonable adjustment under the Equality Act 2010).

If you are not satisfied with the outcome of the internal review under Section 50 of the FOIA you can apply directly to the Information Commissioner (ICO) for a decision. Generally, the ICO cannot make a decision unless you have exhausted the internal review procedure provided by the OPCC. You can contact the ICO in the following ways:

- online at the ICO – https://ico.org.uk/global/contact-us/ or;

- writing to the ICO at –
  Information Commissioner's Office
  Wycliffe House
  Water Lane
  Wilmslow
  Cheshire
  SK9 5AF

Yours sincerely



Marie Romano
On behalf of the Police and Crime Commissioner