



[REDACTED]

17 March 2025

Dear [REDACTED],

Freedom of Information request: FOI2025/00215

Thank you for your Freedom of Information request received on the 18 February in which you requested the following:

Your request:

- 1. The number of UKRI staff (and contractors) who were involved (e.g. as witnesses, complainants, victims) in any investigations into behaviours by staff in the HR function that were ongoing in 2024 or 2025, who have left or are expected to leave the organisation between September 2024 and March 2025.*
- 2. How many of those that left or are expected to leave did so under a settlement agreement or exit package.*
- 3. How many of those settlements/exit packages included a section or clause relinquishing the rights of those accepting the agreement to raise any claims against UKRI.*
- 4. How many of those settlements/exit packages included a non-disclosure or confidentiality section or clause.*

Our response

I can confirm that UK Research and Innovation (UKRI) does hold information relevant to your request.

However, we consider that the exemption under section 40(2) of the FOIA, which relates to personal information, would apply and the information has been withheld. In responding to your request we have considered the risks of identifying individuals from small numbers, and the information has been withheld to mitigate against the disclosure of personal data.

We believe that to disclose information relating to small numbers of individuals would contravene the first Data Protection Principle as defined under Section 86 of the Data Protection Act 2018 and Article 5 of UK General Data Protection Regulation (UK GDPR) of lawfulness, fairness and transparency.

Section 40(2) is an absolute exemption and does not require a public interest test.

Please note that in regards to exits and settlements, UKRI adheres to the [Cabinet Office Guidance on Settlement Agreements, Special Severance Payments on Termination of Employment and Confidentiality Clauses](https://assets.publishing.service.gov.uk/media/5d2c7852ed915d2fe7abea6d/Cabinet-Office-guidance-on-settlement-agreements-special-severance-payments-on-termination-of-employment-and-confidentiality-clauses.pdf)¹.

If you have any queries regarding our response, please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

¹ <https://assets.publishing.service.gov.uk/media/5d2c7852ed915d2fe7abea6d/Cabinet-Office-guidance-on-settlement-agreements-special-severance-payments-on-termination-of-employment-and-confidentiality-clauses.pdf>

Head of Information Governance


Email: foi@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: www.ico.org.uk.

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see [UKRI's complaints procedure](#)².

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

² <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>