

## Annex

### Request

1. *How many non-disclosure agreements have staff signed over the past three calendar years (up to and including October 2018)? Please could you break this down year by year and, if possible, by gender.*
2. *Of those staff members who have signed non-disclosure agreements, how many have made a complaint of bullying or sexual harassment against another member of staff? Please could you break this down year-by-year and categorise by bullying and sexually harassment complaints.*
3. *How much money has been spent over the past three calendar years (up to and including October 2018) to settle sexual harassment or bullying allegations made by staff about other staff members? Please could you break this down by year and by type of complaint. Please could you also state whether the settlement did or did not include a non-disclosure agreement.*
4. *How many financial settlements have been made with staff over the past three calendar years (up to and including October 2018) in response to allegations of bullying or sexual harassment they have made about other members of staff? Please could you break this down year by year and by type of complaint.*

### Response

1. 2016 – 0  
2017 – 0  
2018 – 0
2. Zero
3. £0
4. Zero

The FSA takes all allegations of harassment seriously. We have an established bullying and harassment policy and an Employee Assistance Provider who offers advice and counselling. In addition, we have a Behaviour Network which is a group of staff who act as a confidential first point of contact and whose role it is to listen and help identify the options that staff have to overcome the different situations they may face. We also work closely with our trade union colleagues to ensure all staff feel able to come to work without threat of bullying, harassment and victimisation.