



Ref: FOI2021-005

[REDACTED]

10th September 2021

Dear [REDACTED]

Further to your email clarification of 17th August 2021 regarding your request for the following information:

I wanted to know how many times AWE has paid out a cash settlement upon exit of employment, how much had been spent by AWE over the last 10 years on such payments, the gender split of these pay outs and how many of them have been related to "un-professional conduct" such as sexism, racism and discrimination. All over the last 10 years.

Your request has been handled as a request for information under the Freedom of Information Act 2000 (the Act). A search for the requested information within the Atomic Weapons Establishment (AWE) has now been completed, and we can confirm that we do not hold a document that sets out the information in scope of your request in a format which directly answers your questions.

Under Section 16(1) of the Act, public authorities have a duty to provide advice and assistance to requesters, as far as it is reasonable to do so, and it may be helpful if we provide you with the following information that has been extracted from various sources. We would like to point out that the data requested related to activity before AWE became part of the public sector.

AWE has entered into 22 settlements upon exit of employment since 2011 at an aggregate cost of £1,939,239. The gender split of these payments is 16 male/6 female. These settlements represent amounts in respect of ex-gratia payments and pay in lieu of notice. Where applicable, all tax and NIC deductions have been made.

Regarding the final part of your request, 'how many of them have been related to "un-professional conduct" such as sexism, racism and discrimination', we have assessed the information that we hold and concluded that the information you have requested is exempt from disclosure under section 40(2) of the FOI Act. By detailing the reasons for entering into confidential settlement agreements this could potentially release the identity of those individuals. The Atomic Weapons Establishment (AWE) are obliged to comply with the Data Protection Act 2018 and UK GDPR and as such are prohibited from disclosing personal data to third parties where doing so would breach the data protection principles set out in the UK GDPR. Section 40(2) is an absolute exemption and as such does not require a Public Interest Test to be carried out.

Please remember to quote the reference number above in any future communications. If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you are unhappy with the way your request has been handled you have a right to request an internal review within 40 days of receiving this letter, by writing to information.requests@awe.co.uk or our postal address: Information Requests Team, AWE Aldermaston, Reading, RG7 4PR. If you are still unhappy after an



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internal review has been completed, under the provisions of Section 50 of the Freedom of Information Act 2000 you have the right to take your complaint to the Information Commissioner's Office. Please note the Commissioner will generally not consider a complaint until you have exhausted AWE's internal complaints process.

Yours sincerely,

AWE Information Requests Team

