Layla Moran MP

HOUSE OF COMMONS
LONDON SW1A 0AA

The Prime Minister
10 Downing Street
London
SW1A 2AA
United Kingdom

18th November 2026

Dear Prime Minister,

I am writing to you regarding the use of non-disclosure agreements (NDAs) to silence victims of sexual harassment, discrimination, and bullying, following my question at Prime Minister's Questions today.

I was delighted when, last year, the Government agreed to ban the misuse of NDAs in the workplace through the Employments Rights Act. After years of campaigning, this was a very welcome step in the right direction.

Recent attempts to legislate against the misuse of NDAs have sought to protect certain groups individually. The Higher Education (Freedom of Speech) Act 2023 protected staff, students, members, and visiting speakers of universities; the Victims and Prisoners Act 2024 protected victims and direct witnesses of crime; and the Employment Rights Act 2025 will protect employees.

But these efforts have been piecemeal, only outlawing the malpractice one section of society at a time. They have been too slow and too many people are left unprotected. To take a recent example, Zelda Perkins of Can't Buy My Silence has said that most of the women silenced by NDAs in connection with Russell Brand would not have been protected by existing or upcoming legislation as they were either freelance workers or general citizens.

The Government must tackle this problem at source. I urge you to make it unlawful for legal practitioners to negotiate or write confidentiality clauses that hide cases of harassment, discrimination, and bullying in any civil case.

This obligation already exists in cases of fraud. Under SRA rules, lawyers are not allowed to make agreements, draft contracts, or use NDAs that facilitate, hide, or suppress known fraud or wrongdoing. It is impossible to argue that harassment, discrimination, and bullying are any less worthy of this protection.

If NDAs could never be drafted in cases of harassment, discrimination, or bullying, no victim could be silenced in this way again. This proposal would also mean lawyers are no longer

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left with the moral dilemma of choosing between pressure from above and their duty to the court.

In response to my question today at PMQs, you said that "we will go further, we will look at freelancers, and we will do exactly what she says." I am very grateful for your response and commitment to this issue.

Could you set out how, and when, your Government intends to extend the ban to freelancers?

I note that you mentioned only freelancers. I would welcome your assurance that you will also look at extending these protections to all members of the public.

I urge you to consider my proposal to stop legal professionals ever drafting NDAs that conceal harassment, discrimination, or bullying in any civil case, so the law is never again weaponised against a victim.

I look forward to receiving your response.

Yours sincerely,



Layla Moran MP
Liberal Democrat Member of Parliament for Oxford West & Abingdon