

**From:** Freedom of Information

**Sent:** 04 August 2020 15:32

**To:**

**Subject:** Freedom of Information Response (Our Ref: K/20/255)

Dear

**Freedom of Information Response (Our Ref: K/20/255)**

Thank you for your Freedom of Information (FOI) request dated 7 July 2020, reference K/20/255.

Your request read:

“In your university :

- 1) What percentage of staff with the job title of Chancellor are BAME?
- 2) What percentage of staff with the job title of pro-Chancellor are BAME?
- 3) What percentage of staff with the job title of Vice - Chancellor are BAME?
- 4) What percentage of staff with the job title of Deputy Vice-Chancellor are BAME?
- 5) What percentage of staff with the job title of Pro Vice- Chancellor are BAME?
- 6) What percentage of staff with the job title of Head of XXX Department (Heads of Departments) are BAME?
- 7) What percentage of staff with the job title of Department Directors or Director of Studies are BAME?
- 8) What percentage of staff with the job title of Professor are BAME?
- 9) What percentage of staff with the job title of Reader / Principal Lecturer are BAME?
- 10) What percentage of staff with the job title of Senior Lecturer are BAME?
- 11) What percentage of staff with the job title of Lecturer are BAME?
- 12) What percentage of staff with the job title of Assistant Lecturer are BAME?
- 13) What percentage of staff with the job title of Associate Professor are BAME?
- 14) What percentage of staff with the job title of Research Fellow are BAME?
- 15) What percentage of staff with the job title of Senior Research Fellow are BAME?
- 16) Overall, what percentage of the university's ACADEMIC staff are BAME?
- 17) What percentage of the student body identify as BAME (in percentages if possible)?”

The University of Leeds holds some of this information. For your convenience we have set out our responses in the table below. Please note that it is not compulsory for staff to report their ethnicity to us, and as such we have also provided the proportion of staff for whom no ethnicity data is held (i.e. “not known”).

Job title	% BA ME	% not kno wn	Notes
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<b>Chancellor</b>	Not held		The Chancellor is not an employee and as such we do not hold ethnicity data related to them.
<b>Pro-Chancellor</b>	Not held		The Pro-Chancellor is not an employee and as such we do not hold ethnicity data related to them.
<b>Vice-Chancellor</b>	0%	0%	Please note that we only have one Vice Chancellor.
<b>Deputy Vice-Chancellor</b>	We are withholding this information under section 40(2) of the Freedom of Information Act. Please see below for further details.		
<b>Pro Vice-Chancellor</b>	N/A		We do not use this job title
<b>Heads of Departments</b>	N/A		We do not use this job title
<b>Department Directors or Director of Studies</b>	N/A		We do not use this job title
<b>Professor</b>	5.5 %	19.5 %	
<b>Reader</b>	9.5 %	16%	
<b>Senior Lecturer</b>	8%	12.5 %	
<b>Lecturer</b>	16 %	16%	
<b>Assistant Lecturer</b>	N/A		We do not use this job title
<b>Associate Professor</b>	12 %	11.5 %	
<b>Research Fellow</b>	22.5%	22%	
<b>Senior Research Fellow</b>	16 %	14.5 %	
<b>All academic staff</b>	This information is available on <a href="#">our website</a>		
<b>All student body</b>	This information is available on <a href="#">our website</a>		

Where the number of people with a particular job title is low enough that it would be possible (and straightforward) to identify people, and we do not have their consent to disclose, we are withholding the information under section 40(2) of the Freedom of Information Act. Section 40(2) protects information which, if disclosed, would breach the data protection rights of someone. Ethnicity data is considered special category data. Due to its sensitivity, there are only two grounds on which we can lawfully disclose special category data under the terms of the FOI Act. These are:

- explicit consent; or
- the processing relates to personal data which has clearly been made public by the individual concerned.

Neither of the above conditions apply, and as such we must withhold the information.

We hope this information is helpful. If you have any questions about this email, however, please do not hesitate to contact us on [foi@leeds.ac.uk](mailto:foi@leeds.ac.uk)

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you can request an Internal Review. Requests for Internal Review should be made in writing using the following contact information:

Post: Mr D Wardle  
Deputy Secretary  
The University of Leeds  
Leeds  
LS2 9JT

Email: [foi@leeds.ac.uk](mailto:foi@leeds.ac.uk)

Requests for Internal Review should be submitted within 40 working days of receiving the University's response to your request. Further information about how the University manages Freedom of Information requests and about our complaints procedure is also available on our website ([www.leeds.ac.uk](http://www.leeds.ac.uk)).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review/complaints procedure provided by the University. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Kind regards

**Chloe Wilkins**  
Freedom of Information Officer

Secretariat  
University of Leeds