

From: Freedom of Information

Sent: 14 October 2020 15:42

To:

Subject: Freedom of Information Response (Our Ref: K/20/362)

Dear

Freedom of Information Response (Our Ref: K/20/362)

Thank you for your Freedom of Information (FOI) request dated 16 September 2020, reference K/20/362.

Your request read:

- “The percentage of academic staff who identify as BAME and female broken down by academic rank, and
- The percentage of students who identify as BAME and female.”

The University of Leeds holds some of this information. We understand “BAME” to refer to individuals who identify as Black, Asian, Minority Ethnic Groups and/or Refugee. If this is not the definition you intended, please contact us to clarify what information you are seeking.

We do not record whether an individual either currently is or has ever been granted leave to remain on humanitarian grounds (sometimes known as being ‘granted asylum’ or ‘refugee status’). Applicants for both job roles and courses of study are required to demonstrate that they are eligible to work or study. Eligibility may be through citizenship, leave to remain, visa status etc. and so their status as someone who has previously claimed or been granted leave to remain on humanitarian grounds is not, in and of itself, relevant.

Please note that it is not a requirement for staff or students to share ethnicity data with the University and therefore we do not hold ethnicity data for all members of the university community. The information we do hold is set out in the table below. We have excluded from our calculations all members of staff or students whose ethnicity is recorded as ‘unknown’ or is not recorded at all. “Students” includes both undergraduate and postgraduate students, and home, EU and international students.

Please note that figures have been rounded to the nearest percent.

Group	BAME <u>and</u> female
Academic staff (total)	6%
Academic*	5%
Research*	9%
Teaching*	7%
Students	21%

*please refer to HESA definitions, available [here](#)

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

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

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).

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