

From: Freedom of Information

Sent: 12 November 2020 16:02

To:

Subject: Freedom of Information Response (Our Ref: K/20/404)

Dear

Freedom of Information Response (Our Ref: K/20/404)

Thank you for your Freedom of Information (FOI) request dated 15 October 2020, reference K/20/404.

Your request read:

1. "Can you confirm the number of race discrimination claims brought by staff at the University of Leeds in the past five years;
2. how many were upheld
3. how many were dismissed
4. how many were dealt with through internal processes
5. how many were dealt with at employment tribunals
6. Lastly, please provide the names of the cases that proceeded to an employment tribunal."

The University of Leeds holds this information. For your convenience we have responded to each of your questions in turn below.

1. Can you confirm the number of race discrimination claims brought by staff at the University of Leeds in the past five years

15 formal grievances or disciplinary cases relating to allegations of racial discrimination have been raised by or against staff in the last five years.

2. How many were upheld

Recommendations were implemented in five cases as those cases were (at least) partially upheld

3. How many were dismissed

One case was dismissed. In four (disciplinary) cases no final outcome was reached. For your information the other five are still ongoing.

4. How many were dealt with through internal processes

All 15 cases are being/were handled internally

5. how many were dealt with at employment tribunals

6. Lastly, please provide the names of the cases that proceeded to an employment tribunal

We address these questions together. No cases have proceeded to an employment tribunal hearing.

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