Dear Freedom of Information Response (Our Ref: K/20/317)

Thank you for your Freedom of Information (FOI) request dated 17 August 2020, reference K/20/317.

Your request read:

“I am writing under the Freedom of Information Act 2000 to request the following information regarding the staff of the University of Leeds, School of Computing:

1. The current number of full-time academic staff (those employed on permanent contracts).

2. The current number of BAME full-time academic staff (those employed on permanent contracts).

3. From the last five full-time academic appointments (employed on permanent contracts), the number that were BAME.

4. The current number of fixed-term academic staff (those employed on temporary contracts or whose employment tenure is otherwise limited in duration). Eg research assistants, temporary and fixed-term lecturers, post-doctoral researchers, and academic project staff.

5. The current number of BAME fixed-term academic staff (those employed on temporary contracts or whose employment tenure is otherwise limited in duration). Eg research assistants, temporary and fixed-term lecturers, post-doctoral researchers, and academic project staff.

6. The existence and details of any school policies or strategies on the recruitment of BAME staff.

7. The existence and details of any school policies or strategies on supporting the career development and progression of BAME staff.

Please interpret BAME as is commonly understood, as those Black, Asian or Minority Ethnic and including those of mixed ethnicity. Nationality is irrelevant. Where relevant, please detail any assumptions, estimates or uncertainties of any numbers provided.”

The University of Leeds holds this information. For ease of understanding, we have responded to each of your questions in turn below.
1. The current number of full-time academic staff (those employed on permanent contracts).  

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2. The current number of BAME full-time academic staff (those employed on permanent contracts).

Nine.

3. From the last five full-time academic appointments (employed on permanent contracts), the number that were BAME.

We are withholding this information under section 40(2) of the FOI Act. Section 40(2) sets out that information is exempt from disclosure if it is the personal data of someone other than the person making the request, and disclosure would; contravene the data protection principles; contravene an objection to processing; or if the data is exempt from the right of subject access. We consider that the release of this information would be likely to lead to the identification of individuals and would therefore reveal sensitive information regarding their ethnicity and employment status. This would be unfair and would therefore breach their data protection rights.

4. The current number of fixed-term academic staff (those employed on temporary contracts or whose employment tenure is otherwise limited in duration). Eg research assistants, temporary and fixed-term lecturers, post-doctoral researchers, and academic project staff.

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5. The current number of BAME fixed-term academic staff (those employed on temporary contracts or whose employment tenure is otherwise limited in duration). Eg research assistants, temporary and fixed-term lecturers, post-doctoral researchers, and academic project staff.

Nine

6. The existence and details of any school policies or strategies on the recruitment of BAME staff.

Generally, we encourage university-wide policies/strategies, rather than have any inconsistencies between schools. The University has published a Race Equality Framework this year, and one section relates to recruitment. The corresponding Race Action Plan is being developed, but includes a statement about diversifying our workforce (Developing staff and the working environment – actions aimed at diversifying our workforce, and ensuring the University is attractive to, and supports the personal and professional development of colleagues from all backgrounds.) and an associated aim for the action plan (Improve the representation, experience, progression and success of minority ethnic staff and students at the University of
Leeds, and continue to attract and retain talented staff and students from different backgrounds). Two of the priority areas also relate to diversity of staff:

- Increasing the proportion of BAME staff in the University (staff theme)
- Increasing the representation of BAME staff in senior and leadership roles (staff theme)

7. **The existence and details of any school policies or strategies on supporting the career development and progression of BAME staff.**

Generally, we encourage university-wide policies/strategies, rather than have any inconsistencies between schools. The University has published a Race Equality Framework this year, and there are statements relating to career development (We continually review our staff development offer and promotion schemes to ensure they are inclusive of all staff, and engage with staff equality networks to inform policy development and decision making) and progression (work to remove barriers to participation in personal and professional development, with consideration to any further targeted interventions for BAME staff). The corresponding Race Action Plan is being developed, but includes a statement about personal and professional development (developing staff and the working environment – actions aimed at diversifying our workforce, and ensuring the University is attractive to, and supports the personal and professional development of colleagues from all backgrounds) and an associated aim for the action plan (improve the representation, experience, progression and success of minority ethnic staff and students at the University of Leeds, and continue to attract and retain talented staff and students from different backgrounds). Two of the priority areas also relate to progression:

- Supporting career development for BAME staff (staff theme)
- Increasing the BAME progression into postgraduate study and postdoctoral research (student/staff/research themes)

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