Dear

Freedom of Information Response (Our Ref: K/21/157)

Thank you for your Freedom of Information (FOI) request dated 26 March 2021, reference K/21/157. Please accept our sincere apologies for the delay in responding to your request.

Your request read:

"Would you please answer the following;

1. Salary of Security Staff – Officers/Supervisors/Managers.
2. Do your Security Officers patrol or respond to noise complaints/ASB in the local community where Students reside
3. Do you currently have or plan to have fitness testing for Security Officers
4. How many Security Officers do you have over how many shifts (FTE equivalent)
5. What Shift Pattern do your Security Officers work
6. Please attach a copy of your Security Officer Job Description and person spec (please indicate if this is an outsourced service and costs)"

The University of Leeds holds this information.

1. **Salary of Security Staff – Officers/Supervisors/Managers.**
   - Security Officer (Grade 4): £19,612 + £3300 weighting allowance
   - Team Leader (Grade 5): £23,067 + £3300 weighting allowance
   - Operations Manager (Grade 5) £27,511 + £3300 weighting allowance

2. **Do your Security Officers patrol or respond to noise complaints/ASB in the local community where Students reside**
   - Yes, but only in relation to noise complaints coming from University owned halls of residence or a partner managed hall.

3. **Do you currently have or plan to have fitness testing for Security Officers**
   - We do not hold any recorded information in relation to this part of your request.

4. **How many Security Officers do you have over how many shifts (FTE equivalent)**

5. **What Shift Pattern do your Security Officers work**
   - We address these questions together.
We are withholding this information section 31(1)(a) of the Freedom of Information Act. Section 31(1)(a) sets out that information is exempt if its disclosure would or would be likely to prejudice the prevention or detection of crime.

To reveal this information would be likely to make us more vulnerable to crime in future. Sharing this information would give an indication of our capabilities which could, in turn, be used to the advantage of individuals with nefarious objectives. We also consider that providing the information requested in this case could make it more difficult for the University to resist similar requests (e.g. for information on other security provisions). This information could then be added together into a 'mosaic effect' to give a very detailed picture of the security measures in place (and not in place) at the University. Motivated individuals could use the information in order to target the University, or to adapt behaviour in order to avoid detection.

Section 31(1)(a) is a qualified exemption, and as such we are required to consider whether the public interest is in favour of maintaining the exemption or disclosing the information. We recognise that there is a public interest in understanding that the University’s security provision is sufficiently resourced and can safely support the needs of the University community. However, we consider that these interests are met in the following ways:

- We have provided the information requested at the remaining parts of your request.
- An overview of the security services provided at the University can be found on our website, which demonstrates our commitment to student and staff safety.
- We also have a Police Higher Education Liaison Officer (PHELO) offering help, advice and support to students and staff on campus.

We also consider that, if there were any suggestion of wide-spread, significant or frequently recurring issues, there may be some public interest in understanding how the service is resourced. However, there have been no formal complaints received over the three years relevant to your request, and therefore there is no suggestion that any such issues exist. While a very small number of informal concerns have been raised on a handful of occasions to the Head of Security, these have been handled quickly and informally (and therefore have not generated recorded information). If any serious concerns had been raised these would have progressed to a formal complaint (with associated records).

Therefore, we consider that although providing the staff headcount and shift patterns of our security service would quantify our commitments to university security, it would not serve any particular public interest. We therefore conclude that the public interest in this case is in favour of withholding 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

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:
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.

Yours sincerely

Chloe Wilkins
Freedom of Information Officer

Secretariat
University of Leeds