Dear

Freedom of Information Response (Our Ref: K/21/400)

Thank you for your Freedom of Information (FOI) request dated 16 August 2021, reference K/21/400.

The subject line of your email read:

“Ethnicity/Gender of Medical School Staff and Students”

Your request read:

“Could I have the following information please:

1) A breakdown (% or number) of all faculty staff members from your medical school in 2020-2021, broken down by ethnicity and gender. Ethnicity groups can be presented as White, Mixed or Multiple ethnic groups, Asian or Asian British, Black, African, Caribbean or Black British, or other.

Please could this data could be stratified according to these three groups:

Senior leadership team (however your faculty defines this e.g. Deans, Vice Deans, Associate Deans, Heads of School) Clinical Faculty Non-Clinical Faculty

2) A breakdown (% or number) of undergraduate and postgraduate (if applicable) medical students in 2018-2021, broken down by ethnicity and gender. Ethnicity groups can be presented as White British, Black Afro-Caribbean, Indian etc.

Please can the data be represented as a spreadsheet. Do let me know if you have any questions.”

The University of Leeds holds this information, which is set out in the attached spreadsheet.

Please note the following when considering the data.

At the University of Leeds, the School of Medicine (SoM) is based within the Faculty of Medicine & Health (FMH) alongside the other Schools of Healthcare, Psychology and Healthcare. The data we have provided is of the breakdown of SoM, by clinical and non-clinical staff. We have provided the data separately for the members of the SoM Executive team. These figures exclude those who are aligned to the separate
Directorate of Professional Services (e.g. HR and Finance) and those who we designate ‘Faculty staff’ (e.g. PAs).

All figures have been rounded to the nearest percent in order to reduce the likelihood of the raw numbers being calculable. We consider that either releasing the raw numbers, or allowing them to be reverse-engineered, would make it possible to identify individual students and staff members. We are therefore protecting this information as set out at 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. If we released information which would allow the identification of individuals, we would also be releasing highly sensitive personal data (i.e. that which relates to gender and ethnicity). This would be grossly unfair and would contravene the expectations of staff and students, who provide us with this information in confidence. We are therefore satisfied that the release of raw data (or information which would allow raw data to be reverse-engineered) would breach the data protection rights of individuals.

Please note that 'no comment' refers to cases where the individual has provided the University with diversity monitoring information, but the information they have provided does not include ethnicity data. 'Not known' refers to cases where the individual has not provided any diversity monitoring 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:

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