Dear Freedom of Information Response (Our Ref: K/21/424)

Thank you for your Freedom of Information (FOI) request dated 31 August 2021, reference K/21/424.

The subject line of your email read:

“Freedom of Information request - FOI request: Number of BAME appointments at grade 9 and above with I.T. Department/Services”

Your request read:

“Please provide the total number of appointments that have been made at grade 9 and above over the past five years and how many of those appointments have been BAME.

for the purpose of this request, appointments meaning anyone appointed into a role at grade 9 and above within the IT Department including full time, part time, permanent, contractors, and fixed term contracts.

of the total number of appointments, please confirm how many were of BAME background.”

The University of Leeds holds this information. Please note that, where the total number of people in a group is less than five, we are withholding the exact figure 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. To release information which either directly or indirectly allows individual members of staff to be identified would, by extension, reveal sensitive personal information (i.e. in relation to their ethnicity) would be grossly unfair, and would therefore breach the data protection rights of the individuals.

Please find the information we hold and are able to disclose set out in the table below.

IT appointments Grade 9 and above over the past five years

<table>
<thead>
<tr>
<th>Appointments at G9 or above</th>
<th>Count</th>
</tr>
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Please note that we only hold information in relation to employees. The figures above therefore do not include non-employees, such as contractors. The University of Leeds does not receive any equality monitoring information for contractors and as such the above information represents all of the recorded information we hold, which is relevant to your request.

Finally, please note that we do not use the term “BAME” to categorise the ethnicity of staff members. The information provided above therefore reflects the way our information is recorded.

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.

Sincerely
Chloe Wilkins
Freedom of Information Officer
University of Leeds