



Ref. FOI/20200916/3

14 October 2020

Reply to request for information under the Freedom of Information Act	
Your ref	Email of 16 September 2020
Request	<p>I require a breakdown of your senior academic staff by detailed ethnic group for the last four academic years (2016-2017, 2017-2018, 2018-2019, 2019-2020).</p> <p>Please breakdown the following:</p> <ol style="list-style-type: none">1. Statutory Professors2. Associate Professors3. Departmental Lecturers

Dear Lucy Warm,

I write in reply to your email requesting the above information, which is attached.

To reduce the risk of individuals being identified, we have grouped the data by the following classifications: BME, White and Unknown.

In taking this measure, we are applying the exemption in section 40(2) of the Freedom of Information Act (FOIA). Section 40(2) provides an exemption from disclosure for information that is the personal data of an individual other than the requester, where disclosure would breach any of the data protection principles in Article 5 of the General Data Protection Regulation (GDPR). We consider that disclosure of the information requested in the exact form requested would breach the first data protection principle, which requires that personal data is processed lawfully, fairly and in a transparent manner. Disclosure would be unfair to the individuals concerned, as it would be contrary to their reasonable and legitimate expectations. They would not reasonably expect that information about their ethnicity would be made public under the FOIA without their consent.

For the disclosure of personal data to be lawful, it must have a lawful basis under Article 6 of the GDPR. There are six possible lawful bases in Article 6; we do not consider that any of them would be satisfied in respect of the disclosure.

The exemption in section 40(2) is an absolute exemption and is not subject to the public interest test provided for in section 2(2)(b) of the FOIA. To the extent that the public interest is relevant in this case, the University considers it is satisfied by the attached information.

INTERNAL REVIEW

If you are dissatisfied with this reply, you may ask the University to review it by e-mailing foi@admin.ox.ac.uk. A request for internal review should be submitted no later than 40 working days from the date of this letter.

**THE INFORMATION COMMISSIONER**

If, after the internal review, you are still dissatisfied, you have the right under FOIA to apply to the Information Commissioner for a decision as to whether your request has been dealt with in accordance with the FOIA. You can do this online using the [Information Commissioner's complaints portal](#).

Yours sincerely

Information Compliance Team