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FAO: Georgia Whitaker Hughes
REQUEST-416754-77B9FC3A@WHATDOTHEYKNOW.COM

14 August 2017

Dear Georgia Whitaker Hughes,

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI-139-2017

I write in connection with your request for information received by the University of Wolverhampton, in which you seek access to the following information:

Please could you send the following information as outlined in the Freedom of Information Act for the year ending 1st April July 2017, or for the financial year in which 1st April 2017 falls. If information for that period is not yet available, please use the most recent information you have. Please specify what period this information refers to at the beginning of your answer.

1. i) The number of individuals employed by the university who receive total remuneration* of £140,000 pa or more.
ii) The number of these individuals who are women.
2. The total remuneration* of the highest paid employee.
3. i) The number of individuals directly employed by the university who are paid less than the Living Wage of £8.45 per hour [or £9.75 per hour within Greater London].
ii) The number of these individuals (paid less than Living Wage) who are women.
iii) If available, the number of individuals employed by outside contractors to provide services at your university who are paid less than the Living Wage of £8.45 per hour [or £9.75 per hour within Greater London].
iv) Whether your university has a policy to require on-site staff working for external contractors to be paid Living Wage rates as a minimum.
4. i) The number of employees paid at exactly the National Minimum Wage, including those employed by outside contractors to work at your university.
ii) The number of these individuals (paid at exactly National Minimum Wage) who are women.
5. i) The number of apprentices employed by your university.
ii) The lowest remuneration* received by apprentices employed by your university.
6. The ratio between the total remuneration* of the highest-paid employee and the total remuneration* of the lowest-paid employee.
7. The ratio between the total remuneration* of the highest-paid employee and the total remuneration* of the median-paid employee.

****[adapted from the government's definition of remuneration (for local authority chief officers) under section 43 of the Localism Act 2011] Remuneration meaning: (a) salary or, in the case of an individual engaged under a contract for services, payments made by the university to the individual those services, (b) any bonuses payable by the university to the individual, (c) any charges, fees or allowances payable by the authority to the individual, (d) any benefits in kind to which the individual is entitled as a result of their office or employment, (e) any increase in or enhancement of the individual's pension entitlement where the increase or enhancement is as a result of a resolution of the university, and (f) any amounts payable by the university to the individual on the individual ceasing to hold office under or be employed by the university, other than amounts that may be payable by virtue of any enactment. (g) calculated as full-time equivalent***

Following receipt of your request searches were conducted by the University of Wolverhampton to locate information relevant to your request. We can confirm that the information is held by the University of Wolverhampton and has been detailed below.

Please note, the figures provided below refer to the financial year ended the 31st July 2016:

1. i) The number of individuals employed by the University who received total remuneration of £140,000 pa or more is information easily accessible by other means and is published on an annual basis within the University's Report and Financial Statements. In an attempt to assist you, we have provided a direct link to the University's website containing the Report and Financial Statements for the year ended 31 July 2016 (please refer to page 38 of the document):
<https://www.wlv.ac.uk/media/departments/finance/Financial-Statements-for-the-year-ended-31-July-2016.pdf>
- ii) The number of individuals who are women: 0.
2. The total remuneration of the highest paid employee is easily accessible by other means, via the University's website. Please refer to page 38 of the above provided document link to the Report and Financial Statements for the year ended 31 July 2016.

Please note, the figures provided below refer to the current financial year ended 31 July 2017:

3. i) None of the individuals directly employed by the University of Wolverhampton are paid less than the Living Wage.
- ii) Not Applicable; please see above.
- iii) The salaries of individuals employed by outside contractors to work at the University are not held by the University.
- iv) The University of Wolverhampton Standard Procurement Terms and Conditions contain a statement expressing the University's full support to the principles of the Living Wage, the enhancement of social mobility and the living conditions within the University community.
4. i) None of the individuals directly employed by the University are paid at exactly the National Minimum Wage. The University does not hold information on the salaries of individuals employed by outside contractors.
- ii) Not Applicable; please see above.

5. i) The University of Wolverhampton employed 1 apprentice.
ii) The apprentice(s) at the University of Wolverhampton received the National Apprentice Wage.
6. The ratio between the total remuneration of the highest-paid employee and the total remuneration of the lowest paid employee: 16.8:1
7. The ratio between the total remuneration of the highest paid employee and the total remuneration of the median-paid employee: 9.35:1

We hope the information provided in this email answers your query. However, if you are dissatisfied with our response please contact us with the details of your dispute either in response to this email or via the University of Wolverhampton website at the following address: http://www.wlv.ac.uk/PDF/foi_compl_proc.pdf and we will review our response.

If you are still unhappy with the outcome of the review, you can appeal directly to the Information Commissioner at the following address: <http://www.ico.gov.uk>

Should you have any further enquiries concerning this matter, please do not hesitate to us.

Yours sincerely

Ieva Zulyte
Data Protection and Freedom of Information Officer