

Alastair Tibbitt
The Ferret Media Ltd

31 March 2021

Dear Alastair,

Freedom of Information Request Decision Notice FOI 05-21

I refer to your request for information under the *Freedom of Information (Scotland) Act 2002* dated and received on 20 March 2021.

Your Request

You requested that we provide you with the following information:

1. How many women are now on our Board of Management and how many people of other genders are there?
2. Is the current Chairperson (or person with an equivalent role) a woman or someone of another gender?
3. The current median FTE pay for men and women in the organisation?
4. The names of everyone currently on the board along with their registers of interest and the date that their register was last updated.
5. Details of any payments made to any of the board members in the last 12 months, and a summary of the purpose of each payment.

You requested that this information is received in a format such as MS Excel.

Our Response

With regard to your request for information I can confirm the following:

In relation to points 1 and 2 we cannot supply this information under FOISA Exemption - Section 38 as gender is considered Personal Data if it:

- (i) Provides an identifier such as a name, an identification number, location data or an online identifier,
- (ii) Relates to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual.

Article 9 of the UK GDPR advises that personal data falls within the special categories/protected characteristics of personal data if it reveals information about an individual's:

- Racial or ethnic origin;
- Political opinions;
- Religious or philosophical beliefs;
- Trade-union membership
- Genetic or biometric data (if processed for the purpose of uniquely identifying an individual)
- Health;
- Sex life;
- Sexual orientation

3. The current median FTE pay for men and women is:

- Male - £42,357
- Female - £35,628

4. Our Board of Management is currently made up as follows:

Name	Role
Sarah Burton	Non-Executive Member & Chair of the Board of Management
Tina Stones	Non-Executive Member, Vice Chair of the Board of Management and Chair of the LT&R Committee
Innis Montgomery	Non-Executive Member, Senior Independent Member & Chair of the HR Committee
Donald MacKenzie	Non-Executive Member & Chair of F&GP Committee
Gillian Galloway	Non-Executive Member & Chair of the Audit Committee
Kelly MacKenzie	Support Staff Member
Robyn Kennedy	Teaching Staff Member
Leanne MacKenzie	Non-Executive Member
Samantha Cribb	Non-Executive Member
Andrew Gray	Non-Executive Member
Sally Blyth	Non-Executive Member
Arvinder Kainth	Non-Executive Member
Mark Sheridan	Non-Executive Member
Russell Edwards	Non-Executive Member
Ruth MacFadyen	Student Member
Vivienne Mackie	Student Member
Amy Goodbrand	Co-opted Member to the Audit Committee
Chris O'Neil	Principal

You can find a summary of our Board Member profiles and committee make up on our website: [About us - Board of management \(uhi.ac.uk\)](http://uhi.ac.uk). A copy of our Register of Interest is available on our website as well; however I attach a copy for you. The register was last updated on 18 February 2021. This document is only currently available as a PDF document.

5. I can confirm that there have been no payments made to any Board Members in the last 12 months.

Your right to seek review of our decision

I trust that the information provided is helpful. However, if you are not satisfied with our response or our reasons set out above, you have 40 working days in which to request a review of our decision. Any request should be put in writing and should:

- (a) describe the nature of your original request; and
- (b) explain the reasons why you are not satisfied with our response.

Your request for a review should be sent to:

Review Officer – Freedom of Information
Inverness College UHI
1 Inverness Campus
Inverness
IV2 5NA

Or by email to: foi.ic@uhi.ac.uk

If you remain dissatisfied with how your request for information has been dealt with, you also have the right to appeal to the Scottish Information Commissioner.

Information relating to your right to appeal is available from the Scottish Information Commissioner's web page at: www.itspubliknowledge.info/Appeal.

If you are not satisfied with the manner in which we handled your request you can lodge a complaint by contacting:

Quality Unit
Inverness College UHI
1 Inverness Campus
Inverness
IV2 5NA

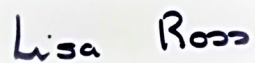
Email to: Quality.Unit.ic@uhi.ac.uk

Telephone: 01463 273506/7

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Copyright, Designs and Patents Act 1998. Should Inverness College agree to give consent to the use of the information, it must be credited as having done so.

Yours sincerely,

A handwritten signature in black ink that reads "Lisa Ross". The signature is written in a cursive style and is placed on a light grey rectangular background.

Freedom of Information Officer
Inverness College UHI