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**UNIVERSITY OF
BIRMINGHAM**

Legal Services

**Director
Mrs C M E Pike LLB
Solicitor**

Dr Karamat Iqbal
What do they know

(By Email)

26 February 2018

Dear Dr Iqbal

Re: request for information under The Freedom of Information Act.

Further to your request for information dated 28 January 2018, please find attached the University of Birmingham's response. If you have any queries with regard to this letter, please do not hesitate to contact us.

Please note our statement in respect of Copyright, which is also attached.

If you are dissatisfied with the manner in which your request has been dealt with, you may ask for an internal review. The University's Complaints and Appeals procedure is available at
<http://www.birmingham.ac.uk/university/governance/policies-regs/information/index.aspx>

Yours sincerely

Freedom of Information Team
University of Birmingham

Encs

Your request for information reads:

Please could you provide the following information:

- 1. Number and percentage of your students who are of British Pakistani heritage.*
- 2. Number and percentage of your teachers who are of Pakistani heritage.*
- 3. Number and percentage of your support staff who are of Pakistani heritage.*
- 4. Number and percentage of your senior leadership team who are of Pakistani heritage.*
- 5. Number and percentage of your governing body who are of Pakistani heritage.*
- 6. Is there under-representation of Pakistani heritage amongst your employees?*
- 7. Is there under-representation of Pakistani heritage amongst your governors?*
- 8. If the answer to 6 and 7 above is in the affirmative, is there a strategy in place to address the gap(s)? Please provide the strategy.*

On 30th January 2018 you clarified your request as follow:

Question 1. asks for British Pakistani heritage whereas the other questions ask for solely Pakistani heritage. The ethnicity categorisation we use contains 'Asian or Asian British-Pakistani' – we cannot split this down further to identify solely those who identify as British Pakistani. Are you happy to receive data for the Asian or Asian British-Pakistani category in total?

I will be happy to receive the data from the category Asian or Asian British-Pakistani

2. Can we clarify what population is meant by teachers? We would interpret this to mean both our 'Teaching and Research' and 'Teaching Focused' staff?

Your interpretation is acceptable.

3. You have not mentioned research staff – We assume figures for this staff group are not required.

Please do go ahead and provide figures for research staff.

4. Can we clarify what population is meant by support staff? Is this all non-academic staff for example – we have Admin and Other Related and Support Staff terms and conditions.

Yes; all non-academic staff

The University of Birmingham responds:

The University of Birmingham is required to respond to a request made under the Freedom of Information Act 2000 ("the Act") if it holds the information being requested, unless it is appropriate to apply one of the limited exemptions set out in the Act.

1. Number and percentage of your students who are of British Pakistani heritage.

The University currently has 1,163 Asian/Asian British – Pakistani students, forming 3.4% of the total population.

2. Number and percentage of your teachers who are of Pakistani heritage.

Staff Type	Asian or Asian British-Pakistani	
	No.	%
Academic Teaching and Research and Teaching-Focused Staff	28	1.1%
Academic Research Only Staff	29	2.3%
Admin & Other Related and Support Staff	87	2.0%

3. Number and percentage of your support staff who are of Pakistani heritage.

Please see answer to question 2 above.

4. Number and percentage of your senior leadership team who are of Pakistani heritage.

None of the University's senior leadership have declared that they are of Pakistani heritage.

5. Number and percentage of your governing body who are of Pakistani heritage.

None of the University's governing body have declared that they are of Pakistani heritage.

6. Is there under-representation of Pakistani heritage amongst your employees?

7. Is there under-representation of Pakistani heritage amongst your governors?

8. If the answer to 6 and 7 above is in the affirmative, is there a strategy in place to address the gap(s)? Please provide the strategy.

Answers to questions 6, 7 and 8

The University does not have any specific targets to increase numbers within this ethnicity group, so cannot comment on whether it considers there to be under-representation or indeed have a specific strategy in place.

The University of Birmingham

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