

Freedom of Information Team
Oxford City Council
Email: freedomofinformation@oxford.gov.uk

www.oxford.gov.uk



24 April 2024

Dear Zara Alam

Freedom of Information Request, Oxford City Council – Reference: **FOI2024/00366**

Further to our acknowledgement, we can confirm that Oxford City Council can advise as follows in response to your Freedom of Information Request received on 26 March:

Request

1. How many British Muslim employees have you recruited? Please provide figures for every calendar year since 2014.
2. What is the average length of service?

Please note that the data may not be accurate-we can only present data for officers who chose to provide this information.

Officers are not required to inform the organisation of their religious beliefs.

Year	Number of Staff	Average length of service in Years
2014	11	10
2015	10	11.5
2016	17	8.1
2017	15	8.9
2018	14	10.2
2019	12	11.5
2020	14	10.2
2021	16	8.5
2022	12	10.8
2023	13	10

3. How many British Muslims have you employed in communications/media/management roles since 2014?

With regards to this question, it is unfortunately the case that we believe a section 40(2) exemption under the Freedom of Information Act 2000 to apply. This covers personal third-party data where disclosure would breach the Data Protection Act 1998's principles concerning personal information.

Due to small numbers who shared their religious beliefs (less than 5) disclosure of this information would allow for the individual staff members to be identified and, given the personal nature of the information, disclosure of this information would not constitute fair processing of the staff member's personal data, and would thus breach the first data protection principle (personal information must be fairly and lawfully processed).

We hope the information we provided for other questions is of assistance to you.

If you disagree with any part of the response to your request, you are entitled to ask the Council for an internal review of the decision(s) made. You may do this by writing to the Monitoring Officer, by either email monitoringofficer@oxford.gov.uk – or by post to Monitoring Officer, Oxford City Council, Town Hall, St Aldate's, Oxford, OX1 1BX. After the result of the internal review, if you remain dissatisfied, you may ask the Information Commissioner to intervene on your behalf. You may do this by writing to the Information Commissioner's Office, Wycliffe Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely,

Freedom of Information Officer

| Freedom of Information Team | Law & Governance | Oxford City Council | Town Hall | St Aldate's
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