

**Ref: FOI18/058**

24<sup>th</sup> May 2018

J Davies  
request-467741-99bdf38@whatdotheyknow.com

Dear J Davies,

**Request for internal appeal under the LJMU Freedom of Information Act 2000 Appeals and Complaints Procedure**

I refer to your email dated 29<sup>th</sup> April seeking an internal review of our response to your FOI request (email dated 27<sup>th</sup> February 2018):

Please could you send the following information as outlined in the Freedom of Information Act for each of the Academic Years 2011/2012 to 2017/2018

- 1) The number of individuals recruited externally by the university at each of the Hay 1, Hay 2 and Hay 3 grades.
- 2) The number of these individuals who are women.
- 3) The number of these individuals who are men.
- 4) The number of these individuals who are disabled.
  
- 5) The number of individuals promoted internally following publication of the role and panel interviews by the university at each of the Hay 1, Hay 2 and Hay 3 grades.
- 6) The number of these individuals who are women.
- 7) The number of these individuals who are men.
- 8) The number of these individuals who are disabled.
  
- 9) The number of individuals promoted internally by assimilation by the university at each of the Hay 1, Hay 2 and Hay 3 grades.
- 10) The number of these individuals who are women.
- 11) The number of these individuals who are men.
- 12) The number of these individuals who are disabled.
  
- 13) The number of individuals recruited externally by the university at each of the Professorial grades.
- 14) The number of these individuals who are women.
- 15) The number of these individuals who are men.
- 16) The number of these individuals who are disabled.

- 17) The number of individuals promoted internally following publication of the role and panel interviews by the university at each of the Professorial grades.
- 18) The number of these individuals who are women.
- 19) The number of these individuals who are men.
- 20) The number of these individuals who are disabled.
  
- 21) The number of individuals promoted internally by assimilation by the university at each of the Professorial grades.
- 22) The number of these individuals who are women.
- 23) The number of these individuals who are men.
- 24) The number of these individuals who are disabled.
  
- 25) The number of individuals recruited externally by the university as permanent members of the Senior Management Team of the University and who are not on a Hay 1, Hay 2 or Hay 3 grade.
- 26) The number of these individuals who are women.
- 27) The number of these individuals who are men.
- 28) The number of these individuals who are disabled.
  
- 29) The number of individuals promoted internally following publication of the role and panel interviews by the university as permanent members of the Senior Management Team of the University and who are not on a Hay 1, Hay 2 or Hay 3 grade.
- 30) The number of these individuals who are women.
- 31) The number of these individuals who are men.
- 32) The number of these individuals who are disabled.
  
- 33) The number of individuals promoted internally by assimilation by the university as permanent members of the Senior Management Team of the University and who are not on a Hay 1, Hay 2 or Hay 3 grade during the year.
- 34) The number of these individuals who are women.
- 35) The number of these individuals who are men.
- 36) The number of these individuals who are disabled.

Our response to you, dated 20<sup>th</sup> April 2018, is attached.

You write to request an internal review (email dated 29<sup>th</sup> April 2018):

I am concerned that the University is placing too much reliance on section 40 (2) of the FOIA in answering my request. I fail to see that identifying small numbers of women or men in the context of my request would be detrimental to the individuals involved.

Question 2 - the answer is not clear - are you saying that less than five women were appointed in each year, or in all years in total?

Question 3 - ditto (men)

Question 4 - ditto (disabled)

Question 9 - the answer is not clear - is this less than 5 individuals during the period 2015 onwards, or in each of the individual years from 2015 onwards?

Question 33 - this answer is factually incorrect. Please provide the correct information.

I have reviewed your request. As is standard university policy, where less than 5 individuals are involved then exact figures are not disclosed to ensure that individuals cannot be identified; section 40(2) of the Freedom of Information Act 2000 applies.

Question 2 - The initial response related to each year e.g. less than five females had been recruited externally by the University into Hay positions in each year. In total 9 females were recruited externally into Hay positions over this time period.

Question 3 - The initial response related to each year e.g. less than five males had been recruited externally by the University into Hay positions in each year. In total 10 males were recruited externally into Hay positions over this time period.

Question 4 - The initial response related to each year, however, if you consider the whole period requested then the answer is still less than 5.

Question 9 - This response related to the whole period from 2015 to the date of response.

Question 33 - The University maintains that the original response given was accurate based on the University's definition of assimilation as set out in its Managing Organisational change policy. However, to ensure clarity, if the question is whether there have been individuals who have been appointed to roles that following their appointment have subsequently been added to the membership of SMT then there were <5 females and <5 males over the period in question.

The University believes that it has now responded to your request for an internal review. However, if you are not satisfied with the response to your appeal, you have the right to apply to the Information Commissioner for a decision whether, in any specified respect, your request for information has not been dealt with in accordance with the requirements of Part I of the Freedom of Information Act 2000. The Information Commissioner's address is: Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Details on how to complain can be found on the Information Commissioner's website: [www.ico.org.uk](http://www.ico.org.uk)



Yours sincerely

A handwritten signature in blue ink, appearing to read "R. Leatherbarrow", with a long horizontal flourish extending to the right.

**Professor Robin Leatherbarrow**  
**Pro-Vice-Chancellor (Scholarship, Research & Knowledge Transfer)**