

Ref: FOI18/055

10th May 2018

J Davies
request-467729-0cf31bd0@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 18th April seeking an internal review of our response to your FOI request (email dated 27th 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 employed by the university at each of the Hay 1, Hay 2 and Hay 3 grades.
- 2) The number of these individuals who are women who are disabled.
- 3) The number of these individuals who are women who are not disabled.
- 4) The number of these individuals who are men who are disabled.
- 5) The number of these individuals who are men who are not disabled.
- 6) The number of individuals employed by the university at each of the Professorial grades.
- 7) The number of these individuals who are women who are disabled.
- 8) The number of these individuals who are women who are not disabled.
- 9) The number of these individuals who are men who are disabled.
- 10) The number of these individuals who are men who are not disabled.
- 11) The number of individuals employed by the university who are permanent members of the Senior Management Team of the University and are not on a Hay 1, Hay 2 or Hay 3 grade.
- 12) The number of these individuals who are women who are disabled.
- 13) The number of these individuals who are women who are not disabled.
- 14) The number of these individuals who are men who are disabled.
- 15) The number of these individuals who are men who are not disabled.

Our response to you, dated 16th March 2018, is attached.

You write to request an internal review (email dated 18th April 2018):

I am writing to request an internal review of Liverpool John Moores University's handling of my FOI request 'Staff statistics by gender and disability for Liverpool John Moores University'.

Q 1. This answer is factually incorrect as the University does have staff members on Hay 3 grade. Please provide the correct information.

Q 2- 5, 7 -10, 12 - 15. If the University feels unable to disclose disability statistics in the detail requested, can it please provide disability statistics to a level with which it is comfortable by year. There must be a level of aggregation at which this is possible, or does the University simply not record disability statistics?

Q 2 - 5, 7 - 10, 12 - 15 . Please can the University explain why in answering these questions it has not broken down the male / female split by grade? I do not understand why it is inappropriate for the university to provide information setting out numbers of male / female staff by grade.

I have reviewed your request. In response to Q1, the Hay3 grade data provided was incorrect for years 2016 and 2017 and the correct information is given below:

Year	Hay 1	Hay 2	Hay 3
2011	7	23	0
2012	7	21	0
2013	5	19	0
2014	7	19	0
2015	7	19	0
2016	8	21	<5
2017	8	27	6

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.

Q2-5, 7-10, 12-15. It is university policy not to provide exact figures where there are less than 5 individuals are involved as disclosure could allow individuals to be identified, breaching data protection principles. Section 40(2) of the Freedom of Information Act 2000 applies.

In Q2-5 the number of women disabled, and men disabled, is <5 in all categories.

In Q7-10 it is possible to disaggregate this further:

Year	Female total	Female disabled	Male total	Male disabled
2011	8	<5	58	<5
2012	6	<5	57	6
2013	8	<5	67	7
2014	7	<5	63	7
2015	10	<5	72	7
2016	10	<5	78	6
2017	15	<5	73	7

In Q12-15 the number of women disabled, and men disabled, is <5 in all categories.

“Q 2 - 5, 7 - 10, 12 - 15 . Please can the University explain why in answering these questions it has not broken down the male / female split by grade? I do not understand why it is inappropriate for the university to provide information setting out numbers of male / female staff by grade.”

I have reviewed the original question, which asks about disability by gender at Professorial grades and disability by gender for Senior Management Team non-Hay grade status. The responses, modified by the additional information given above, provide the answers to the original question, which does not explicitly ask for a breakdown by grade.

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

Yours sincerely



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