

Ref: FOI18/057

4th May 2018

J Davies
request-467737-2576e35e@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 who left their employment with the University during the year.
- 2) The number of these individuals who are women.
- 3) The number of these individuals who are men.
- 4) The number of exit interviews that were conducted for women.
- 5) The number of exit interviews that were conducted for men.

- 6) The number of individuals employed by the university at each of the Professorial grades who left their employment with the University during the year.
- 7) The number of these individuals who are women.
- 8) The number of these individuals who are men.
- 9) The number of exit interviews that were conducted for women.
- 10) The number of exit interviews that were conducted for men.

- 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 who left their employment with the University during the year.

- 12) The number of these individuals who are women.
- 13) The number of these individuals who are men.
- 14) The number of exit interviews that were conducted for women.
- 15) The number of exit interviews that were conducted for men.

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 on staff existing University employment by Gender'.

Questions 1- 3,7-8, 11-13 . Please can you explain why it would be detrimental for the individuals involved to be at risk of being identified in the context of these questions. I do not understand why identifying individuals as male or female should be problematic?

Questions 4-5, 9-10, 14-15. The response is not clear. Please clarify whether the University does not record any information regarding numbers of exit interviews conducted, or whether it does not record this information split by gender?

I have reviewed your request.

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.

Questions 1- 3,7-8, 11-13 . Please can you explain why it would be detrimental for the individuals involved to be at risk of being identified in the context of these questions. I do not understand why identifying individuals as male or female should be problematic?

Our policy about information where fewer than 5 individuals are involved is stated above and is to ensure that information relating to individuals cannot be personally identified. However, on reviewing the answers given I find that it is possible to provide further information relating to questions 7 and 8 and list this below.

	Individuals at Professorial grades leaving	
Year	Women	Men
2011	<5	8
2012	<5	5
2013	<5	<5
2014	<5	<5
2016	<5	6
2017	<5	<5

Questions 4-5, 9-10, 14-15. The response is not clear. Please clarify whether the University does not record any information regarding numbers of exit interviews conducted, or whether it does not record this information split by gender?

The University does not record any information regarding numbers of exit interviews conducted.

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)