

The Library
 University of East Anglia
 Norwich Research Park
 Norwich NR4 7TJ
 United Kingdom

Email: foi@uea.ac.uk
 Tel: +44 (0) 1603 592 431
 Fax: +44 (0) 1603 591 010
 Web: <http://www.uea.ac.uk>

27 September 2016

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_16-175)

We have now considered your request of 08 September 2016 for the salaries of Professors in the School of Literature, Drama and Creative Writing (LDC), specifically for *‘the salaries in bands, average of all professorial salaries in LDC, and for the information to be broken down in terms of gender’*.

Thank you for confirming that, while you would like to know the exact salaries of each Professor you were happy not to have this information provided if to do so would contravene the Data Protection Act 1998 (DPA).

To confirm, we believe the public disclosure of those individual’s exact salaries would be contrary to the first principle of the DPA. As you are content for this information to be excluded from your request we have not considered it in our response. If you would like an explanation as to why such information may be exempt from disclosure, the following Decision Notice, which concerns a similar request reviewed by the Information Commissioner, may be of interest: https://ico.org.uk/media/action-weve-taken/decision-notice/2015/1431900/fs_50553915.pdf

Our response to your requests is as follows:

Salary Band	Female	Male	Grand Total
Less than £70,000	5	2	7
£70,000 & above	3	5	8
Grand Total	8	7	15

Because of the low numbers involved we have used only two bandings in order to avoid categories with only one person, which we believe would present a risk of identifying individual members of staff.

	Female	Male	Grand Total
Average of FTE Salary	£69,530.84	£74,045.85	£71,637.84

We hope this information will meet your requirements, however if you are not satisfied you have the right of appeal. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 60 calendar days of the date of this letter. Any appeal received after that date will not

be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

https://ico.org.uk/Global/contact_us, or by telephone on 0303 123 1113.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Ellen Paterson
Information Policy and Compliance Manager
University of East Anglia