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11 September 2018

Dear

Freedom of Information Act 2000 – Information request (ref: FOI_18-163)

Further to our response of 14 August 2018 to your request of 20 July for information relating to applicants for posts teaching earth sciences at UEA, we have discovered that we have another appointment within the scope of your request. We have added information relating to this appointment to our response of 14 August and this is now on page 3 of this letter, together with a copy of your request.

This should supersede our response of 14 August and now be considered our official response to your request. Please accept our apologies for not providing a full set of data with our initial response

On this occasion, it is not possible to provide all the requested information. The Act contains a number of exemptions that allow public authorities to withhold certain information from release. We have applied the following exemption to part of your request.

Exemption	Reason
s.40(2), Personal information	Disclosure of information would be contrary to the requirements of the General Data Protection Regulation

Exemption explanation

In line with s.40(2) of the Act we have withheld information requested in question (v) of your request.

Because of the low numbers involved we believe that the appointed candidates would be readily identifiable from our response. Information revealing gender and race therefore constitutes their personal data, as defined by Article 4(1) of the General Data Protection Regulation (GDPR).

We believe that disclosure of the this information would be contrary to the requirements of Article 5(1)(a) of the GDPR; namely that information must be processed lawfully, fairly and in a transparent manner in relation to the data subject. These individuals would have no expectation that this information would be made publicly available in this way, and we have not identified a lawful basis that would allow or require us to disclose this information.

We have indicated where information has been removed pursuant to s.40(2).

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,

Dave Palmer
Information Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_18-163)

I am emailing you to make a freedom of information request concerning statistics related to any lecturer or teaching fellow (e.g. assistant/associate professor in the US naming scheme) level hires that have been made by the Earth Science department within your University over the last five years.

I request the following information about any appointments falling within this time period, and I would appreciate if you could also include numbers for applicants who chose not to disclose this information with their applications:

- i) Job titles of advertised posts*
- ii) Total number of applicants for each advertised post*
- iii) Gender breakdown and race (white vs. other) breakdown of applicants*
- iv) Gender and race breakdown of interviewed candidates*
- v) Gender and race breakdown of appointed candidate(s)*

[Clarified on 24 July to include any lecturer or teaching fellow teaching earth sciences as a subject, regardless of whether an earth sciences department exists or not]

Within the last five years, only two such appointments having been made. Our response to questions (i) to (v) is presented in the table below.

Question	Appointment 1	Appointment 2	Appointment 3
(i) Job Title	Lecturer in Physical Geography of Natural Hazards	Lecturer in Solid Earth Geophysics	Reader/Chair in Environmental and International Development
(ii) No. of Applicants	41	19	12
(iii) Gender of applicants	15 Female, 25 Male, 1 Not Disclosed	6 Female, 13 Male	2 Female, 8 Male, 2 Not Disclosed
(iii) Race of applicants	30 White, 10 Other, 1 Not Disclosed	14 White, 2 Other, 3 Not Disclosed	7 White, 2 Other, 3 Not Disclosed
(iv) Gender of interviewed candidates	1 Female, 4 Male	1 Female, 3 Male	0 Female, 4 Male
(iv) Race of interviewed candidates	4 White, 1 Not Disclosed	3 White, 1 Not Disclosed	2 White, 2 Other
(v) Gender	<i>[Information exempted pursuant to s.40(2), FOIA]</i>		
(v) Race	<i>[Information exempted pursuant to s.40(2), FOIA]</i>		