



25 March 2019

Dear 

Freedom of Information Act 2000– Information request (ref: FOI_19-073)

We have now considered your request of 06 March 2019 and clarification email dated 07 March 2019, for information relating to the ethnicity of both academic and professional staff within the University.

As requested, our response is in the accompanying document, FOI_19-073 Appendix A. For your convenience we have included a copy of your request and clarification on page 2 of this letter.

Please note that the University does not require staff to disclose their ethnicity, therefore there will be staff members who are not included within the figures provided.

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 40 working days of the date of this letter. In line with section 5.3 of the UK Government's Freedom of Information Act Code of Practice, we are not obliged to accept internal reviews after this date.

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.

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

Yours sincerely

Kirsty McDonald
Information Compliance Assistant
University of East Anglia

Freedom of Information Act 2000 request (FOI_19-073)

'Please could I be supplied with information relating to applications for staff employment at your institution relating to ethnicity. Specifically, for the calendar years 2016, 2017 and 2018, I would like to know the numbers of applicants, interviewees and appointments made across broad ethnic groups, split down into academic and professional services roles. Ideally, the data would be returned in the table provided in the attached Excel workbook. The workbook should be returned to this email address.'

Clarification received on 07 March 2019:

'By Professional Services staff, I'm thinking of all the support staff who work at the University (such as the non-academic staff who work with and to support students, those who work within Finance or HR divisions or who support the process of applying for and managing research grants, for example)'