



05 August 2019

Dear 

Freedom of Information Act 2000– Information request (ref: FOI_19-198)

We have now considered your request of 09 July 2019 for information relating to the ethnicity of medical teaching staff and the ethnicity of first year medical students.

Our response is on page 2 of this letter, together with a copy of your request and in the accompanying document, FOI_19-198 Appendix A.

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.

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

Kirsty McDonald
Information Compliance Assistant
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_19-198)

1. Please provide the ethnicity makeup of staff at your institution who teach medical students (according to these ethnic groups below). Please provide this numerically and as a percentage.

White

- *English / Welsh / Scottish / Northern Irish / British*
- *Irish*
- *Gypsy or Irish Traveller*
- *Any other White background*

Mixed / Multiple ethnic groups

- *White and Black Caribbean*
- *White and Black African*
- *White and Asian*
- *Any other Mixed / Multiple ethnic background*

Asian / Asian British

- *Indian*
- *Pakistani*
- *Bangladeshi*
- *Chinese*
- *Any other Asian background*

Black / African / Caribbean / Black British

- *African*
- *Caribbean*
- *Any other Black / African / Caribbean background*

Other ethnic group

- *Arab*
- *Any other ethnic group*

2. Please provide the ethnicity makeup of the first-year medical student population at your school in each of these years (according to the same ethnic groups as above):

2019/20

2018/19

2017/18

2016/17

2015/16

2014/15

2013/14

2012/13

2011/12

2010/11

Our response is in accompanying document FOI_19-198 Appendix A. Please note that staff and students are not obligated to declare BME to the University, therefore figures provided represent those staff and students who have declared BME and is not a whole representation of BME within the UEA.

[Information not held - s.1(1)(a), Freedom of Information Act]

Information is not held for student ethnicities for academic year 2019-20.

3. Please list any actions and/or policies that your medical school has initiated to encourage the ethnic diversity of your medical teaching staff.

Our response is below:

- Norwich Medical School commitment to Athena SWAN principles
- Norwich Medical School is the holder of a Bronze Athena SWAN Award
- Norwich Medical School's has an Equality and Diversity Committee, SEESAW (Supporting Excellence Equality and Satisfaction for All at Work) in place that is committed to recognising and addressing inequality and to promoting a culture that supports diversity and encourages all staff across a wide portfolio of activities.
- Norwich Medical School positively encourages applications from suitably qualified and eligible candidates regardless of gender, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

4. Please indicate (yes or no) whether your institution has a widening participation scheme for entry into medical school [pre-med/year zero].

Yes.