

[REDACTED]

18 August 2014

Dear [REDACTED]

**Freedom of Information Act 2000 – Information request (ref: FOI\_14-153)**

We have now considered your request of 04 August 2014 for information relating to academic staff ratios, complaints and disciplinary matters.

Our response to your request is on page 2 of this letter, together with a copy of your original request. We hope our response will meet your requirements.

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.

You have the right of appeal against this decision. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address.

You must appeal our decision 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 at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Telephone: 0303 123 1113  
Website: <http://www.ico.org.uk/>

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

## Response to Freedom of Information Act 2000 request (FOI\_14-153)

1. How many complaints did the Norwich Medical School (formerly School of Medicine, Health Policy and Practice) receive in the Academic Years 2005-2013 by members of the academic staff or ex-members of the academic staff on the grounds of race discrimination, sex discrimination or combined sex/race discrimination? What was the infringement? What was the outcome? Please, provide a year-to-year breakdown and a description of/details of the nature of each complaint.

There were three relevant complaints, detailed below. There were no further complaints in any of the other specified years.

Year	Alleged infringement	Outcome
2012	Sex discrimination, race discrimination, victimisation and harassment	Tribunal – judgment pending
2013	Sex discrimination, race discrimination, victimisation and harassment	Tribunal – judgment pending
2014	Sex discrimination, race discrimination, victimisation and harassment	Tribunal – hearing pending

2. How many complaints did the University of East Anglia receive in the Academic Years 2005-2013 by members of the academic staff or ex-members of the academic staff on the grounds of race discrimination, sex discrimination or combined sex/race discrimination? What was the infringement? What was the outcome? Please, provide a year-to-year breakdown and a description of/details of the nature of each complaint.

There were eight relevant complaints, detailed below. There were no further complaints in any of the other specified years.

Year	Alleged infringement	Outcome
2007	Sex discrimination against Head of School – removal from teaching on module	Grievance - not upheld
2007	Sex discrimination against Course Director – removal from teaching on module	Grievance - not upheld
2012	Sex discrimination, race discrimination, victimisation and harassment	Tribunal – judgment pending
2013	Sex discrimination, race discrimination, victimisation and harassment	Tribunal – judgment pending
2013	Race discrimination – dealing with assault on a colleague	Grievance - not upheld
2013	Race discrimination – implementation of HR policies	Grievance - not upheld
2013	Race discrimination – some UEA policies unfair to international employees	Grievance - not upheld
2014	Sex discrimination and race discrimination, victimisation and harassment	Tribunal – hearing pending

Please note that the above complaints have been made by three individuals.

3. What is the current male to female ratio of academic members of staff in the Norwich Medical School? Of those members, what is the male to female ratio of Lecturers, Senior Lecturers, Readers and Professors?

Grade	Male to female ratio in Norwich Medical School (MED)
Lecturer	0.43 : 1
Senior Lecturer	0.73 : 1
Reader	1.67 : 1
Professor	4.33 : 1
<b>Total</b>	<b>1.04 : 1</b>

4. What is the current British national to non-British national ratio of academic members of staff in the Norwich Medical School? Of those members, what is the British national to non-British national ratio for Lecturers, Senior Lecturers, Readers and Professors?

Grade	British national to non-British national ratio in MED
Lecturer	4.71 : 1
Senior Lecturer	3.33 : 1
Reader	No non-British nationals
Professor	5.40 : 1
<b>Total</b>	<b>4.89 : 1</b>

5. What is the current male British national to female non-British national ratio of academic members of staff in the Norwich Medical School? Of those members, what is the male British national to female non-British national ratio for Lecturers, Senior Lecturers, Readers and Professors?

Grade	Male British National to Female non-British National Ratio in MED
Lecturer	2.25 : 1
Senior Lecturer	2.67 : 1
Reader	No female non-British nationals
Professor	22.00 : 1
<b>Total</b>	<b>5.50 : 1</b>

Please, provide nationality details of female non-British national members of the academic staff.

Nationality	Headcount of female non-British nationals in MED
Austria	1
Australia	1
Germany	2
Greece	1
Ireland	1
Sweden	1
United States	1

<b>Total</b>	<b>8</b>
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6. What is the current male to female ratio of academic members of staff at the University of East Anglia? Of those members, what is the male to female ratio of Lecturers, Senior Lecturers, Readers and Professors?

Grade	Male to female ratio at UEA
Lecturer	0.80 : 1
Senior Lecturer	1.42 : 1
Reader	1.67 : 1
Professor	2.75 : 1
<b>Total</b>	<b>1.24 : 1</b>

7. What is the current British national to non-British national ratio of academic members of staff at the University of East Anglia? Of those members, what is the British national to non-British national ratio for Lecturers, Senior Lecturers, Readers and Professors?

Grade	British national to non-British national ratio at UEA
Lecturer	2.61 : 1
Senior Lecturer	3.27 : 1
Reader	2.50 : 1
Professor	4.89 : 1
<b>Total</b>	<b>3.11 : 1</b>

8. What is the current male British national to female non-British national ratio of academic members of staff at the University of East Anglia? Of those members, what is the male British national to female non-British national ratio for Lecturers, Senior Lecturers, Readers and Professors?

Grade	Male British national to female non-British national ratio at UEA
Lecturer	2.18 : 1
Senior Lecturer	4.46 : 1
Reader	4.17 : 1
Professor	10.67 : 1
<b>Total</b>	<b>3.77 : 1</b>

Please, provide nationality details of female non-British national members of the academic staff.

Nationality	Headcount of female non-British nationals at UEA
Argentina	2
Austria	1
Australia	5
Belgium	2
Bulgaria	1

Nationality	Headcount of female non-British nationals at UEA
Brazil	1
Belarus	1
Canada	1
China	7
Germany	17
Denmark	3
Estonia	1
Spain	9
France	7
Greece	9
Ireland	3
India	5
Italy	12
Jordan	1
Japan	1
Lithuania	1
Malaysia	1
Netherlands	1
Poland	1
Portugal	3
Sweden	1
Turkey	1
United States	11
<b>Total</b>	<b>109</b>

9. How many members of the academic staff or ex-members of the academic staff received a written warning on the grounds of misconduct and/or gross misconduct at the University of East Anglia in each of the past 5 years? Please, provide the details for each year, the nature of the charges, details of each act or omission committed and the relative grade for each member of staff.

Five members of staff, as detailed below. There were no further instances in any of the other specified years.

Year	Nature of charges/details of act	Gender	Grade	Nationality
2009	Oral warning for misconduct – failure to comply with instructions	Male	Reader (Grade 9)	British
2009	Oral warning for misconduct – non-attendance at meetings	Female	Lecturer (Grade 7)	British
2012	Written warning – failure to comply with conditions of appointment	Female	Senior Lecturer (Grade 9)	British

2012	Oral warning – inappropriate comments on social media	Male	Lecturer (Grade 8)	Non-British national
2013	Written warning – harassment of a colleague	Male	Lecturer (Grade 8)	Non-British national

10. How many male and female members of the academic staff or ex-members of the academic staff received a written warning on the grounds of misconduct and/or gross misconduct at the University of East Anglia in each of the past 5 years? Please, provide the details for each year, the nature of the charges, details of each act or omission committed, the relative gender and grade for each member of staff.

See response to question 9.

11. How many British national and non-British national members of the academic staff or ex-members of the academic staff received a written warning on the grounds of misconduct and/or gross misconduct at the University of East Anglia in each of the past 5 years? Please, provide the details for each year, the nature of the charges, details of each act or omission committed, the nationality of non-British members of staff and the relative grade for each member of staff.

See response to question 9.

12. How many female non-British national members of the academic staff or ex-members of the academic staff received a written warning on the grounds of misconduct and/or gross misconduct at the University of East Anglia in each of the past 5 years? Please, provide the details for each year, the nature of the charges, details of each act or omission committed, the nationality of non-British members of staff and the relative grade for each member of staff.

Zero female non-British national members of academic staff.

13. How many members of the academic staff or ex-members of the academic staff were dismissed on the grounds of misconduct and/or gross misconduct at the University of East Anglia in each of the past 5 years? Please, provide the details for each year, the nature of the charges, details of each act or omission committed and the relative grade for each member of staff.

Three members of staff, as detailed below. There were no further instances in any of the other specified years.

Year	Nature of charges/details of act	Gender	Grade	Nationality
2011	Dismissed for good cause – unfit for the execution of the duties of the office or employment as a member of academic staff	Male	Lecturer (Grade 7)	British
2012	Dismissed for good cause – failure to comply with the conditions of office	Female	Lecturer (Grade 8)	British
2013	Dismissed for good cause – conduct constituting a failure or persistent refusal or neglect or inability to perform the duties or comply with the conditions of office	Female	Lecturer (Grade 8)	Non-British national

14. How many male and female members of the academic staff or ex-members of the academic staff were dismissed on the grounds of misconduct and/or gross misconduct at the University of East Anglia in each of the past 5 years? Please, provide the details for each year, the nature of the charges, details of each act or omission committed, the relative gender and grade for each member of staff.

See response to question 13.

15. How many British national and non-British national members of the academic staff or ex-members of the academic staff were dismissed on the grounds of misconduct and/or gross misconduct at the University of East Anglia in each of the past 5 years? Please, provide the details for each year, the nature of the charges, details of each act or omission committed, the nationality of non-British members of staff and the relative grade for each member of staff.

See response to question 13.

16. How many female non-British national members of the academic staff or ex-members of the academic staff were dismissed on the grounds of misconduct and/or gross misconduct at the University of East Anglia in each of the past 5 years? Please, provide the details for each year, the nature of the charges, details of each act or omission committed, the nationality of non-British members of staff and the relative grade for each member of staff.

See response to question 13.

17. Over the last five years, how many times has the University of East Anglia been taken to an Employment Tribunal by members of the academic staff or ex-members of the academic staff for allegedly failing to comply with the Equality Act 2010, in relation to race, gender and combined race-gender discrimination of an academic member of staff or ex member of staff?

Three claims have been lodged with the Employment Tribunal.

18. Following from the above point (17.), please, state both, the nature of the discrimination alleged (race, gender, or combined race and gender) and the outcome of the case - settled before tribunal, lost/won at tribunal by the University of East Anglia.

Year	Nature of discrimination alleged	Outcome
2012	Sex discrimination, race discrimination, victimisation and harassment	Judgment pending
2013	Sex discrimination, race discrimination, victimisation and harassment	Judgment pending
2014	Sex discrimination, race discrimination, victimisation and harassment	Hearing pending