

[REDACTED]

30 September 2014

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_14-188)

We have now considered your request of 19 September 2014 for information relating to staffing in the Norwich Medical School and documents written by Professor Owen Warnock on a specific topic.

Our response is on page 3 of this letter and in the accompanying PDF file 'FOI_14-188_Appendix A'. We hope this will meet your requirements.

However, 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 our response.

Exemption	Reason
s.40(2), Personal information	Disclosure of information would contravene one of the data protection principles

In line with s.40(2) of the Act we have removed certain personal data from the accompanying data file. We believe that information identifying the individual with whom Professor Warnock exchanged emails, and Professor Warnock's mobile number, represent 'personal data', as defined by section 1(1) of the Data Protection Act 1998 (DPA).

In considering a disclosure under FOI, the University must take into consideration that any information released will be placed in the public domain, through our own disclosure log or by other means. We believe that disclosure of this information would be against the first data protection principle under the DPA; namely that information must be fairly and lawfully processed, and that the processing also meets one of the conditions set out in Schedule 2 of that Act. We do not have consent for the release of this information, and in this case we do not consider disclosure of the data to be necessary under any of the other conditions of Schedule 2.

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_14-188)

1. How many members of the academic staff were employed by the Norwich Medical School at UEA in each of the past 5 years?

See table 1

2. How many British national members of the academic staff were employed by the Norwich Medical School at UEA in each of the past 5 years? Please, also provide the number of male and female British national members of the academic staff employed by the University of East Anglia in each of the past 5 years.

See table 1

3. How many non-British national members of the academic staff were employed by the Norwich Medical School at UEA in each of the past 5 years?

See table 1

Please, also provide the number of male and female non-British national members of the academic staff employed by the Norwich Medical School indicating the nationality of each non-British national member of the academic staff in each of the past 5 years.

See tables 1 and 2

4. In addition, I also request copies of press releases, comments, articles, or publications made by Professor Owen Warnock in response to comments made by Matthew Hancock MP urging firms to hire local staff rather than foreign workers

See <http://www.uea.ac.uk/mac/comm/media/press/2013/July/employment-law-immigration-foreign-workers>

And the accompanying PDF 'FOI_14-188 Appendix A'.

Table 1:

	British National	British National	British National Total	Non-British National	Non-British National	Non-British National Total	Grand Total
Year	F	M		F	M		
2009	40	32	72	13	13	26	98
2010	45	36	81	16	17	33	114
2011	46	46	92	14	18	32	124
2012	45	47	92	12	19	31	123
2013	42	51	93	11	16	27	120

Table 2:

	2009	2009	2009	2010	2010	2010	2011	2011	2011	2012	2012	2012	2013	2013	2013
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
Australia	1		1	1		1	1		1	1		1	1		1
Austria	1		1	1		1	1		1	1		1	1		1
Bulgaria	1		1	1		1	1		1	1		1			
Canada		1	1		1	1		1	1		1	1		1	1
China		1	1		2	2		2	2		3	3		3	3
Germany		3	3	2	3	5	2	4	6	2	4	6	2	4	6
Greece	4		4	4	2	6	3	2	5	2	2	4	2		2
India					1	1		1	1		1	1		1	1
Ireland	1	1	2	2	1	3	2	1	3	2	1	3	2	2	4
Italy	1		1	1		1	1		1	1		1	1		1
Malaysia	1	1	2	1	1	2		1	1		1	1		1	1
Netherlands		1	1		1	1		1	1		1	1		1	1
Nigeria		2	2		1	1		1	1		1	1			

	2009	2009	2009	2010	2010	2010	2011	2011	2011	2012	2012	2012	2013	2013	2013
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
Russia	1		1	1		1	1		1						
South Africa		1	1		1	1		1	1		1	1		1	1
Sweden	1		1	1		1	1		1	1		1	1		1
United States	1	1	2	1	2	3	1	2	3	1	2	3	1	1	2
Zimbabwe		1	1		1	1		1	1		1	1		1	1