

The Library  
University of East Anglia  
Norwich Research Park  
Norwich NR4 7TJ  
United Kingdom

Email: [foi@uea.ac.uk](mailto:foi@uea.ac.uk)  
Tel: +44 (0) 1603 592 431  
Fax: +44 (0) 1603 591 010  
Web: <http://www.uea.ac.uk>

[REDACTED]

05 March 2015

Dear [REDACTED]

**Freedom of Information Act 2000 – Information request (ref: FOI\_15-044)**

We have now considered your request of 25 February 2015 for information relating to male and female staff in the Faculty of Science. Our response is on page 3 of this letter, together with a copy of your request, and 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 your request:

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 withheld information on the average salary of the Head of the Faculty of Science. There is only one person in the UEA equivalent of this role, and to provide the requested information would be to publicly reveal his salary. We believe an individual's salary constitutes their personal data, as defined by section 1(1) of the Data Protection Act 1998 (DPA).

When a request is made under FOIA for information that includes personal data we are required to consider whether disclosing those data would breach the data protection principles contained within the DPA. We believe that disclosure of the requested information would breach the first data protection principle; namely that information must be fairly and lawfully processed, and that the use of the data also meets one of a specific set of processing conditions within that Act.

We note that the requested information is not publicly available. The individual concerned would not have had a reasonable expectation that this information would be made public at any time. While we acknowledge there may be a general public interest in University staff salaries, we do not think there is a legitimate interest in disclosing specific information on one person's salary to the public, particularly as disclosure may have a detrimental effect on that individual. We have therefore concluded that disclosure of this information would not be fair.

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 response. 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](https://ico.org.uk/Global/contact_us), or by telephone on 0303 123 1113.

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\_15-044)**

*I am writing to make a Freedom of Information request for all the information to which I am entitled, about information on the male and female staff members employed in your Faculty of Science.*

*Please complete and send me the following three tables:*

*1. Breakdown of the total number of male and female staff members in your institute's Faculty of Science:*

Academic year (Sep-Aug inclusive)	Total number of MALE staff (headcount)	Total number of FEMALE staff (headcount)
2014-2015 (to date)	406	273
2013-2014	429	284
2012-2013	428	302

*2. What positions\* do the Science Faculty male and female staff members hold? Please fill in the number of staff occupying each job position.*

*\*Please note, that if your institution ranks the positions any differently, please fill in as appropriate*

		Head of Science Faculty	Professor	Senior Lecturer	Lecturer	Researcher	Research assistant	Other**
2014- 2015 (to date)	MALE (headcount)	1	56	71	50	141	12	75
	FEMALE (headcount)	0	15	29	26	88	14	103
2013- 2014	MALE (headcount)	1	56	76	59	147	16	74
	FEMALE (headcount)	0	11	31	30	90	20	103
2012- 2013	MALE (headcount)	1	57	70	57	153	14	77
	FEMALE (headcount)	0	10	28	33	102	16	114

3. Average salary\*\*\* as obtained by both male and female staff members in each faculty position

		Head of Faculty	Professor	Senior Lecturer	Lecturer	Researcher	Research assistant	Other**
2014- 2015 (to date)	MALE	<i>[Information exempted pursuant to s.40(2), Freedom of Information Act]</i>	£76,029.38	£54,683.03	£42,822.26	£36,589.21	£26,905.17	£26,105.04
	FEMALE	N/A	£67,279.19	£53,435.52	£40,489.46	£35,873.08	£27,110.73	£22,852.77
2013- 2014	MALE	<i>[Information exempted pursuant to s.40(2), Freedom of Information Act]</i>	£77,647.09	£53,211.03	£39,800.49	£37,223.35	£26,130.25	£25,704.73
	FEMALE	N/A	£69,106.25	£52,083.55	£37,468.06	£35,858.83	£25,680.41	£22,562.43
2012- 2013	MALE	<i>[Information exempted pursuant to s.40(2), Freedom of Information Act]</i>	£73,904.43	£52,521.17	£40,094.52	£36,334.95	£25,720.36	£25,034.69
	FEMALE	N/A	£65,179.18	£51,397.14	£39,878.78	£35,419.30	£26,810.63	£22,976.44

\*\* For 'Other' we have provided information relating to the administrative support staff that work for the faculty

\*\*\* Average salaries are based on FTE salaries