

FOI Request dated 14/03/2024

Request Reference: 3104

As below

Response

Executive Team

Total number of members: 13

Number of BAME members: 0

Number of Black or Black mixed heritage members: 0

Professional services staff

Total number of professional services staff below Spine Point 30: 773

Number of BAME professional services staff below Spine Point 30: 42

Number of Black or Black mixed heritage professional services staff below Spine Point 30: 20

Total number of professional services staff on Spine Point 30 and above: 494

Number of BAME professional services staff on Spine Point 30 and above: 23

Number of Black or Black mixed heritage professional services staff on Spine Point 30 and above: 7

Total number of professional services staff not on the Spine Point Scale (individual contract): <5*

Number of BAME professional services staff not on the Spine Point Scale (individual contract): 0

Number of Black or Black mixed heritage professional services staff not on the Spine Point Scale (individual contract): 0

General

What was your mean ethnicity pay gap (%) in the 22/23 Academic year?: The university's mean BAME ethnicity pay gap for 2023 (using our March 2023 Gender Pay Gap data) is -10.94% (i.e. BAME staff on average are paid more than non-BAME staff).

Is there a university led initiative for decolonisation the curriculum? Yes

Is there a specific university anti-racist strategy? No – we have no specific “anti-racist strategy”

*Please note on this occasion, 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.

S.40(2), Personal information - Disclosure of some of the requested information would be contrary to the requirements of the UK General Data Protection Regulation.

In line with s.40(2) of the Act we have removed certain personal data from our responses in the tables above. On some occasions the figures were low and fell below five, to protect those individuals being identified, where information has been removed from the accompanying file we have replaced the text with <5.