



Request Reference: 3514

FOI Request dated 16/10/2025 –

- *As below*

Response

Question	Number of staff during the year 24/25
Executive Team	
Total number of members:	12
Number of BAME members:	<5
Number of Black or Black mixed heritage members:	<5
Professional services staff	
Total number of professional services staff below Spine Point 30:	779
Number of BAME professional services staff below Spine Point 30:	62
Number of Black or Black mixed heritage professional services staff below Spine Point 30:	27
Total number of professional services staff on Spine Point 30 and above:	519
Number of BAME professional services staff on Spine Point 30 and above:	38
Number of Black or Black mixed heritage professional services staff on Spine Point 30 and above:	6
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):	<5
Number of Black or Black mixed heritage professional services staff not on the Spine Point Scale (individual contract):	<5

General	
What was your mean ethnicity pay gap (%) in the 23/24 Academic year?:	Hourly rate: -10.94%
And what was your mean ethnicity pay gap (%) in the 24/25 Academic year?:	Hourly rate: -8.88%
Is there a university-led initiative for decolonisation of the curriculum? Yes/No	Yes
Is there a specific university anti-racist strategy? Yes/No	No *

* Whilst the University of Hull does not have a specific anti-racism strategy, we do have an overarching EDI Strategy and action plan that clearly outlines our commitment to Equality and Inclusion. We also have an internal EDI Policy and a Global Majority staff network that reinforce this commitment.

Please note in relation to all questions which ask for a count of staff, that under section 40 (2) of the Freedom of Information Act, 2000 (FoIA), the University declines to release data in its raw form in instances where that data could allow for individuals to be identified. Where this is the case, we have adopted the [Higher Education Statistics Agency \(HESA\) rounding methodology](#) for protecting personal data from unauthorised exposure.

In particular, we have applied the following rules to the data provided:

- Where figures are low, numbers are rounded to the nearest multiple of 5

As personal data, disclosure of this information into the public domain would mean compromising individuals' personal data and the University breaching its obligations under the UK General Data Protection Regulation (UK GDPR) and Data Protection Act, 2018. Consequently, the exemption for personal data under section 40 (2) of the FoIA (by virtue of section 40 (3)) has been applied. This states that personal data (as defined by section 5(1)(a) of the UK GDPR) are exempt from disclosure where disclosure to the public would contravene one or more of the data protection principles.