

Request Ref: 2851

FOI Request dated **11/04/2023** as follows –

The amount of money spent on developing inclusivity guidance in the years:

- 2022-23
- 2021-22
- 2020-21

The amount of money spent on developing inclusivity guidance specifically related to pronouns in the years:

- 2022-23
- 2021-22
- 2020-21

The amount of money spent on rolling out inclusivity guidance for students (eg seminars) in the years:

- 2022-23
- 2021-22
- 2020-21

The amount of money spent on implementing inclusivity guidance for staff (eg seminars) in the years:

- 2022-23
- 2021-22
- 2020-21

Response

The detail, variety of departments and people involved to investigate would be vast and require a manual trawl to retrieve the information as the data is not centrally held, and would exceed the FOI cost limit. Therefore, S12 of the Act applies.

Section 12 – Exemption where cost of compliance exceeds the appropriate limit.

s1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the ‘appropriate limit’ (18 – hours).

Activities that may be counted within our time estimations are:

- Determining if the information is held;
- Locating the information, or a document containing it;
- Retrieving the information, or a document containing it; and
- Extracting the information from a document containing it.

The following have not been included within our calculations:

- The time spent identifying information to be exempted
- The time dedicated to the process of redaction.

Please take this as a refusal notice in accordance with section 17(5) of the Act which states; A public authority which, in relation to any request for information, is relying on a claim that section 12 or 14 applies must, within the time for complying with section 1(1), give the applicant a notice stating that fact.

Although excess cost removes the University's obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

- <https://www.hull.ac.uk/work-with-us/more/equality-diversity-and-inclusion/equality-diversity-and-inclusion>
- <https://www.hull.ac.uk/special/inclusive-education>
- <https://www.hull.ac.uk/work-with-us/more/equality-diversity-and-inclusion/equality-documents>
- www.hull.ac.uk/legal/docs/foi/hr/2615-equality-diversity-or-inclusivity-roles.pdf
- www.hull.ac.uk/legal/docs/foi/hr/2734-equality-job-titles.pdf