

Dear Alex Cameron,

We refer to your FOI request dated 31st July 2025 and have provided our response below.

Yours sincerely

Information Assurance Team.

foi@uel.ac.uk

University of East London

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London

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RESPONSE

QA. The numerical data from the survey

For each respondent the following data:

- School/Body
- Department/Subgroup
- Question number / question
- Multiple choice answer

I require no identifying details only the line-by-line responses.

QB. Any Key required to understand the data in A.

This will include:

- The question number
- The text of the question
- Key for each multiple-choice answer

QC. Selected non-numerical data, that is further comments or information provided from the survey respondents:

For all the academic schools combined i.e.

- School of Architecture Computing and Engineering

- School of Arts and Creative Industries
- School of Business & Law
- School of Childhood & Social Care
- School of Health Sport & Biosciences

Note that this is a total of 380 respondents.

For each question:

- The question number.
- The entire list of text-based answers - i.e. comments/additional information - for that question provided by the 380 respondents.
- I am happy for any names of individuals or schools to be redacted.

Because there are 380 respondents from 5 schools there will be no risk of identifying individuals.

QA-C

On your follow up requested we tested dummy data to verify whether identification of individuals is possible through either the numerical or non-numerical data. We have determined that disclosing the data at individual level, without personal details, still carries a real and material risk of individuals being identified by their manager or by their school/service. We have highlighted the rationale below. The rationale relates to questions related to senior leadership management but applied to the survey at large.

Identification by Manager

If a member of a manager's team provided unfavourable scores for questions related to line management, the manager may be able to deduce who the individual is from other responses e.g. if they are the only member of the manager's team who has vocalised displeasure with their on-campus physical workspace then they may have also provided an unfavourable score for the question related to it.

School or Service

If an employee provided unfavourable scores for questions related to Senior Leadership of their School or Service, a leader line may be able to deduce who the individual is from other responses e.g. if they have vocalised displeasure with workload, access to learning and development or the information required to do their job then they may have also provided an unfavourable score for one or more of the related questions.

This is also valid for non-numerical questions as these are highly specific to individuals and may lead to their identification.

We have therefore determined that the information that you have asked for relates to personal data, as defined by the Data Protection Act 2018. This is explicitly protected from disclosure under Section 40(2) of the Freedom of Information Act 2000. Whilst we can confirm we hold this personal data, to disclose it would breach the first of the data protection principles in Article 5 of the GDPR, as we do not have a lawful basis to disclose this third-party information.

Section 40(2) is an absolute exemption which does not require a public interest test.

Detailed information on what organizations must consider when deciding to apply the Section 40(2) exemption can be found [here](#).

QD. Number of people who were sent the survey by school/department:

For each department and school:

- The department/school
- The number of people who were sent the questionnaire.

School/Service	Invited
Academic Registry	88
Careers & Employer Engagement	12
Careers & Student Enterprise	80
Centre for Excellence in Learning & Teaching	9
East London Sport	39
Estates & Security	112
External Relations - Brand & Marketing	20
External Relations - Design & Digital	24
External Relations - Marketing Comms & Events	12
External Relations - PR & Comms	9
External Relations - Recruitment	60
Finance	47
Institute for Connected Communities	16
IT Services	65

Library Archives and Learning Services	40
Office for Institutional Equity	7
Office for Postgraduates Research & Engagement	15
Office of Compliance Governance and Legal Services	32
Office of the Health Campus	29
People & Culture	41
Professional Academic Compliance	5
Professional Services Business Support Hub	6
Quality Assurance & Enhancement	19
RIX Centre	7
School of Architecture Computing and Engineering	163
School of Arts and Creative Industries	98
School of Business & Law	175
School of Childhood & Social Care	203
School of Health Sport & Biosciences	118
Strategic Development & Delivery Directorate	42
Student Services	128
Sustainability Research Institute	20
UEB Members	7
UEL Global	12
Vice Chancellor & President's Office	13
All Others (includes Medical Education, External Relations - External Relations - Support, Student Union, Education & Experience (PVC))	9

If you are dissatisfied with the way the University of East London has handled your request for information, you can request an internal review of this decision by contacting:

E-mail foi@uel.ac.uk

If the review does not address your concerns, you can exercise a right of appeal to the Information Commissioner at:

The Information Commissioner's Office.

[FOI and EIR complaints | ICO](#)