

Mr John Gilchrist
Freedom of Information Officer

29 September 2017

Ref: FOI/September 2017/ Georgia Bryony Whitaker Hughes

By email to request-432349-0689339b@whatdotheyknow.com

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Dear Ms Whitaker Hughes

Your request for information received on 15 September 2017 has been dealt with under the provisions of the Freedom of Information Act 2000 (FOIA).

You asked:

Please could you send the following information as outlined in the Freedom of Information Act for the year ending 1st April July 2017, or for the financial year in which 1st April 2017 falls. If information for that period is not yet available, please use the most recent information you have. Please specify what period this information refers to at the beginning of your answer.

1. i) The number of individuals employed by the university who receive total remuneration* of £140,000 pa or more.
- ii) The number of these individuals who are women.
2. The total remuneration* of the highest paid employee.
3. i) The number of individuals directly employed by the university who are paid less than the Living Wage of £8.45 per hour [or £9.75 per hour within Greater London].
- ii) The number of these individuals (paid less than Living Wage) who are women.
- iii) If available, the number of individuals employed by outside contractors to provide services at your university who are paid less than the Living Wage of £8.45 per hour [or £9.75 per hour within Greater London].
- iv) Whether your university has a policy to require on-site staff working for external contractors to be paid Living Wage rates as a minimum.
4. i) The number of employees paid at exactly the National Minimum Wage, including those employed by outside contractors to work at your university.

ii) The number of these individuals (paid at exactly National Minimum Wage) who are women.

5. i) The number of apprentices employed by your university.

ii) The lowest remuneration* received by apprentices employed by your university.

6. The ratio between the total remuneration* of the highest-paid employee and the total remuneration* of the lowest-paid employee.

7. The ratio between the total remuneration* of the highest-paid employee and the total remuneration* of the median-paid employee.

University Response

For the financial year ending 1st April 2017:

1i) 3

ii) 1

2) £260,000 p.a.

3i) 0 the University has committed to pay all staff at minimum the London Living Wage since January 2017.

ii) See above.

iii) Outside contractors who provide services to the University are also paid at least the London Living Wage.

iv) See above, this has been a University policy since January 2017.

4i) 0

ii) 0

5i) 3

ii) £15,000 p.a.

6) We have provided the figures which should allow you to calculate the ratio.

7) The total remuneration of the median-paid employee is £41,560 p.a. so you have the figures to calculate the ratio.

I trust this satisfies your request sufficiently. Under the Freedom of Information Act 2000, you have the right to complain about the University's response to your request for information. If you have such a complaint, you may contact Mrs Teresa Kelly, Clerk to the Board of Governors, Middlesex University, Hendon campus, London NW4 4BT, tel: 020 8411 6018, t.kelly@mdx.ac.uk within 40 days of the date of this letter for a review of the University's decision. If you remain unsatisfied with the outcome of that complaint, you may seek further recourse by lodging an appeal with the Information Commissioner.

Yours sincerely

John Gilchrist

Freedom of Information Officer