

Mr John Gilchrist
Freedom of Information Officer

6 June 2019

Ref: FOI/May 2019/ Rianna Croxford

By email to rianna_croxford@hotmail.co.uk

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Dear Ms Croxford

Your request for information received on 9 May 2019 has been dealt with under the provisions of the Freedom of Information Act 2000 (FOIA).

You asked:

Please can I have responses to the following questions about your university that are related to the salaries and bonuses of your current/former employees:

- 1) **How many** current or former employees have signed contractual **pay confidentiality clauses** in relation to salaries or bonuses in each of the following **academic years: 2018-2019, 2017-2018, and 2016-2017**? Please specify the numbers for both bonuses and salaries.
- 2) Of the above, please specify how many of these employees identified as **men** and how many as **women**.
- 3) Related to the above, if applicable, please can I have the **total mean and median salaries** of current or former employees who have signed contractual pay confidentiality clauses in each of the academic years 2018-2019, 2017-2018, and 2016-2017, broken down by gender (men and women).
- 4) Related to the above, if applicable, please can I have the **total mean and median bonuses** of current or former employees who have signed contractual pay confidentiality clauses in each of the academic years 2018-2019, 2017-2018, and 2016-2017, broken down by gender (men and women).

University Response

1) None, we do not have pay confidentiality clauses for salaries in contracts nor do we have this when we pay bonuses.

2) – 4) N/A.

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 Mr David Maplas, Director of Student Affairs, Middlesex University, Hendon campus, London NW4 4BT, tel: 020 8411 5830, d.malpas@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