



Alumni for Free Speech
By email

Reference: FOI-2023-248

26 April 2023

Dear Alumni for Free Speech,

Your request was received on 29 March 2023 and I am dealing with it under the terms of the Freedom of Information Act 2000 ('the Act').

You asked:

1. *Please identify the number of people the University employs (including for these purposes people who are providing services as contractors) wholly or partly in relation to:*
 - a. *EDI; and*
 - b. *promoting and/or securing freedom of speech and/or academic freedom, stating the job titles of all such persons.*
2. *In relation to all the employees and contractors identified in response to question 1 above, please state the combined^[1] current annual cost (being the cost over the year ended at the end of the calendar month preceding the date of this letter) to the University of employing or obtaining the services of the people identified in answer to:*
 - a. *question 1(a) above; and*
 - b. *question 1(b) above.*
3. *Please state the total current annual cost (being the cost over the year ended at the end of the calendar month preceding the date of this letter) to the University of using the services or products of external advisers and other providers wholly or partly in relation to:*
 - a. *EDI; and*
 - b. *promoting and/or securing freedom of speech and/or academic freedom.*

[1] For the avoidance of doubt, AFFS does not seek any personal or confidential information about individual salaries, only a single figure for the combined, total cost to the University of maintaining any EDI and/or free speech related employees in the current financial year

The requested information is not held: we do not categorise jobs, contractors, external advisers or costs by reference to descriptors like 'EDI' or 'promoting and/or securing freedom of speech and/or academic freedom'.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request an internal review of this decision, you should contact us quoting the reference number above. The University would normally expect to receive your request for an internal review within 40 working days of the date of this letter and reserves the right not to review a decision where there has been undue delay in raising a complaint. If you are not content with the outcome of your review, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the University. The Information Commissioner may be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (<https://ico.org.uk/>).

Yours sincerely,





UNIVERSITY OF CAMBRIDGE

Governance and Compliance
Division

Alumni for Free Speech
By email

Reference: FOI-2023-248 (Review)

12 July 2023

Dear Alumni for Free Speech,

Thank you for your email of 14 June 2023 requesting a review of the response dated 26 April 2023 supplied to you in respect of your request for information dated 29 March 2023. I now reply as the officer responsible for the internal review of the handling of such requests. The purpose of the internal review procedure is to ensure that the University has complied with the Freedom of Information Act 2000 ('the Act').

In your email of 14 June 2023 (which after a subsequent exchange of emails you confirmed you would like to be handled as a request for a review) you stated:

We sent your university a Freedom of Information request on the 29th March 2023, asking for information about EDI and free speech staff numbers and associated costs; a copy of our request is attached.

We sent this request to a large number of UK universities, the great majority of whom replied with a full and detailed response.

Your university has refused to comply, citing "The requested information is not held: we do not categorise jobs, contractors, external advisers or costs by reference to descriptors like 'EDI' or 'promoting and/or securing freedom of speech and/or academic freedom'".

We note that your university website has a function called Equality, Diversity and Inclusion, please can you provide information regarding people employed within that function. As regards free speech, we as outsiders know that you have at least one employee with functions relating to free speech, ie the Proctor(s), so you must too, this appears to be just an excuse for non-compliance. If you can please provide information about such known people (providing an estimated allocation of cost where appropriate), we will assume from your reply that you do not have such other.

Further, your reply looks very inappropriate by comparison with other universities, which managed to find a way of providing this information.

We will be publishing a study of the results of these freedom of information requests, and will be naming and shaming those institutions that defaulted.

The Old Schools
Trinity Lane
Cambridge, CB2 1TN
Tel: +44 (0) 1223 764142
Email: foi@admin.cam.ac.uk
www.cam.ac.uk

If you do not wish your university to be included in the list of shame, please revise your response and forward your reply to us by the 20th June 2023.

If we do not hear from you by this date, we will be assuming that your preferred option is to stay on the non compliant list.

I have considered all the circumstances of the case. I have concluded that the FOI Manager was technically correct to refuse your request as submitted for the reasons given, which are factually accurate. However, I also consider that she did not apply section 16(1) to advise and assist you along the lines that you have yourself suggested above.

I can therefore confirm that there are 7 members of staff in the University's Equality, Diversity and Inclusion section. The Senior and Junior Proctors, as well as the Secretary to the Committee on Prevent and Freedom of Speech (a joint committee of the Council and the General Board), carry out certain functions in relation to freedom of speech and academic freedom alongside other duties.

If you remain dissatisfied with the University's handling of this request or with the outcome of this review, you may raise the matter by way of appeal to the Information Commissioner who may be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (<https://ico.org.uk/>).

Yours sincerely,

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