

Freedom of Information Act 2000 (FOIA)

Decision notice

Date: 5 October 2022

Public Authority: Harris Manchester College
Address: Mansfield Riad
Oxford
OX1 3TD

Decision (including any steps ordered)

1. The complainant has requested information from Harris Manchester College ("the College") regarding the recruitment of British Muslims since 2010. The College explained that it is a small organisation and it does not currently have recruitment monitoring data.
2. The Commissioner's decision is that, on the balance of probabilities, the College does not hold the requested information.
3. The Commissioner does not require the College to take any steps as a result of this decision notice.

Request and response

4. On 21 July 2022, the complainant wrote to the College and requested information in the following terms:
 - "1. How many British Muslims have you recruited since 2010?
 2. How many have worked in events or communications roles?
 3. How many have been paid Grade 6 or above?
 4. How many of them were women?
 5. How many of were disabled?
 6. How many were Pakistani?
 7. How many were LGBTQ+?"

5. The College responded on 25 July 2022. It stated that it “does not have this information on record. As a small-scale organisation, we do not currently have recruitment monitoring data which would provide information at this level of detail”.
6. Following an internal review the College wrote to the complainant on 27 July 2022. It stated that it upheld its original position, confirming that the requested information is not recorded.

Scope of the case

7. The complainant contacted the Commissioner on 3 August 2022, to complain about the way their request for information had been handled.
8. The Commissioner considers the scope of the investigation is to determine, if on the balance of probabilities, the College holds the requested information.

Reasons for decision

9. Under section 1(1) of FOIA anyone who requests information from a public authority is entitled under subsection (a) to be told if the authority holds the information and, under subsection (b), to have the information communicated to them if it is held and is not exempt information.
10. The Commissioner has sought to determine whether, on the balance of probabilities, the College holds the requested information.
11. From the information provided, the Commissioner can see that the College has explained in both the original response to the complainant and in the internal review, that it does not hold such information.
12. The College originally explained that it is a small organisation and does not currently have recruitment monitoring data and, within the internal review, it again outlined that it does not record the religion of its employees.
13. On the balance of probabilities, the Commissioner is satisfied that the requested information is not held by the College and, therefore, it cannot be provided.
14. The College has complied with its obligations under section 1(1) of FOIA in this case.

Right of appeal

15. Either party has the right to appeal against this decision notice to the First-tier Tribunal (Information Rights). Information about the appeals process may be obtained from:

First-tier Tribunal (Information Rights)
GRC & GRP Tribunals,
PO Box 9300,
LEICESTER,
LE1 8DJ

Tel: 0203 936 8963

Fax: 0870 739 5836

Email: grc@justice.gov.uk

Website: www.justice.gov.uk/tribunals/general-regulatory-chamber

16. If you wish to appeal against a decision notice, you can obtain information on how to appeal along with the relevant forms from the Information Tribunal website.
17. Any Notice of Appeal should be served on the Tribunal within 28 (calendar) days of the date on which this decision notice is sent.

Signed

Michael Lea
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