



Information Governance Team

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22 February 2022

Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI396768170

Thank you for your request for information relating to recruitment and retention of British Muslims.

You have requested the following information:

1. How many British Muslim employees have you recruited? Please provide figures for every year since 2010.

Please see the table below. We are only required to retain employee data for 6 years and data on religion was not reported by Coventry City Council prior to 2018, so we do not hold any figures on British Muslim employees before the 2018/19 financial year. We are advising you as per Section 1(1) of the Act.

Year	Employees
2018-19	9
2019-20	26
2020-21	25
2021-22	39

2. What is the average length of service?

As at 1 February 2022, the average length of service of employees who have declared that they are British Muslims at Coventry City Council is 5.51 years

3. How many British Muslims have you employed in communications/media roles since 2010?

Due to the small numbers, we cannot break the numbers of employees down by communications/media roles as this could identify the individual employees. Therefore, this information is exempt under section 40 (2) of the FOIA. This exemption covers the personal data of third parties (anyone other than the requester) where complying with the request would breach any of the principles in the Data Protection Act.

This has been done as the Council considers that this information meets the definition for personal data set out in Section 3(2) and 3(3) of the Data Protection Act 2018 (DPA) as:

(2) personal data means any information relating to an identified or identifiable living individual (subject to subsection (14)(c))”

(3) “Identifiable living individual” means a living individual who can be identified, directly or indirectly, in particular by reference to –

- (a) an identifier such as a name, an identification number, location data or an online identifier, or
- (b) one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual.”

The Council thus considers that the requested information is caught by the exemption to disclosure contained in Section 40 (2) of the FOI Act and the related first condition of Section 40 (3).

This is an absolute exemption and there is therefore no requirement to consider the public interest.

In order to assist under Section 16 of the Act, please see the table below.

Year	Employees
2018-19	< 5
2019-20	< 5
2020-21	< 5
2021-22	< 5

The supply of information in response to a FOI/EIR request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner,

who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

Information Governance