

## University Leeds (all) staff recruitment by protected characteristic

The following information provides university level recruitment information from the period February 2011 – July 2011<sup>1</sup>. The data is presented in a format identifying the general stages of recruitment cycle, which are the stages of application, interviews, offers, and acceptances (hired), which will help readers track and identify success rates for staff by protected characteristic.

**Figure 1. Ethnicity**

	White	BME	PNA <sup>2</sup>	Unknown	Total
<b>Applicants</b>	11261	4000	480	859	16600
<b>Interviewed</b>	1410	287	37	60	1794
<b>Offered</b>	475	88	18	63	644
<b>Hired</b>	350	63	15	36	464

**Figure 2. Religion**

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	PNA	Unknown	Total
<b>Applicants</b>	204	5565	659	133	1223	146	288	6191	1332	859	16600
<b>Interviewed</b>	10	642	48	14	92	10	32	742	144	60	1794
<b>Offered</b>	5	207	16	3	25	3	6	260	56	63	644
<b>Hired</b>	5	155	14	3	14	1	6	191	39	36	464

<sup>1</sup> The University implemented a new electronic recruitment system in February 2011, which is able to provide sophisticated management information that tracks applicants throughout the recruitment process.

<sup>2</sup> PNA = 'Prefer not to answer'

**Figure 3. Gender**

	Male	Female	Unknown	Total
<b>Applicants</b>	6931	8810	859	16600
<b>Interviewed</b>	725	1009	60	1794
<b>Offered</b>	224	357	63	644
<b>Hired</b>	169	259	36	464

**Figure 4. Gender Identity<sup>3</sup>**

	Yes	No	PNA	Unknown	Total
<b>Applicants</b>	15441	83	217	859	16600
<b>Interviewed</b>	1708	3	23	60	1794
<b>Offered</b>	571	0	10	63	644
<b>Hired</b>	419	0	9	36	464

**Figure 5. Disability**

	Yes	No	PNA	Unknown	Total
<b>Applicants</b>	555	14969	217	859	16600
<b>Interviewed</b>	54	1658	22	60	1794
<b>Offered</b>	18	556	7	63	644
<b>Hired</b>	11	411	6	36	464

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<sup>3</sup> Defined question: Is your gender identity the same as the gender you were assigned at birth?

**Figure 6. Caring Responsibilities**

	Yes	No	PNA	Unknown	Total
<b>Applicants</b>	2324	12979	438	859	16600
<b>Interviewed</b>	292	1393	49	60	1794
<b>Offered</b>	100	454	27	63	644
<b>Hired</b>	84	325	19	36	464

**Figure 7. Sexual Orientation**

	Bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	PNA	Unknown	Total
<b>Applicants</b>	346	311	156	13485	1443	859	16600
<b>Interviewed</b>	29	21	26	1529	129	60	1794
<b>Offered</b>	11	10	5	501	54	63	644
<b>Hired</b>	9	6	3	368	42	36	464