

## Academic staff Recruitment data

### 1 August 2011 – 31 July 2012

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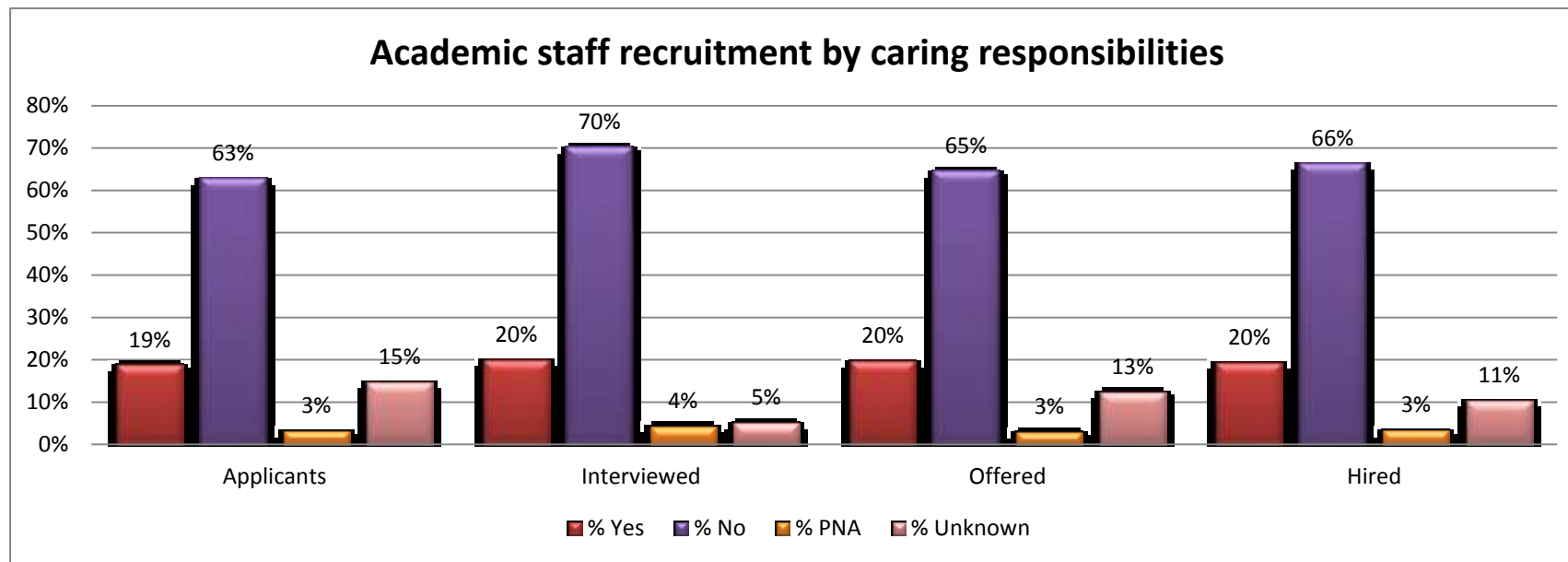
The following information provides recruitment data of academic staff across the university between August 2011 – July 2012. The data is presented using the general stages of the recruitment cycle, which are the stages of application, interviews, offers, and appointment, which help track and identify success rates for staff by protected characteristic.

A basic summary of recruitment information on academic posts includes

- 11,784 applications across the university
- 1,361 candidates interviewed
- 551 successful candidates offered posts
- 492 candidates accepted and appointed

Please note, 15% of monitoring information remains 'unknown' from the early application stages, 5% of monitoring information remains unknown during the interview stage, 13% of monitoring information remains unknown during the stages where successful candidates are offered a post, and 11% of monitoring information remains unknown when successful candidates are appointed,

Figure 1. Caring responsibilities <sup>1</sup>



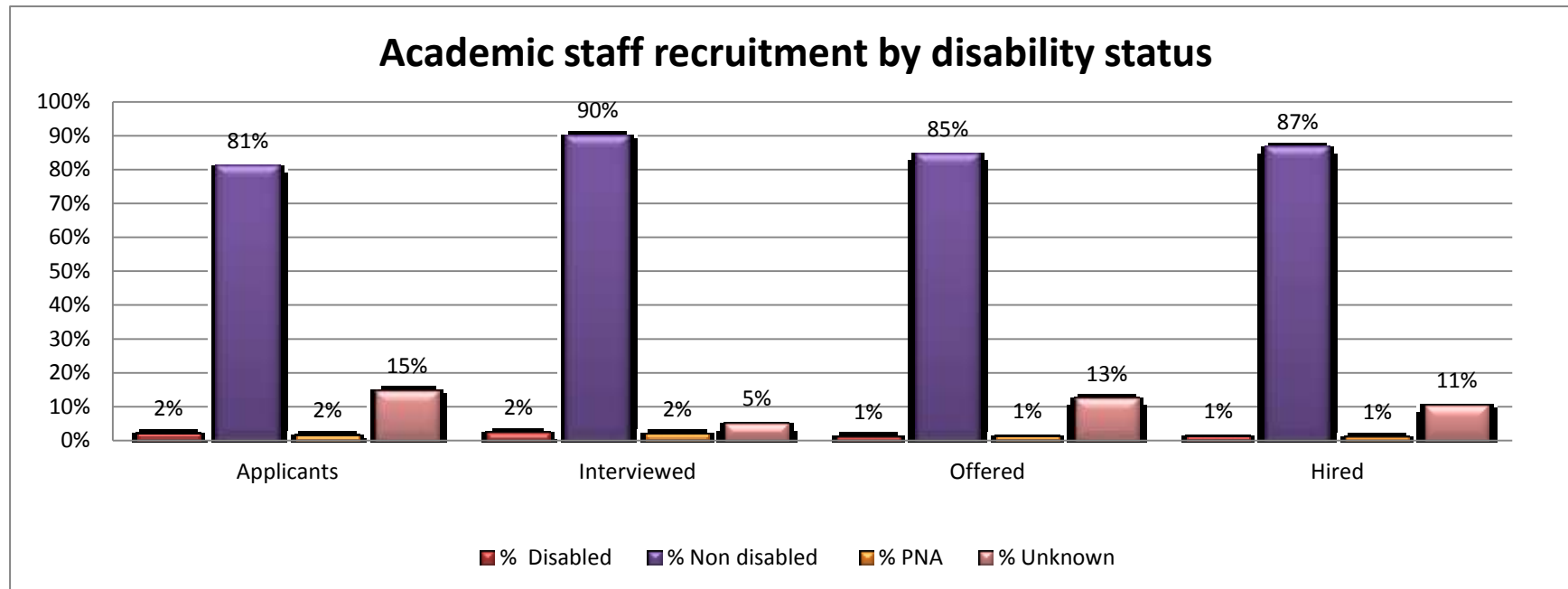
	Yes	% Yes	No	% No	PNA <sup>2</sup>	% PNA	Unknown	% Unknown	Total
<b>Applicants</b>	2,220	19%	7,412	63%	400	3%	1,752	15%	11,784
<b>Interviewed</b>	273	20%	957	70%	60	4%	71	5%	1,361
<b>Offered</b>	109	20%	356	65%	17	3%	69	13%	551
<b>Hired</b>	96	20%	327	66%	17	3%	52	11%	492

Figure 1 provides a breakdown of academic staff recruitment data by caring responsibility. 19% of all applicants stated they had a caring responsibility. Of the candidates interviewed, offered a post and appointed, 20% stated they had a caring responsibility.

<sup>1</sup> Defined as: caring for either one or more children, one or more disabled children, a relative or family member

<sup>2</sup> PNA = Prefer Not to Answer

Figure 2. Disability<sup>3</sup>

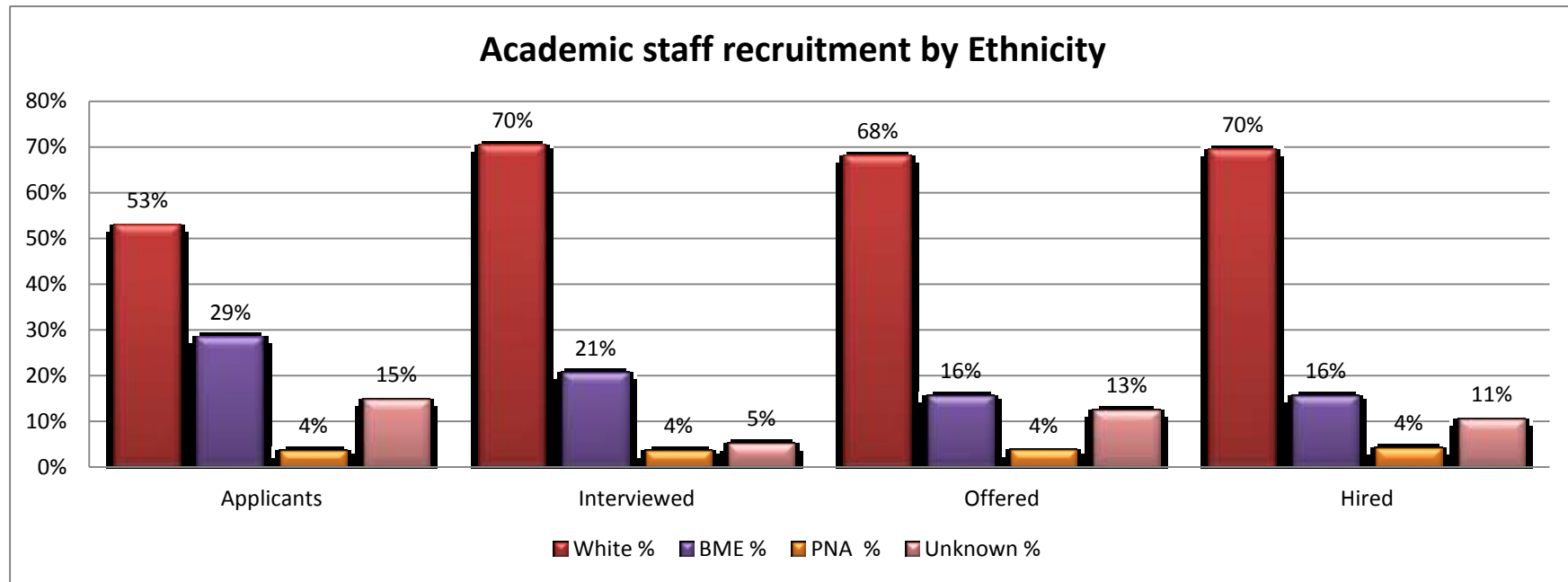


	Disabled	% Disabled	Non disabled	% Non disabled	PNA	% PNA	Unknown	% Unknown	Total
<b>Applicants</b>	259	2%	9,568	81%	205	2%	1,752	15%	11,784
<b>Interviewed</b>	34	2%	1,227	90%	29	2%	71	5%	1,361
<b>Offered</b>	7	1%	467	85%	8	1%	69	13%	551
<b>Hired</b>	7	1%	427	87%	6	1%	52	11%	492

Figure 2 provides a breakdown of academic staff recruitment data by disability status. 2% of all applicants and candidates interviewed declared they had a disability. Additionally, 1% of all candidates offered a post and appointed declared they had a disability.

<sup>3</sup> The University currently defines a disability as a physical or mental impairment that has lasted, or is expected to last 12 months or more and has a substantial effect on your ability to carry out day to day activities.

Figure 3. Ethnicity

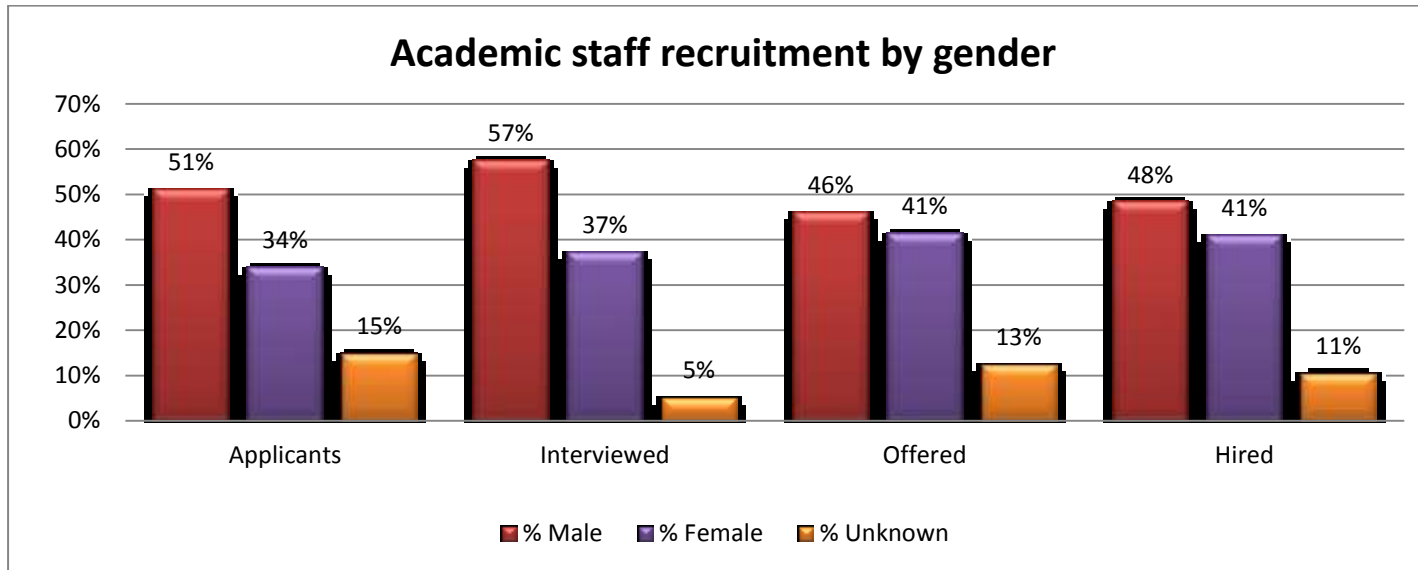


	White	White %	BME <sup>4</sup>	BME %	PNA	PNA %	Unknown	Unknown %	Total
<b>Applicants</b>	6,237	53%	3,361	29%	434	4%	1,752	15%	11,784
<b>Interviewed</b>	958	70%	282	21%	50	4%	71	5%	1,361
<b>Offered</b>	375	68%	86	16%	21	4%	69	13%	551
<b>Hired</b>	342	70%	77	16%	21	4%	52	11%	492

Figure 3 provides a breakdown of academic staff recruitment data by ethnicity. 29% of all applicants were from a Black or Minority Ethnic Background. Of the number of candidates interviewed 21% were from a Black or Minority Ethnic background. At the final stages of the recruitment process, 16% of candidates offered a post and appointed were from a Black or Minority Ethnic background.

<sup>4</sup> BME = Black or Minority Ethnic

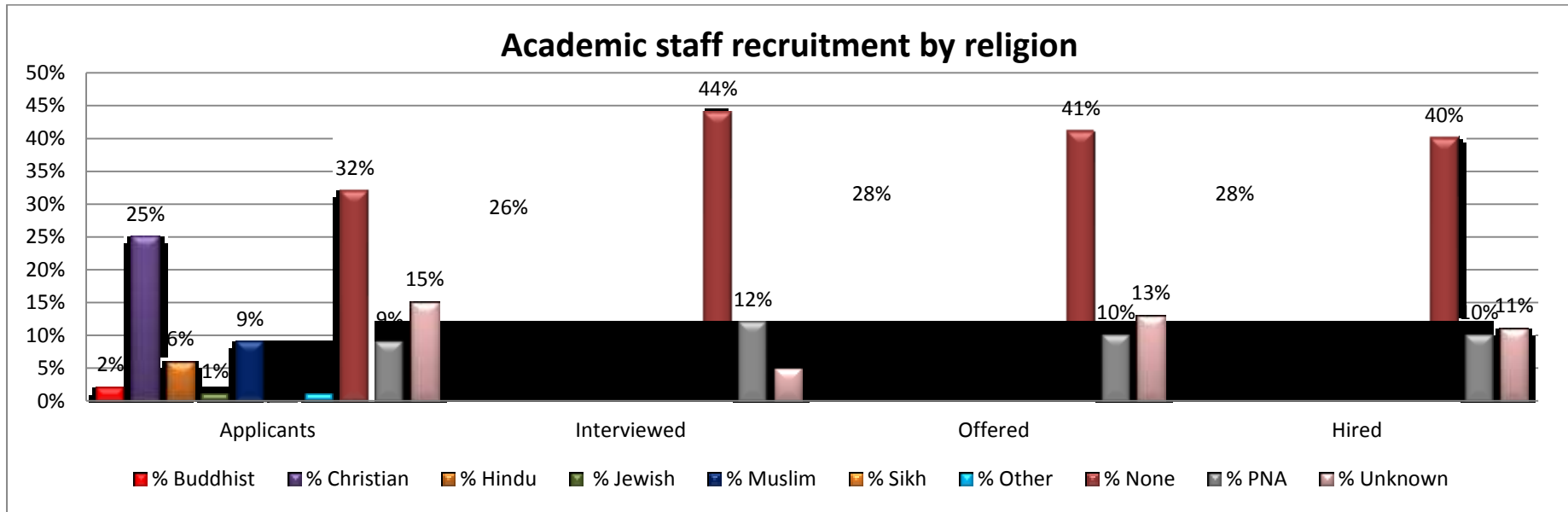
Figure 4. Gender



	Male	% Male	Female	% Female	Unknown	% Unknown	Total
<b>Applicants</b>	6,040	51%	3,992	34%	1,752	15%	11,784
<b>Interviewed</b>	782	57%	508	37%	71	5%	1,361
<b>Offered</b>	254	46%	228	41%	69	13%	551
<b>Hired</b>	238	48%	202	41%	52	11%	492

Figure 4 provides a breakdown of academic staff recruitment data by gender. 34% of all applicants were female and 51% were male. Of the candidates interviewed, 37% were female and 57% were male. Of the candidates offered a post, 41% were female and 46% were male. Of the candidates appointed, 41% were female and 48% were male.

Figure 5. Religion



	Buddhist	% Buddhist	Christian	% Christian	Hindu	% Hindu	Jewish	% Jewish	Muslim	% Muslim
<b>Applicants</b>	181	2%	2,986	25%	723	6%	102	1%	1,011	9%
<b>Interviewed</b>	15	1%	352	26%	57	4%	18	1%	64	5%
<b>Offered</b>	5	1%	153	28%	16	3%	3	1%	19	3%
<b>Hired</b>	6	1%	140	28%	15	3%	2	0%	21	4%
	Sikh	% Sikh	Other	% Other	None	% None	PNA	% PNA	Unknown	% Unknown
<b>Applicants</b>	46	0%	144	1%	3,780	32%	1,059	9%	1,752	15%
<b>Interviewed</b>	9	1%	12	1%	600	44%	163	12%	71	5%
<b>Offered</b>	5	1%	3	1%	225	41%	53	10%	69	13%
<b>Hired</b>	5	1%	5	1%	196	40%	50	10%	52	11%

Figure 5 provides information on the recruitment of academic staff by religion.

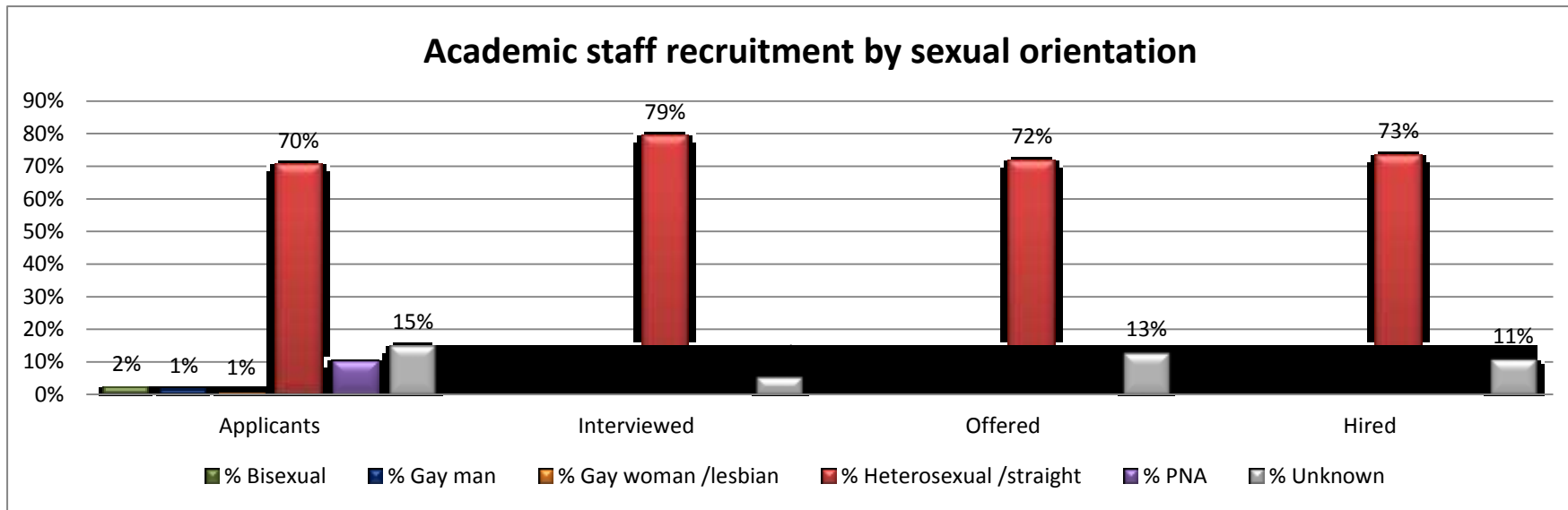
32% of applicants stated they had no religion, 25% of applicants stated they were Christian, 9% of applicants stated they were Muslim and 6% of applicants stated they were Hindu. Additionally 9% of applicants preferred not to answer the question on religion, at the initial application stage.

Of the candidates interviewed, 44% stated they had no religion. 26% stated they were Christian, 5% stated they were Muslim and 4% stated they were Hindu. Additionally, 12% of interviewees did not to answer the question on religion.

Of the successful candidates offered posts, 41% stated they had no religion, 28% stated they were Christian, 3% stated they were Muslim and 3% stated they were Hindu.

Of the successful candidates appointed / hired, 40% stated they had no religion, 28% stated they were Christian, 4% stated they were Muslim, 3% stated they were Hindu and 10% preferred not to answer the question on religion.

Figure 6. Sexual Orientation



	Bisexual	% Bisexual	Gay man	% Gay man	Gay woman /lesbian	% Gay woman /lesbian	Heterosexual /straight	% Heterosexual /straight	PNA	% PNA	Unknown	% Unknown	Total
<b>Applicants</b>	239	2%	161	1%	102	1%	8,305	70%	1,225	10%	1752	15%	11,784
<b>Interviewed</b>	17	1%	27	2%	14	1%	1,079	79%	153	11%	71	5%	1,361
<b>Offered</b>	7	1%	10	2%	4	1%	395	72%	66	12%	69	13%	551
<b>Hired</b>	9	2%	7	1%	3	1%	361	73%	60	12%	52	11%	492

Figure 6 provides information on the recruitment of academic staff by sexual orientation.

10% of all applicants preferred not to answer the monitoring question, and 4% of applicants stated they were gay, lesbian or bisexual at the initial application stage.

Of the staff interviewed, 11% preferred not to answer the monitoring question and 4% stated they were gay, lesbian or bisexual.

Of the successful candidates offered posts, 12% preferred not to answer the monitoring question and 4% stated they were gay, lesbian or bisexual.

Of the staff appointed / hired, 12% preferred not to answer the monitoring question and 4% stated they were gay, lesbian or bisexual.