

Professional and managerial staff recruitment data

1 August 2011 – 31 July 2012

The following information provides recruitment data of professional and managerial 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 professional and managerial posts includes

- 3,776 applications across the university
- 457 candidates interviewed
- 162 successful candidates offered posts
- 139 candidates accepted and appointed/hired

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 responsibility¹



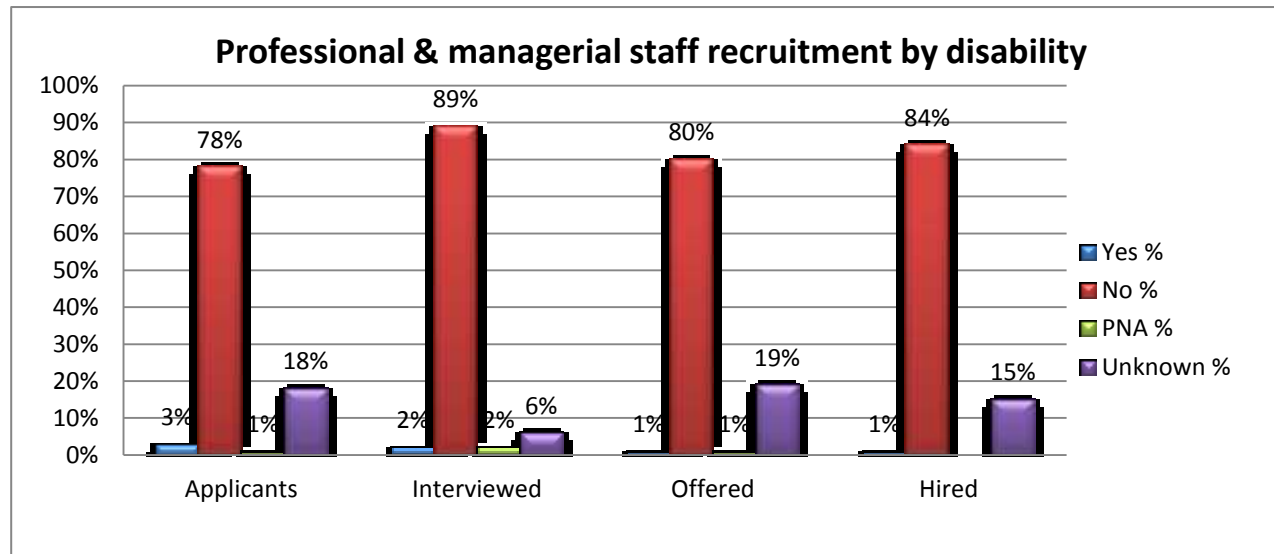
	Yes	Yes %	No	No %	PNA ²	PNA %	Unknown	Unknown %	Total
Applicants	770	20%	2,247	60%	88	2%	671	18%	3,776
Interviewed	106	23%	305	67%	18	4%	28	6%	457
Offered	38	23%	90	56%	4	2%	30	19%	162
Hired	35	25%	81	58%	2	1%	21	15%	139

Figure 1 provides a breakdown of professional and managerial staff recruitment data by caring responsibility. 20% of all applicants stated they had a caring responsibility. Of the candidates interviewed, offered a post and appointed, 23% stated they had a caring responsibility.

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

² PNA = Prefer not to answer

Figure 2. Disability³

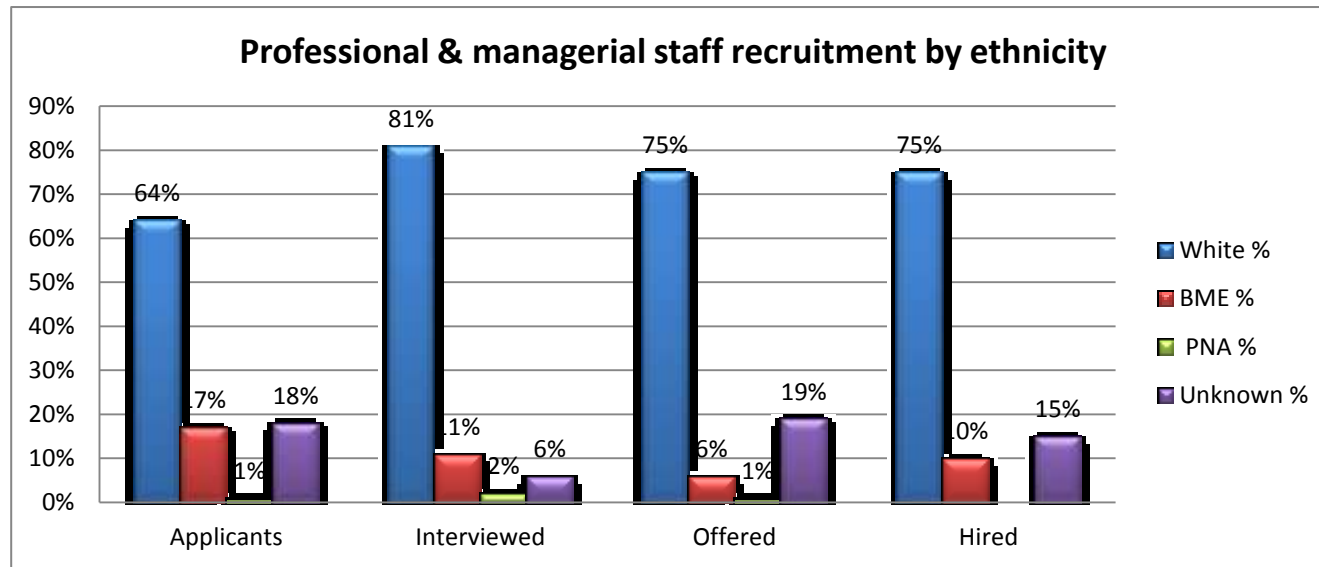


	Yes	Yes %	No	No %	PNA	PNA %	Unknown	Unknown %	Total
Applicants	121	3%	2,930	78%	54	1%	671	18%	3,776
Interviewed	10	2%	408	89%	11	2%	28	6%	457
Offered	2	1%	129	80%	1	1%	30	19%	162
Hired	1	1%	117	84%	0	0%	21	15%	139

Figure 2 provides a breakdown of professional and managerial staff recruitment data by disability status. 3% of all applicants declared they had a disability. 2% of all candidates interviewed declared they had a disability. In addition, 1% of all candidates offered a post and appointed declared they had a disability.

³ 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

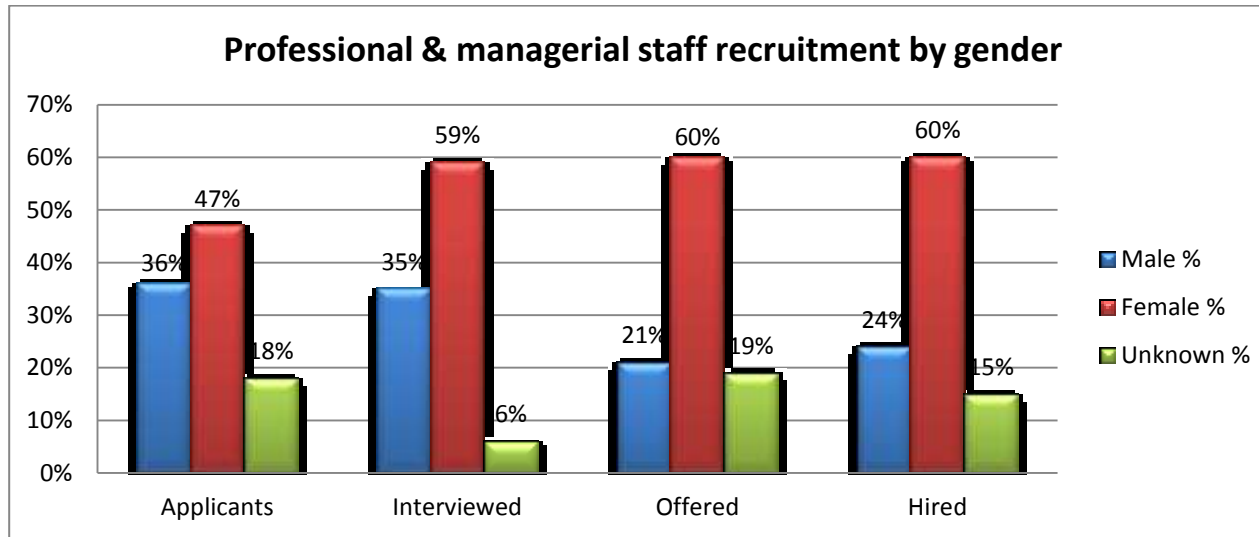


	White	White %	BME ⁴	BME %	PNA	PNA %	Unknown	Unknown %	Total
Applicants	2,425	64%	626	17%	54	1%	671	18%	3,776
Interviewed	370	81%	48	11%	11	2%	28	6%	457
Offered	121	75%	10	6%	1	1%	30	19%	162
Hired	104	75%	14	10%	0	0%	21	15%	139

Figure 3 provides a breakdown of professional and managerial staff recruitment data by ethnicity. 17% of all applicants were from a Black or Minority Ethnic Background. Of the number of candidates interviewed 11% were from a Black or Minority Ethnic background. At the final stages of the recruitment process, 6% of candidates offered a post and 10% of candidates appointed were from a Black or Minority Ethnic background.

⁴ BME = Black or Minority Ethnic

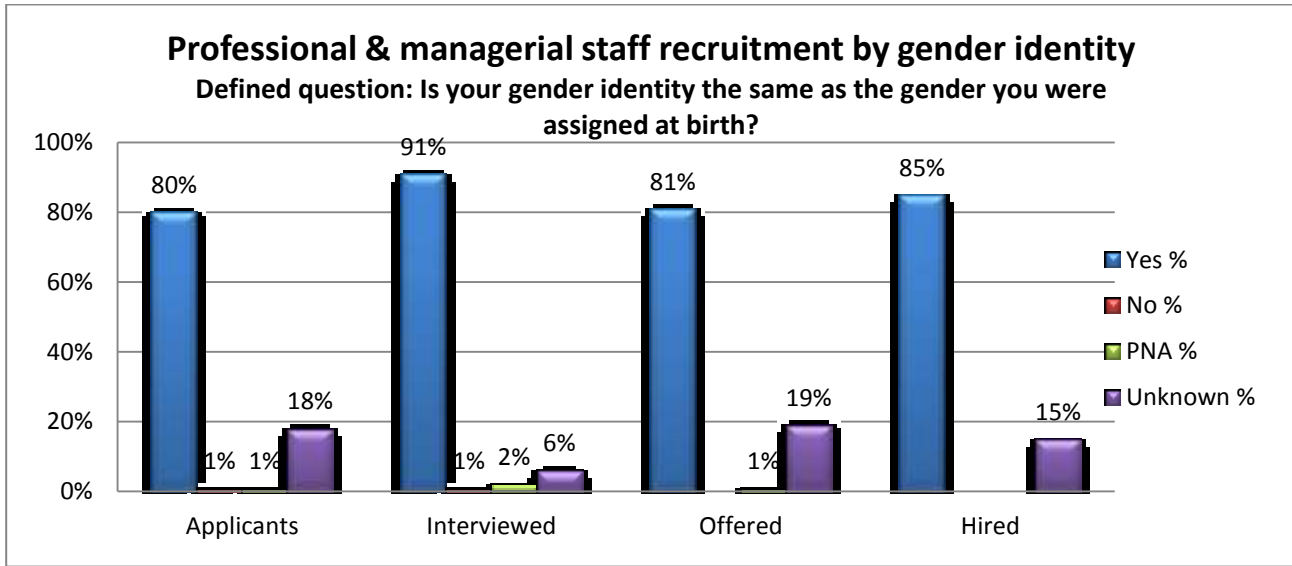
Figure 4. Gender



	Male	Male %	Female	Female %	Unknown	Unknown %	Total
Applicants	1,345	36%	1,760	47%	671	18%	3,776
Interviewed	160	35%	269	59%	28	6%	457
Offered	34	21%	98	60%	30	19%	162
Hired	34	24%	84	60%	21	15%	139

Figure 4 provides a breakdown of professional and managerial staff recruitment data by gender. 47% of all applicants were female and 36% were male. Of the candidates interviewed, 59% were female and 35% were male. Of the candidates offered a post, 60% were female and 21% were male. Of the candidates appointed, 60% were female and 24% were male.

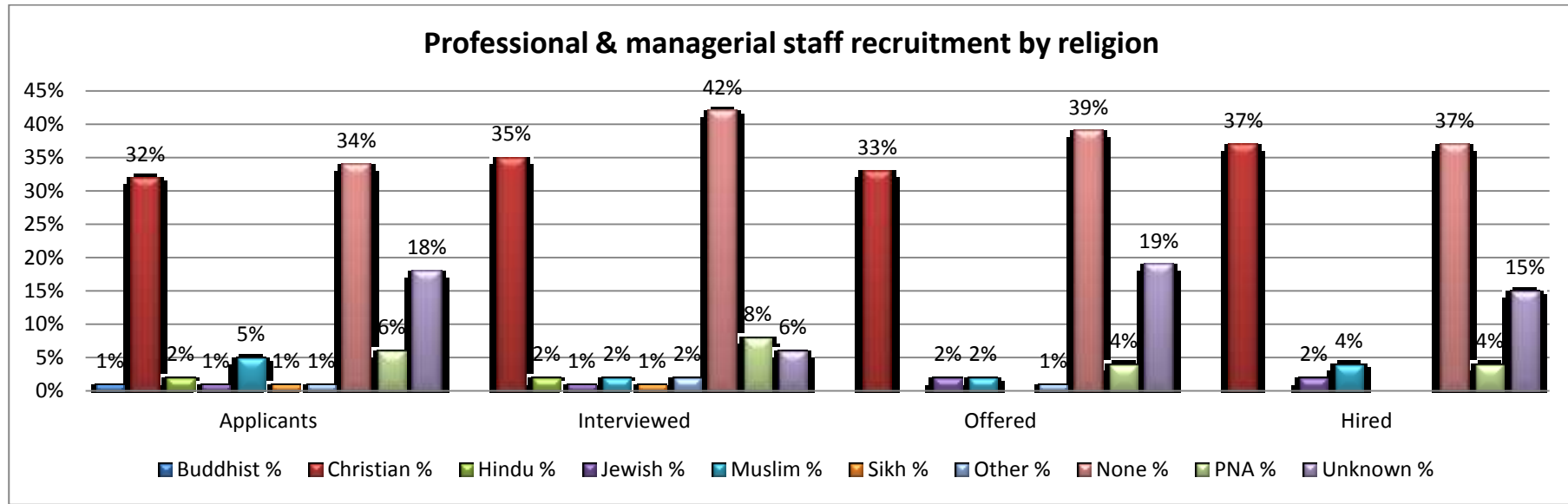
Figure 5. Gender identity



	Yes	Yes %	No	No %	PNA	PNA %	Unknown	Unknown %	Total
Applicants	3,036	80%	36	1%	33	1%	671	18%	3,776
Interviewed	416	91%	4	1%	9	2%	28	6%	457
Offered	131	81%	0	0%	1	1%	30	19%	162
Hired	118	85%	0	0%	0	0%	21	15%	139

Figure 5 provides a breakdown of professional and managerial staff recruitment data by gender identity. 36 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 4 candidates were interviewed and no candidates were offered a post or appointed.

Figure 6. Religion



	Buddhist	Buddhist %	Christian	Christian %	Hindu	Hindu %	Jewish	Jewish %	Muslim	Muslim %
Applicants	23	1%	1,207	32%	77	2%	20	1%	198	5%
Interviewed	1	0%	160	35%	9	2%	4	1%	11	2%
Offered	0	0%	54	33%	0	0%	3	2%	3	2%
Hired	0	0%	52	37%	0	0%	3	2%	6	4%
	Sikh	Sikh %	Other	Other %	None	None %	PNA	PNA %	Unknown	Unknown %
Applicants	34	1%	43	1%	1,270	34%	233	6%	671	18%
Interviewed	4	1%	11	2%	194	42%	35	8%	28	6%
Offered	0	0%	2	1%	63	39%	7	4%	30	19%
Hired	0	0%	0	0%	52	37%	5	4%	21	15%

Figure 6 provides information on the recruitment of professional and managerial staff by religion.

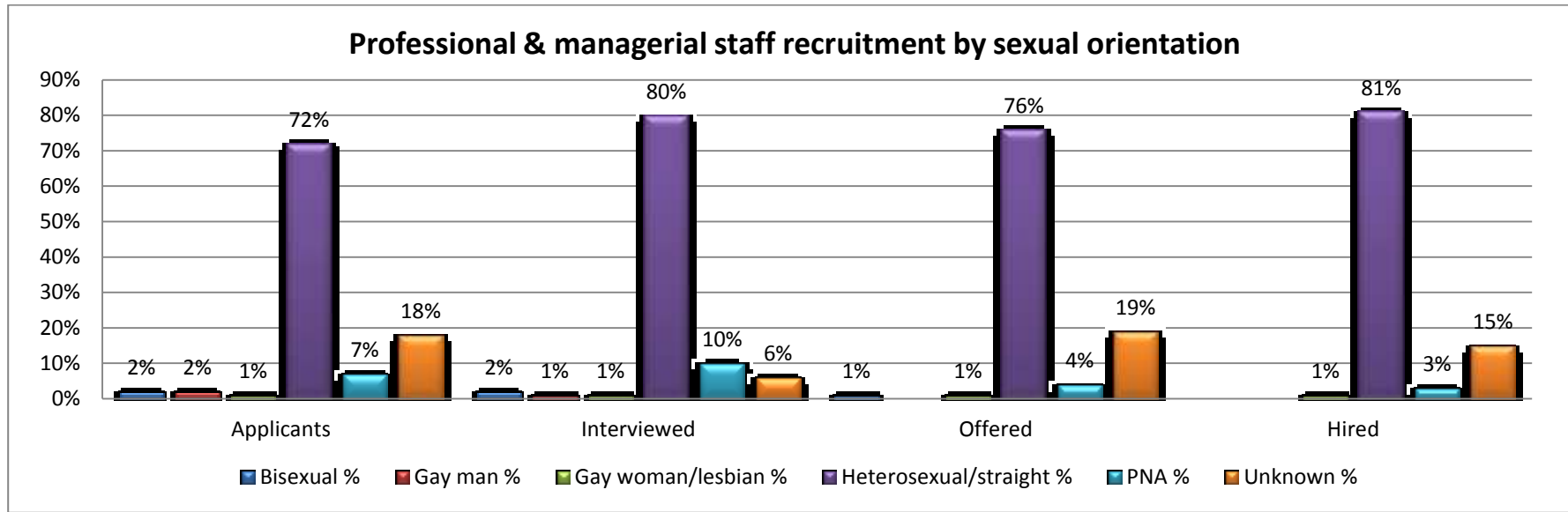
34% of applicants stated they had no religion, 32% of applicants stated they were Christian, 5% of applicants stated they were Muslim and 1% of applicants stated they were Jewish. Additionally 6% of applicants preferred not to answer the question on religion, at the initial application stage.

Of the candidates interviewed, 42% stated they had no religion. 35% stated they were Christian, 2% stated they were Muslim and 1% stated they were Jewish. Additionally, 8% of interviewees did not to answer the question on religion.

Of the successful candidates offered posts, 39% stated they had no religion, 33% stated they were Christian, 2% stated they were Muslim and 2% stated they were Jewish.

Of the successful candidates appointed / hired, 37% stated they had no religion, 37% stated they were Christian, 4% stated they were Muslim and 2% stated they were Jewish. 4% preferred not to answer the question on religion.

Figure 7. Sexual Orientation



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
Applicants	66	2%	59	2%	20	1%	2,708	72%	252	7%	671	18%	3,776
Interviewed	9	2%	6	1%	5	1%	364	80%	45	10%	28	6%	457
Offered	2	1%	0	0%	1	1%	123	76%	6	4%	30	19%	162
Hired	0	0%	0	0%	1	1%	113	81%	4	3%	21	15%	139

Figure 6 provides information on the recruitment of professional and managerial staff by sexual orientation. 7% of all applicants preferred not to answer the monitoring question and in total 5% of applicants stated they were gay, lesbian or bisexual at the initial application stage. Of the staff interviewed, 10% preferred not to answer the monitoring question and 4% stated they were gay, lesbian or bisexual. Of the successful candidates offered posts, 4% preferred not to answer the monitoring question and 2% stated they were gay, lesbian or bisexual. Of the staff appointed / hired, 3% preferred not to answer the monitoring question and 1% stated they were gay, lesbian or bisexual.