

Support staff recruitment data

1 August 2011 – 31 July 2012

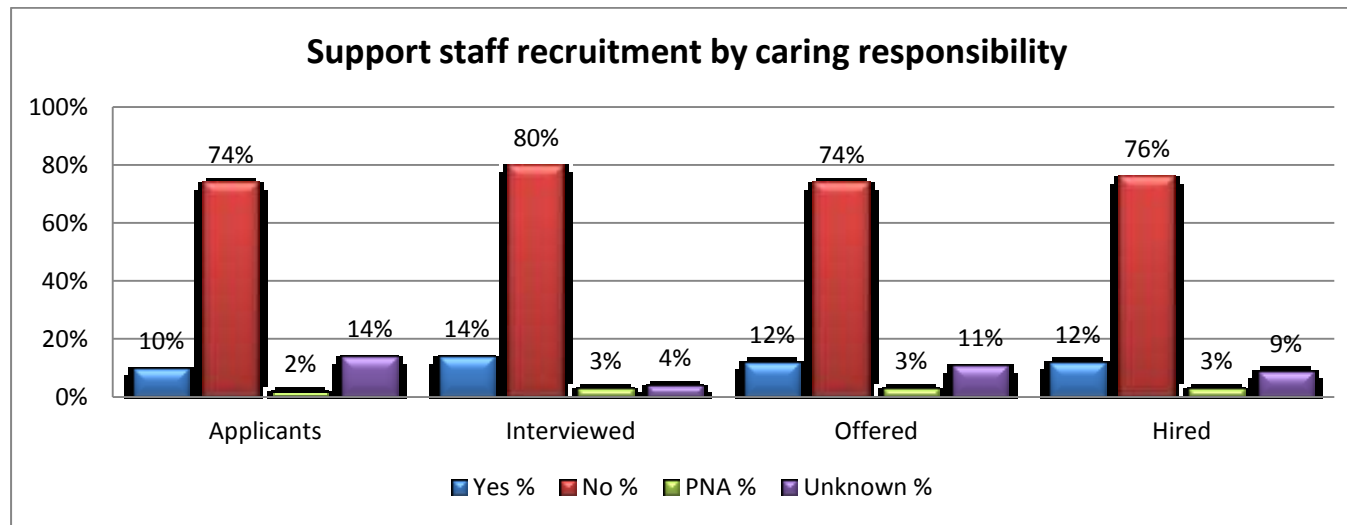
The following information provides recruitment data of support staff across the university between August 2011 – July 2012. The data is presented using the general stages of the recruitment cycle, which are the stages of application, interviews, offers, and appointment, which help track and identify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

A basic summary of recruitment information on professional and managerial posts includes

- 27,176 applications across the university
- 1,825 candidates interviewed
- 533 successful candidates offered posts
- 454 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



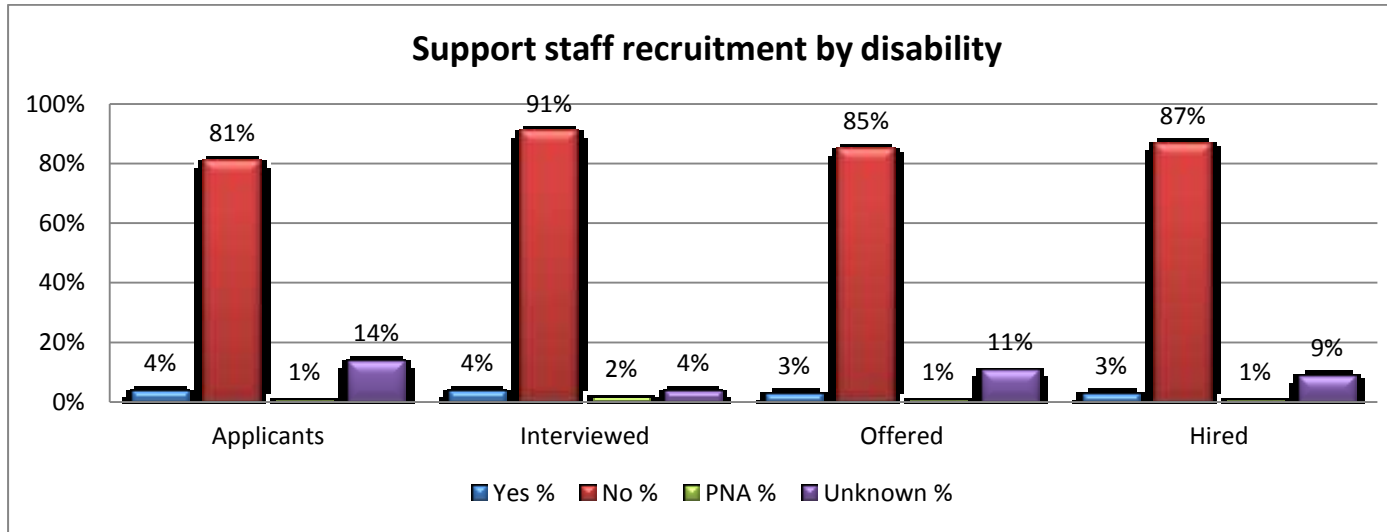
	Yes	%	No	%	PNA ²	%	Unknown	%	Total
Applicants	2,680	10%	20,042	74%	525	2%	3,929	14%	27,176
Interviewed	255	14%	1,454	80%	51	3%	65	4%	1,825
Offered	65	12%	394	74%	14	3%	60	11%	533
Hired	55	12%	344	76%	14	3%	41	9%	454

Figure 1 provides a breakdown of support staff recruitment data by caring responsibility. 10% of all applicants stated they had a caring responsibility. Of the candidates interviewed, 14% stated they had a caring responsibility and of the candidates offered a post and appointed, 12% 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

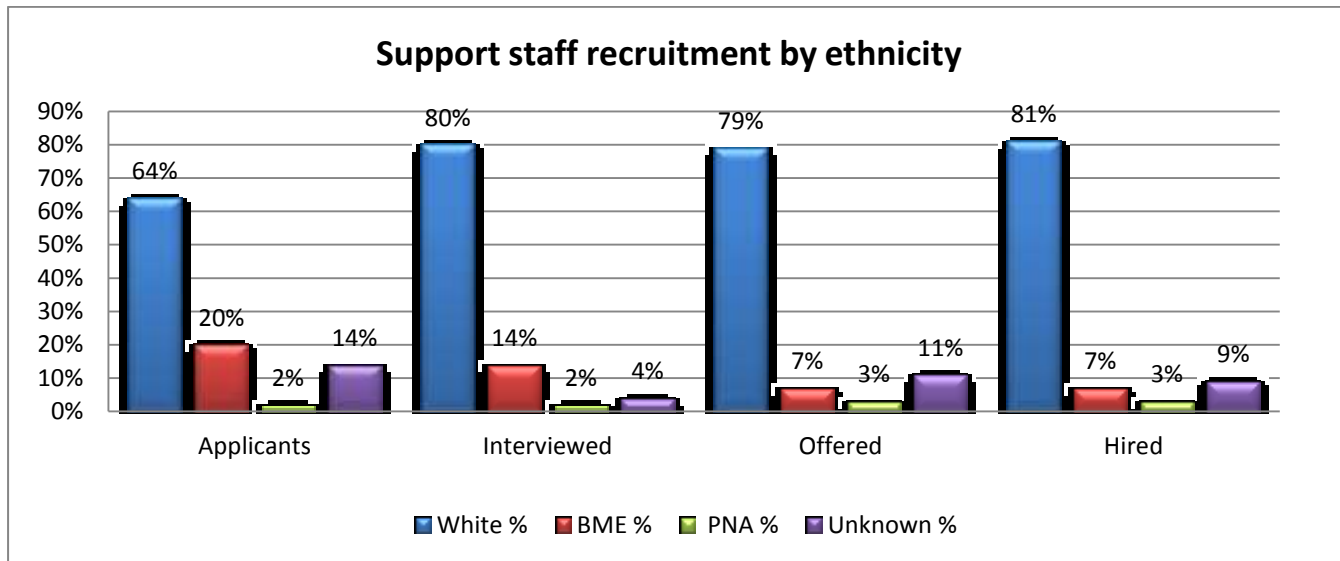


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	1,037	4%	21,915	81%	295	1%	3,929	14%	27,176
Interviewed	70	4%	1,662	91%	28	2%	65	4%	1,825
Offered	15	3%	452	85%	6	1%	60	11%	533
Hired	15	3%	394	87%	4	1%	41	9%	454

Figure 2 provides a breakdown of support staff recruitment data by disability status. 4% of all applicants and interviewees declared they had a disability; in addition 3% 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.

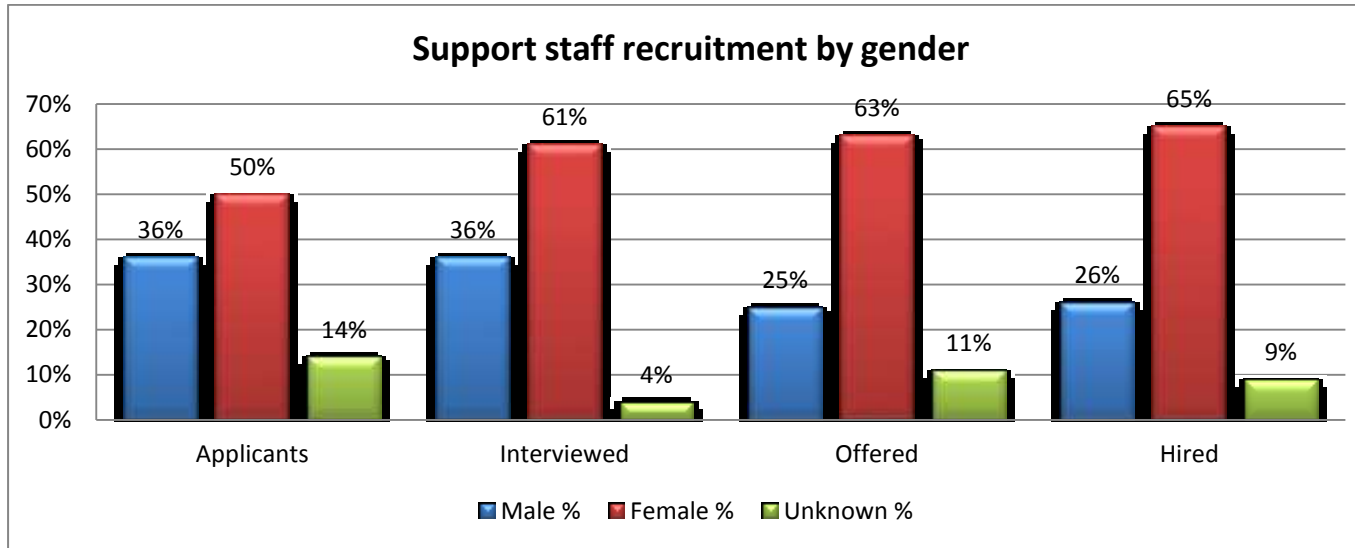
Figure 3. Ethnicity



	White	%	BME	%	PNA	%	Unknown	%	Total
Applicants	17,321	64%	5,361	20%	565	2%	3,929	14%	27,176
Interviewed	1,460	80%	255	14%	45	2%	65	4%	1,825
Offered	421	79%	38	7%	14	3%	60	11%	533
Hired	369	81%	32	7%	12	3%	41	9%	454

Figure 3 provides a breakdown of support staff recruitment data by ethnicity. 20% of all applicants were from a Black or Minority Ethnic Background. Of the number of candidates interviewed 14% were from a Black or Minority Ethnic background. At the final stages of the recruitment process, 7% of candidates offered a post and 7% of candidates appointed were from a Black or Minority Ethnic background.

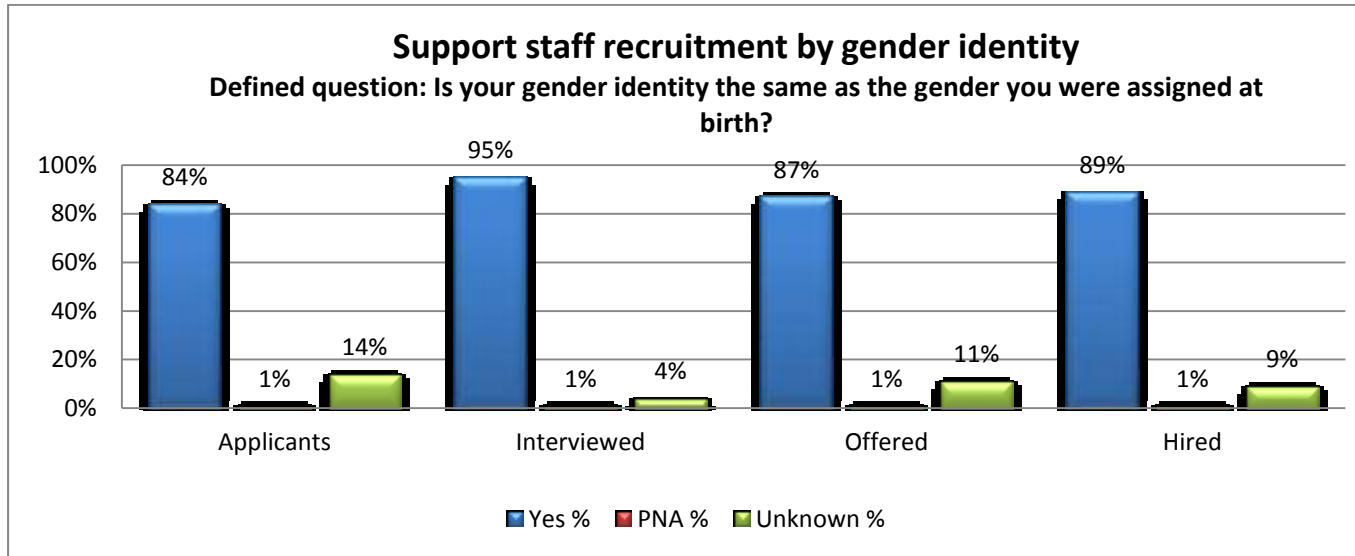
Figure 4. Gender



	Male	%	Female	%	Unknown	%	Total
Applicants	9,668	36%	13,579	50%	3,929	14%	27,176
Interviewed	651	36%	1,109	61%	65	4%	1,825
Offered	135	25%	338	63%	60	11%	533
Hired	117	26%	296	65%	41	9%	454

Figure 4 provides a breakdown of support staff recruitment data by gender. 50% of all applicants were female and 36% were male. Of the candidates interviewed, 61% were female and 36% were male. Of the candidates offered a post, 63% were female and 25% were male. Of the candidates appointed, 65% were female and 26% were male.

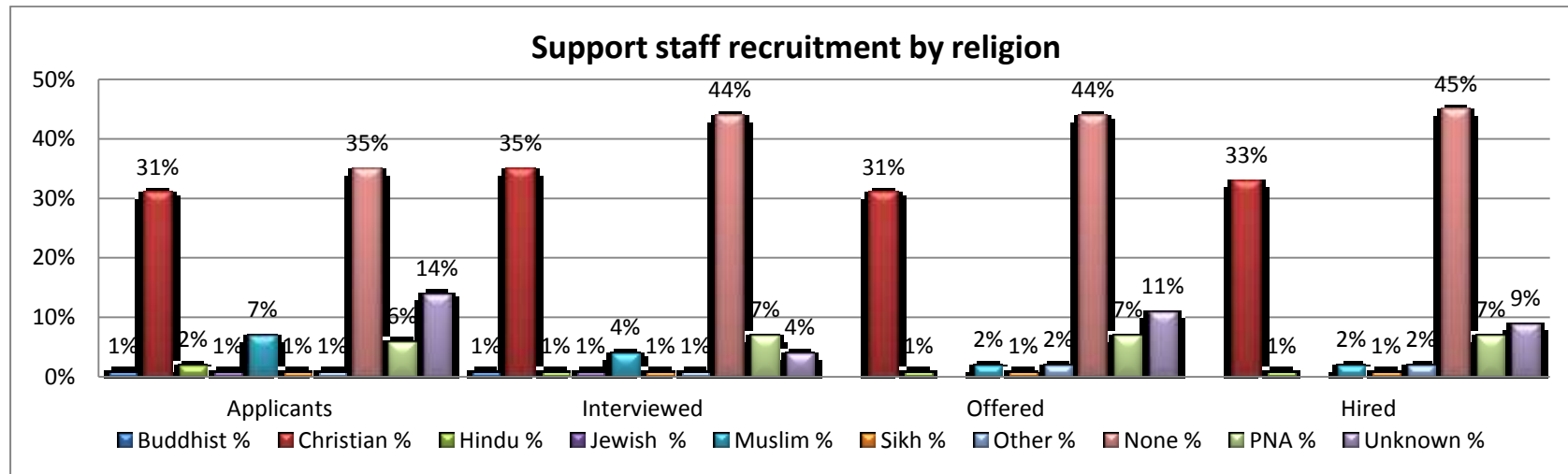
Figure 5. Gender identity



	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	22,867	84%	101	0%	279	1%	3,929	14%	27,176
Interviewed	1,729	95%	7	0%	24	1%	65	4%	1,825
Offered	464	87%	2	0%	7	1%	60	11%	533
Hired	405	89%	2	0%	6	1%	41	9%	454

Figure 5 provides a breakdown of support staff recruitment data by gender identity. 101 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 7 candidates were interviewed, 2 candidates were offered a post and 2 candidates were appointed.

Figure 6. Religion



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
Applicants	173	1%	8,395	31%	575	2%	139	1%	2,004	7%
Interviewed	11	1%	647	35%	21	1%	15	1%	81	4%
Offered	1	0%	167	31%	6	1%	2	0%	10	2%
Hired	1	0%	151	33%	6	1%	1	0%	10	2%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
Applicants	366	1%	385	1%	9,627	35%	1,583	6%	3,929	14%
Interviewed	20	1%	26	1%	807	44%	132	7%	65	4%
Offered	5	1%	8	2%	235	44%	39	7%	60	11%
Hired	3	1%	7	2%	203	45%	31	7%	41	9%

Figure 6 provides information on the recruitment of support staff by religion.

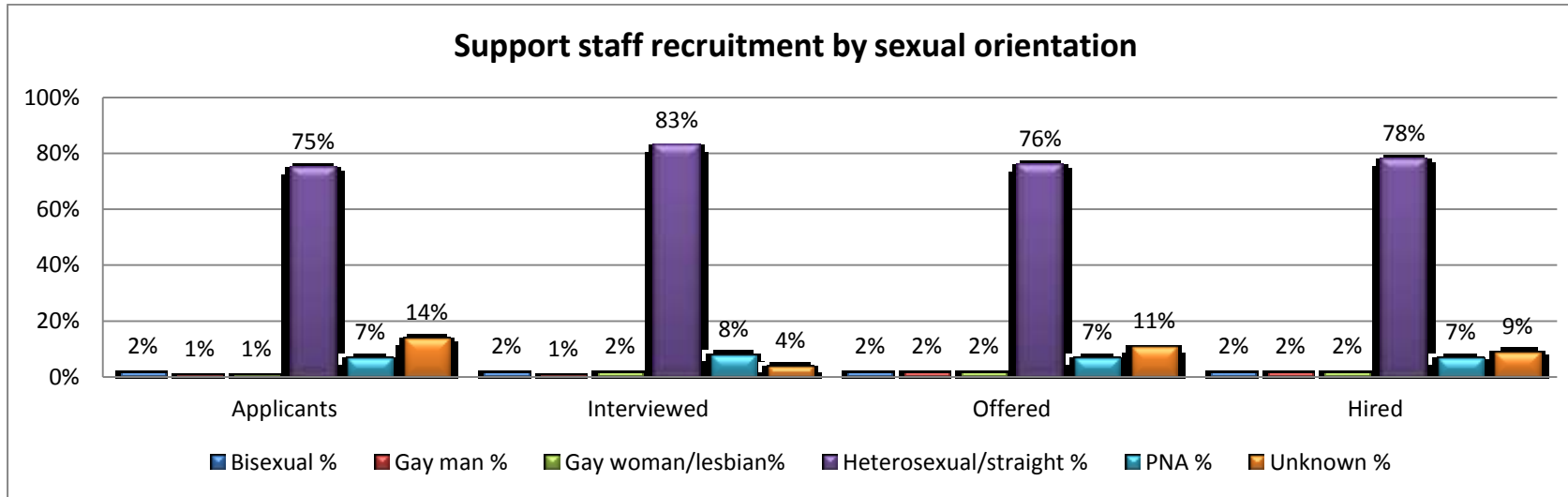
35% of applicants stated they had no religion, 31% of applicants stated they were Christian, 7% of applicants stated they were Muslim and 2% of applicants stated they were Hindu. Additionally 6% of applicants preferred not to answer the question on religion, at the initial application stage.

Of the candidates interviewed, 44% stated they had no religion. 35% stated they were Christian and 4% stated they were Muslim. In addition, 6% of interviewees did not to answer the question on religion.

Of the successful candidates offered posts, 44% stated they had no religion, 31% stated they were Christian and 2% stated they were Muslim. In addition, 7% of candidates preferred not to answer the question on religion

Of the successful candidates appointed / hired, 45% stated they had no religion, 33% stated they were Christian and 2% stated they were Muslim. In addition, 7% preferred not to answer the question on religion.

Figure 7. Sexual Orientation



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
Applicants	475	2%	391	1%	199	1%	20,357	75%	1,825	7%	3,929	14%	27,176
Interviewed	34	2%	27	1%	28	2%	1,519	83%	152	8%	65	4%	1,825
Offered	12	2%	9	2%	12	2%	405	76%	35	7%	60	11%	533
Hired	10	2%	10	2%	7	2%	353	78%	33	7%	41	9%	454

Figure 7 provides information on the recruitment of support staff by sexual orientation.

7% of all applicants preferred not to answer the monitoring question and in total 4% of applicants stated they were gay, lesbian or bisexual at the initial application stage.

Of the staff interviewed, 8% preferred not to answer the monitoring question and 5% stated they were gay, lesbian or bisexual.

Of the successful candidates offered posts, 7% preferred not to answer the monitoring question and 6% of candidates stated they were gay, lesbian or bisexual.

Of the staff appointed / hired, 7% preferred not to answer the monitoring question and 6% of candidates appointed stated they were gay, lesbian or bisexual.