

University of Leeds Recruitment data

1 August 2011 – 31 July 2012

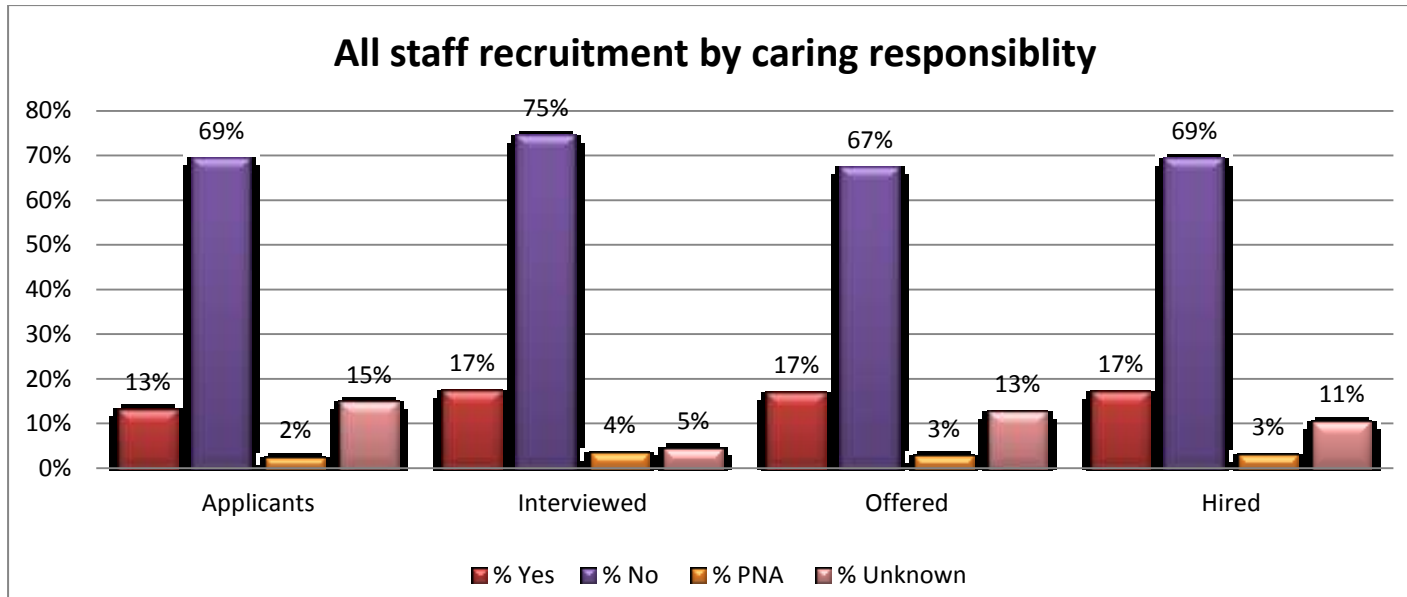
The following information provides university level recruitment data between August 2011 – July 2012. The data is presented using the general stages of the recruitment cycle, which are the stages of application, interviews, offers, and appointment, which help track and identify success rates for staff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

A basic summary of recruitment information on academic posts includes:

- 42,736 applications across the university
- 3,643 candidates interviewed
- 1,246 successful candidates offered posts
- 1,085 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 responsibilities¹



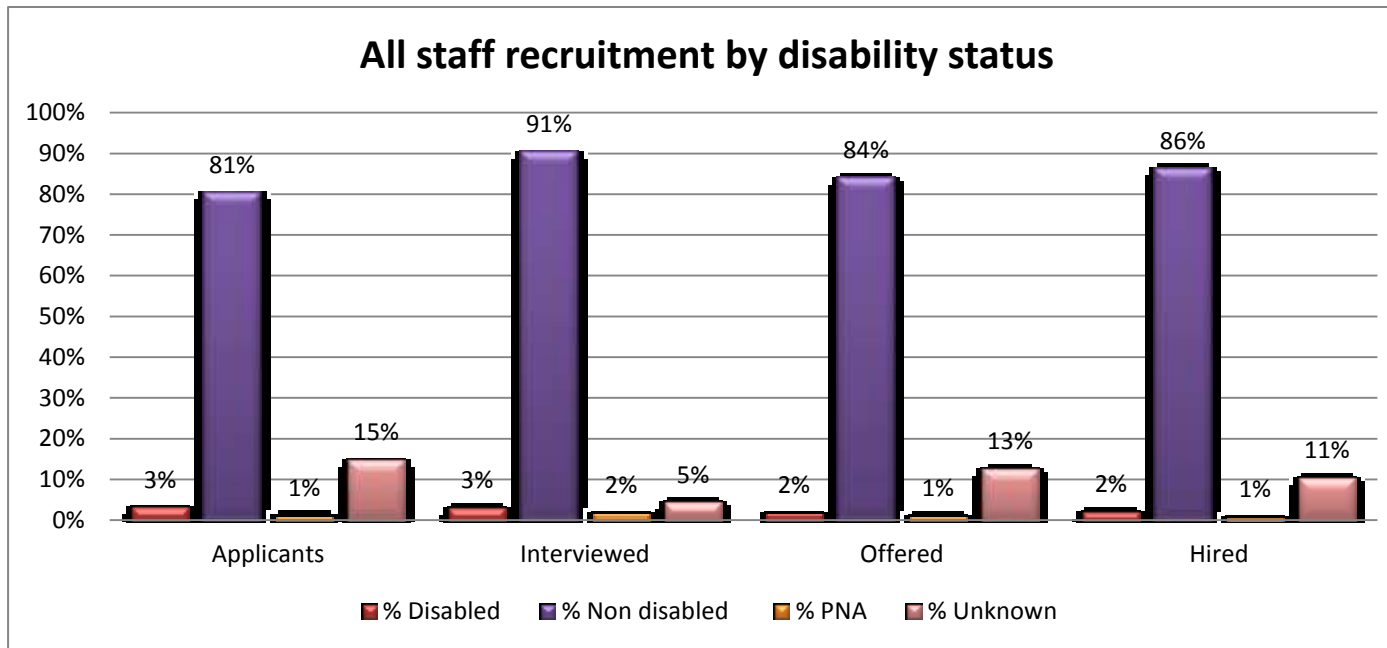
	Yes	%	No	%	PNA ²	%	Unknown	%	Total
Applicants	5,670	13%	29,700	69%	1,013	2%	6,353	15%	42,736
Interviewed	634	17%	2,716	75%	129	4%	164	5%	3,643
Offered	212	17%	840	67%	35	3%	159	13%	1,246
Hired	186	17%	752	69%	33	3%	114	11%	1,085

Figure 1 provides a breakdown of all staff recruitment information by caring responsibility 13% of all applicants stated they had a caring responsibility. Of the candidates interviewed, offered a post and appointed, 17% 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

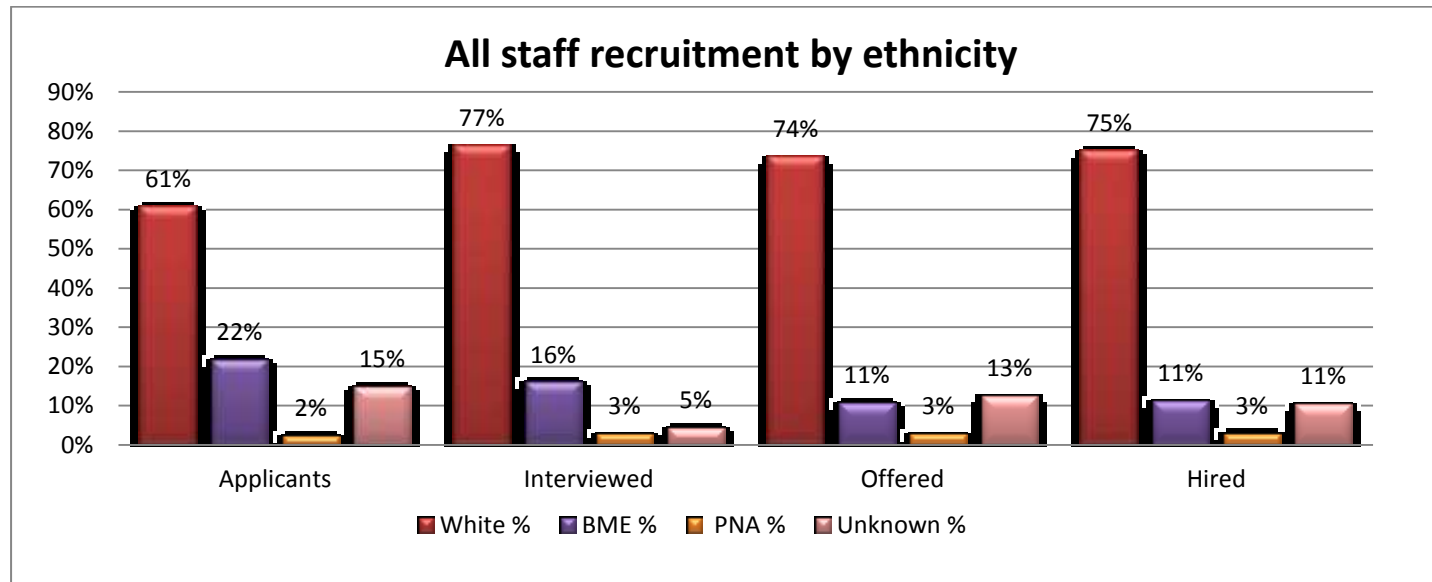


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	1,415	3%	34,414	81%	554	1%	6,353	15%	42,736
Interviewed	114	3%	3,297	91%	68	2%	164	5%	3,643
Offered	24	2%	1,048	84%	15	1%	159	13%	1,246
Hired	23	2%	938	86%	10	1%	114	11%	1,085

Figure 2 provides a breakdown of all staff recruitment information by disability status. 3% of all applicants and candidates interviewed declared they had a disability. In addition, 2% of all candidates who declared they had a disability were offered a post and appointment.

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

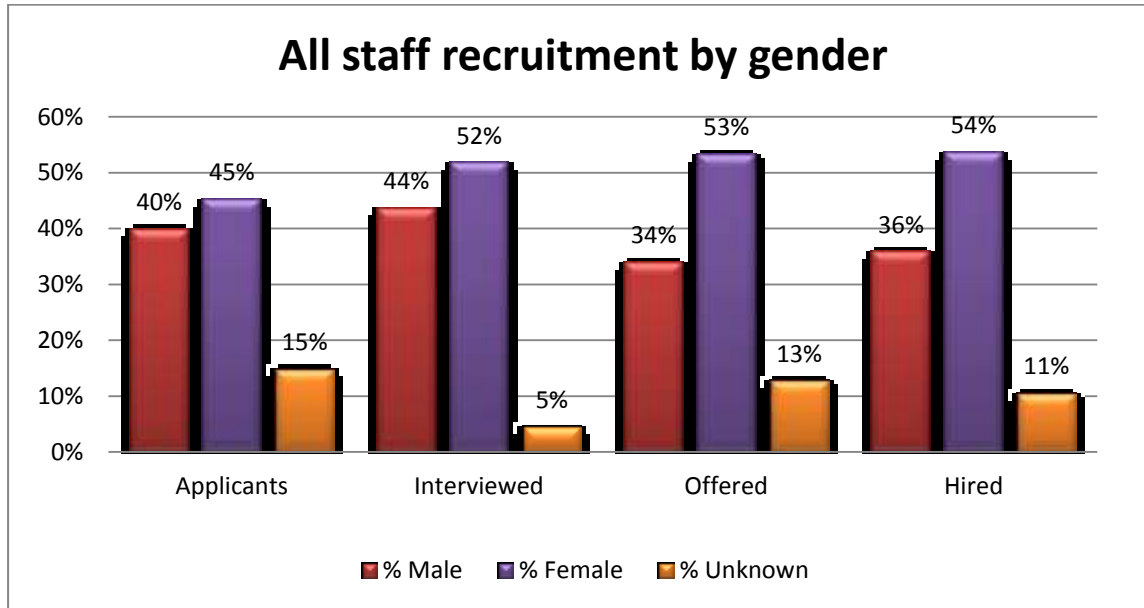


	White	%	BME ⁴	%	PNA	%	Unknown	%	Total
Applicants	25,983	61%	9,347	22%	1,053	2%	6,353	15%	42,736
Interviewed	2,788	77%	585	16%	106	3%	164	5%	3,643
Offered	917	74%	134	11%	36	3%	159	13%	1,246
Hired	815	75%	123	11%	33	3%	114	11%	1,085

Figure 3 provides a breakdown of all staff recruitment information by ethnicity. 22% of all applicants were from a Black or Minority Ethnic background. Of the number of candidates interviewed, 16% were from a Black or Minority Ethnic background. At the final stages of the recruitment process, 11% of candidates offered a post and appointed were from a Black or Minority Ethnic background

⁴ BME = Black or Minority Ethnic

Figure 4. Gender



	Male	%	Female	%	Unknown	%	Total
Applicants	17,053	40%	19,330	45%	6,353	15%	42,736
Interviewed	1,593	44%	1,886	52%	164	5%	3,643
Offered	423	34%	664	53%	159	13%	1,246
Hired	389	36%	582	54%	114	11%	1,085

Figure 4 provides a breakdown of all staff recruitment information by gender. 40% of all applicants were male and 45% were female. Of the candidates interviewed, 44% were male and 52% were female. Of the candidates offered a post, 34% were male and 53% female. Of the candidates appointed 36% were male and 54% were female.

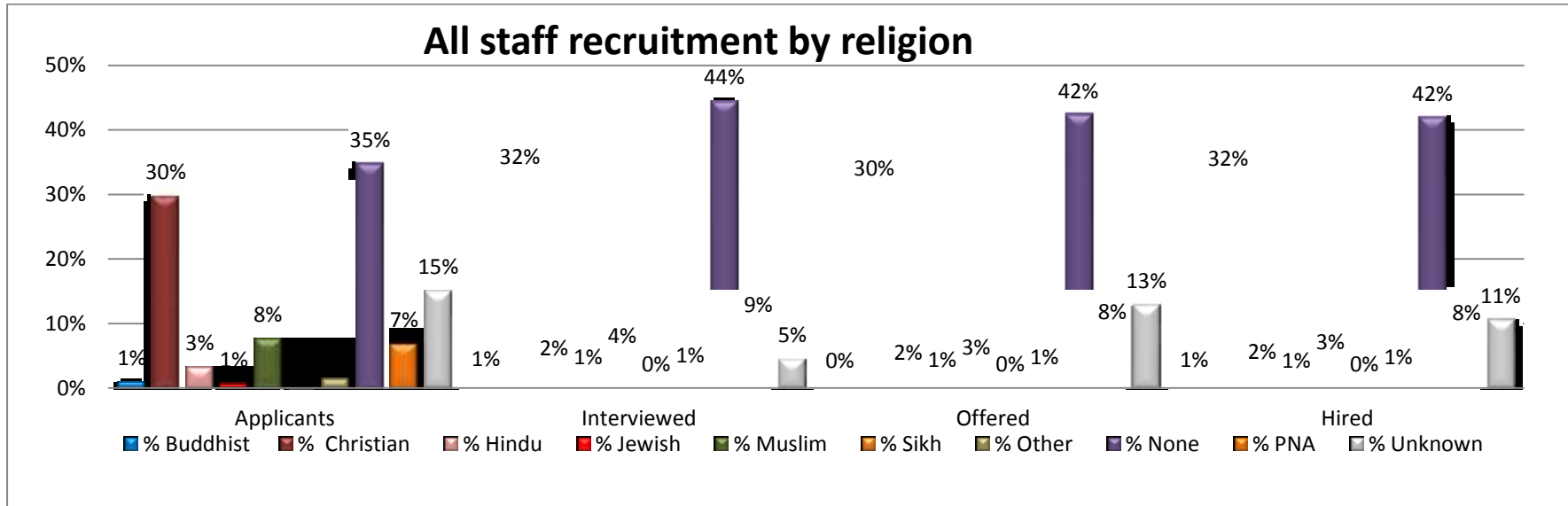
Figure 5. Gender identity



	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	35,693	84%	172	0%	518	1%	6,353	15%	42,736
Interviewed	3,396	93%	15	0%	68	2%	164	5%	3,643
Offered	1,063	85%	4	0%	20	2%	159	13%	1,246
Hired	948	87%	4	0%	19	2%	114	11%	1,085

Figure 5 provides a breakdown of all staff recruitment information by gender identity. 172 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 15 candidates were interviewed and 4 candidates were offered a post and appointed.

Figure 6. Religion



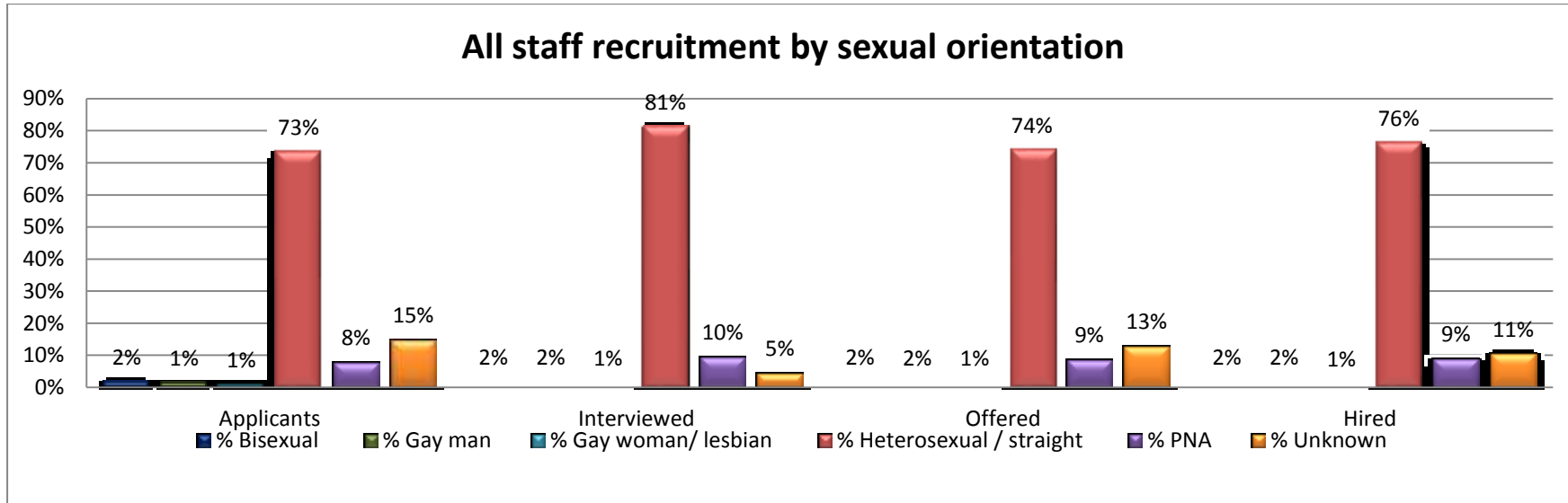
	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
Applicants	377	1%	12,577	29%	1,375	3%	261	1%	3,212	8%
Interviewed	27	1%	1,158	32%	87	2%	37	1%	156	4%
Offered	6	0%	374	30%	22	2%	8	1%	32	3%
Hired	7	1%	343	32%	21	2%	6	1%	37	3%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
Applicants	446	1%	572	1%	14,688	34%	2,875	7%	6,353	15%
Interviewed	33	1%	49	1%	1,602	44%	330	9%	164	5%
Offered	10	1%	13	1%	523	42%	99	8%	159	13%
Hired	8	1%	12	1%	451	42%	86	8%	114	11%

Figure 6 provides breakdown of all staff recruitment information by religion. 34% of applicants stated they had no religion, 29% of applicants stated they were Christian, 8% of applicants stated they were Muslim, while 7% of applicants preferred not to answer this question, at the initial application stage. Of the staff interviewed, 44% stated they had no religion, 32% stated they were Christian, 4% stated they were Muslim, while 9% preferred not to answer this question.

Of the successful candidates offered posts, 42% stated they had no religion, 30% stated they were Christian, 8% preferred not to answer this question, while 3% stated they were Muslim

Of the staff appointed / hired, 42% stated they had no religion, 32% stated they were Christian, 8% preferred not to answer this question while 3% stated they were Muslim.

Figure 7. Sexual Orientation



	Bisexual	%	Gay man	%	Gay woman/ Lesbian	%	Heterosexual/ straight	%	PNA	%	Unknown	%	Total
Applicants	780	2%	611	1%	321	1%	31,369	73%	3,302	8%	6,353	15%	42,736
Interviewed	60	2%	60	2%	47	1%	2,962	81%	350	10%	164	5%	3,643
Offered	21	2%	19	2%	17	1%	923	74%	107	9%	159	13%	1,246
Hired	19	2%	17	2%	11	1%	827	76%	97	9%	114	11%	1,085

Figure 7 provides a breakdown of all recruitment information by sexual orientation.

8% 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, 10% preferred not to answer the monitoring question and 5% stated they were gay, lesbian or bisexual.

Of the successful candidates offered posts, 9% preferred not to answer the monitoring question and 5% stated they were gay, lesbian or bisexual.

Of the staff appointed / hired, 9% preferred not to answer the monitoring question and 5% stated they were gay, lesbian or bisexual.