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 responsibilities

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.

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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. Disability

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.

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 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.

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4 BME = Black or Minority Ethnic
Figure 4. Gender

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 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 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 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.