The following information provides recruitment data of academic staff across the university between August 2012 – July 2013. 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
- 12,396 applications across the university
- 1,384 candidates interviewed
- 633 successful candidates offered posts
- 439 candidates accepted and appointed

Please note, 14% of monitoring information remains ‘unknown’ from the early application stages, 7% 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 16% of monitoring information remains unknown when successful candidates are appointed.

PNA = Prefer not to answer
Figure 1. Caring responsibilities

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>%</th>
<th>No</th>
<th>%</th>
<th>PNA</th>
<th>%</th>
<th>Unknown</th>
<th>%</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants</td>
<td>2,281</td>
<td>18%</td>
<td>7,920</td>
<td>64%</td>
<td>428</td>
<td>3%</td>
<td>1,767</td>
<td>14%</td>
<td>12,396</td>
</tr>
<tr>
<td>Interviewed</td>
<td>306</td>
<td>22%</td>
<td>933</td>
<td>67%</td>
<td>46</td>
<td>3%</td>
<td>99</td>
<td>7%</td>
<td>1,384</td>
</tr>
<tr>
<td>Offered</td>
<td>94</td>
<td>15%</td>
<td>441</td>
<td>70%</td>
<td>13</td>
<td>2%</td>
<td>85</td>
<td>13%</td>
<td>633</td>
</tr>
<tr>
<td>Hired</td>
<td>81</td>
<td>18%</td>
<td>276</td>
<td>63%</td>
<td>11</td>
<td>3%</td>
<td>71</td>
<td>16%</td>
<td>439</td>
</tr>
</tbody>
</table>

- 18% of those appointed declared they had caring responsibilities.

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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
2% of applicants declared a disability. 1% of those appointed declared they had a disability.

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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

31% of applicants declared they were from a Black or Minority Ethnic (BME) background. 21% of those interviewed, 15% of those offered and 18% of those hired were from a BME background.

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BME = Black or Minority Ethnic
Figure 4. Gender

51% of applicants were male and 34% female. Of those appointed, 49% were male and 35% female.
Figure 5. Gender identity

Academic staff recruitment by gender identity

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>%</th>
<th>No</th>
<th>%</th>
<th>PNA</th>
<th>%</th>
<th>Unknown</th>
<th>%</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants</td>
<td>10,356</td>
<td>84%</td>
<td>42</td>
<td>0%</td>
<td>231</td>
<td>2%</td>
<td>1,767</td>
<td>14%</td>
<td>12,396</td>
</tr>
<tr>
<td>Interviewed</td>
<td>1,252</td>
<td>90%</td>
<td>5</td>
<td>0%</td>
<td>28</td>
<td>2%</td>
<td>99</td>
<td>7%</td>
<td>1,384</td>
</tr>
<tr>
<td>Offered</td>
<td>539</td>
<td>85%</td>
<td>3</td>
<td>0%</td>
<td>6</td>
<td>1%</td>
<td>85</td>
<td>13%</td>
<td>633</td>
</tr>
<tr>
<td>Hired</td>
<td>360</td>
<td>82%</td>
<td>2</td>
<td>0%</td>
<td>6</td>
<td>1%</td>
<td>71</td>
<td>16%</td>
<td>439</td>
</tr>
</tbody>
</table>

- 42 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 5 candidates were interviewed, 3 candidates were offered a post and 2 appointed.
Figure 6. Religion

- 32% of applicants stated they had no religion, 26% of applicants stated they were Christian, 9% of applicants stated they were Muslim, while 8% of applicants preferred not to answer this question, at the initial application stage. Of those hired, 43% declared they had no religion, 24% were Christian, 6% Muslim and 6% preferred not to answer.
Figure 7. Sexual Orientation

10% of applicants preferred not to answer this question, 4% stated they were gay, lesbian or bisexual. Of those hired, 8% preferred not to answer, 2% were gay, lesbian or bisexual.