

# Academic staff Recruitment data

## 1 August 2012 – 31 July 2013

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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.

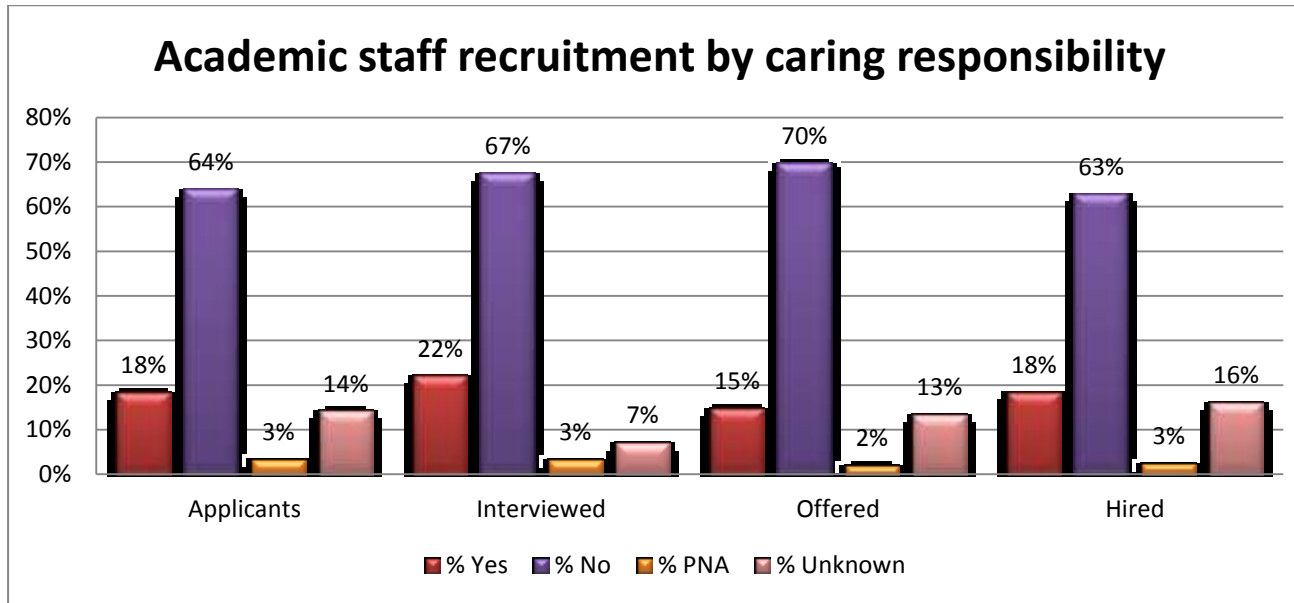
A basic summary of recruitment information on academic posts includes

- 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 <sup>1</sup>



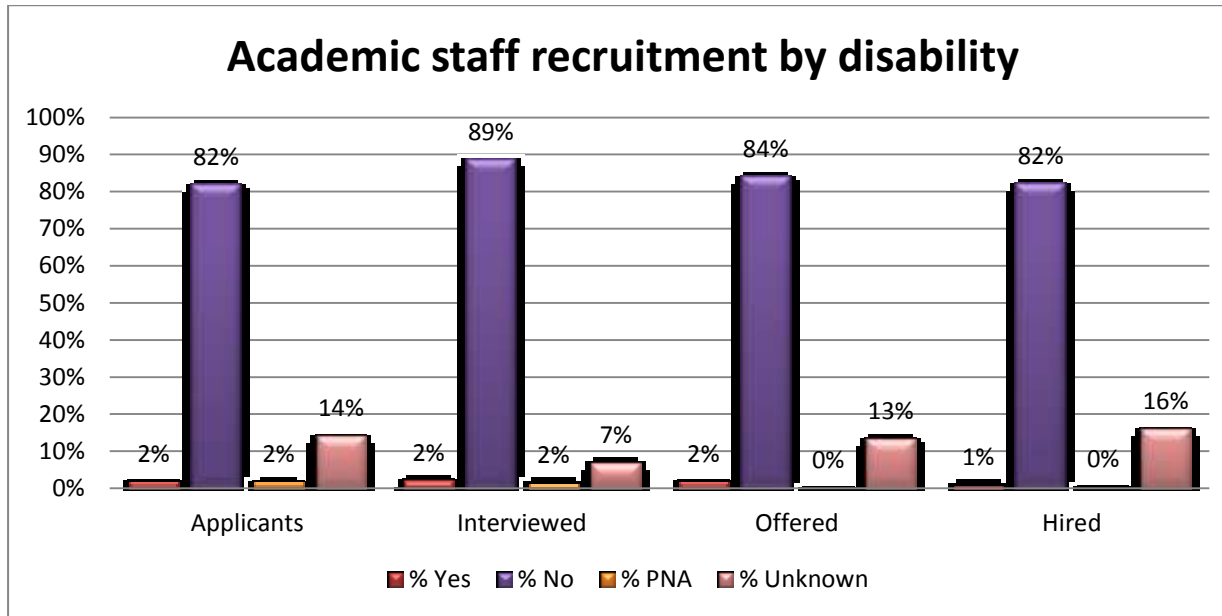
	Yes	%	No	%	PNA <sup>2</sup>	%	Unknown	%	Total
<b>Applicants</b>	2,281	18%	7,920	64%	428	3%	1,767	14%	12,396
<b>Interviewed</b>	306	22%	933	67%	46	3%	99	7%	1,384
<b>Offered</b>	94	15%	441	70%	13	2%	85	13%	633
<b>Hired</b>	81	18%	276	63%	11	3%	71	16%	439

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

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

<sup>2</sup> PNA = Prefer not to answer

Figure 2. Disability<sup>3</sup>

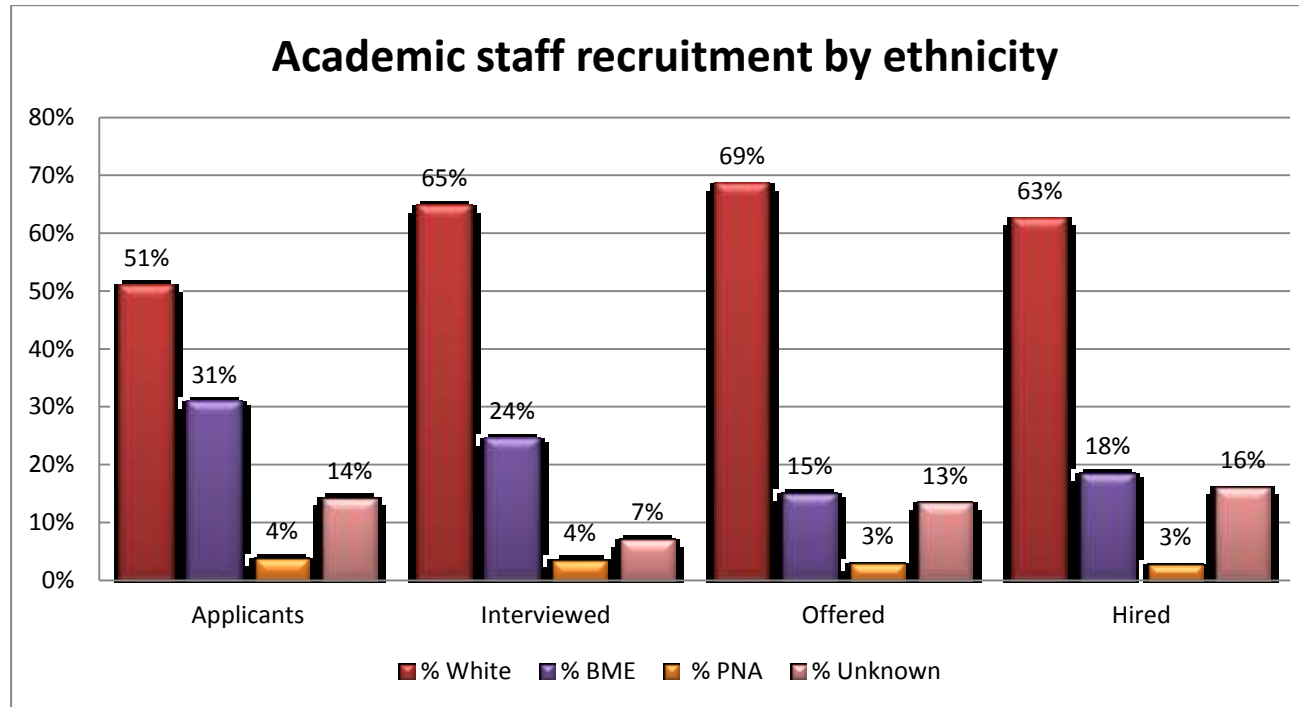


	Yes	%	No	%	PNA	%	Unknown	%	Total
<b>Applicants</b>	256	2%	10,148	82%	225	2%	1,767	14%	12,396
<b>Interviewed</b>	32	2%	1,229	89%	24	2%	99	7%	1,384
<b>Offered</b>	13	2%	533	84%	2	0%	85	13%	633
<b>Hired</b>	5	1%	361	82%	2	0%	71	16%	439

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

<sup>3</sup> 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

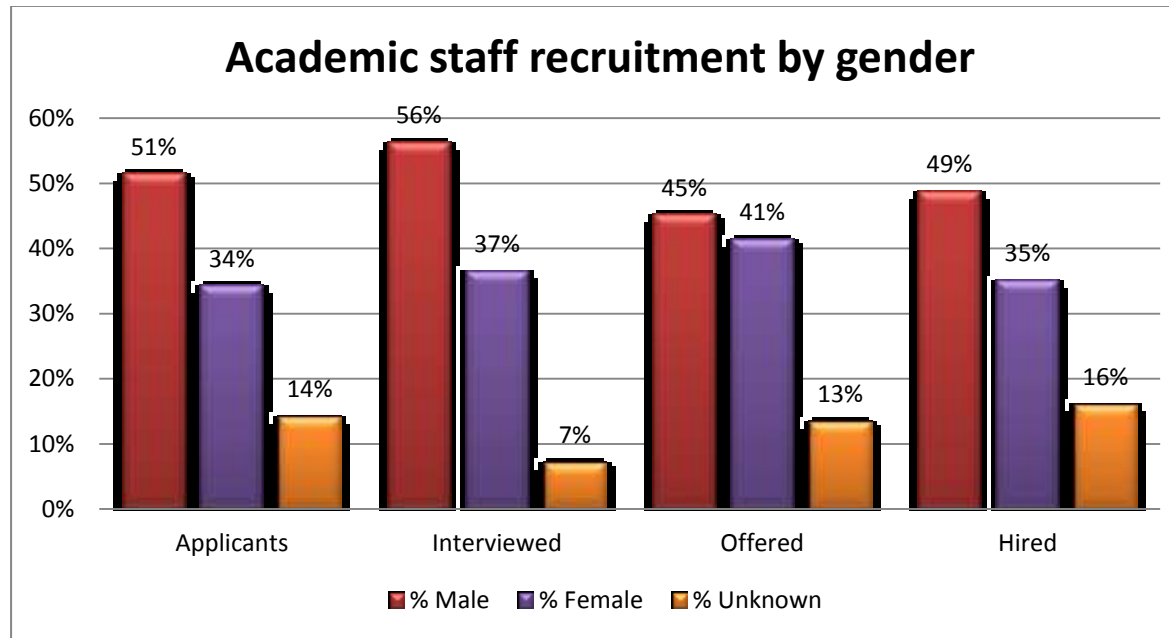


	White	%	BME <sup>4</sup>	%	PNA	%	Unknown	%	Total
<b>Applicants</b>	6,330	51%	3,825	31%	474	4%	1,767	14%	12,396
<b>Interviewed</b>	897	65%	339	24%	49	4%	99	7%	1,384
<b>Offered</b>	434	69%	95	15%	19	3%	85	13%	633
<b>Hired</b>	275	63%	81	18%	12	3%	71	16%	439

- 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.

<sup>4</sup> BME = Black or Minority Ethnic

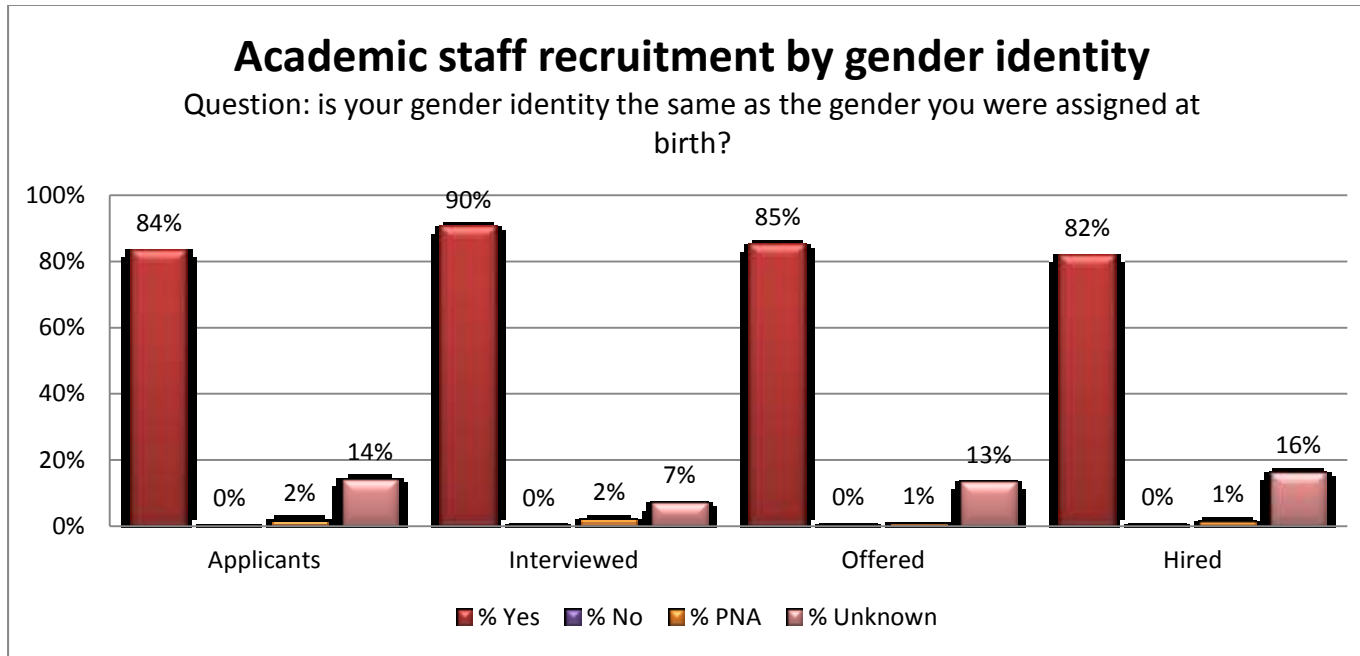
Figure 4. Gender



	Male	%	Female	%	Unknown	%	Total
<b>Applicants</b>	6,381	51%	4,248	34%	1,767	14%	12,396
<b>Interviewed</b>	779	56%	506	37%	99	7%	1,384
<b>Offered</b>	286	45%	262	41%	85	13%	633
<b>Hired</b>	214	49%	154	35%	71	16%	439

- 51% of applicants were male and 34% female. Of those appointed, 49% were male and 35% female.

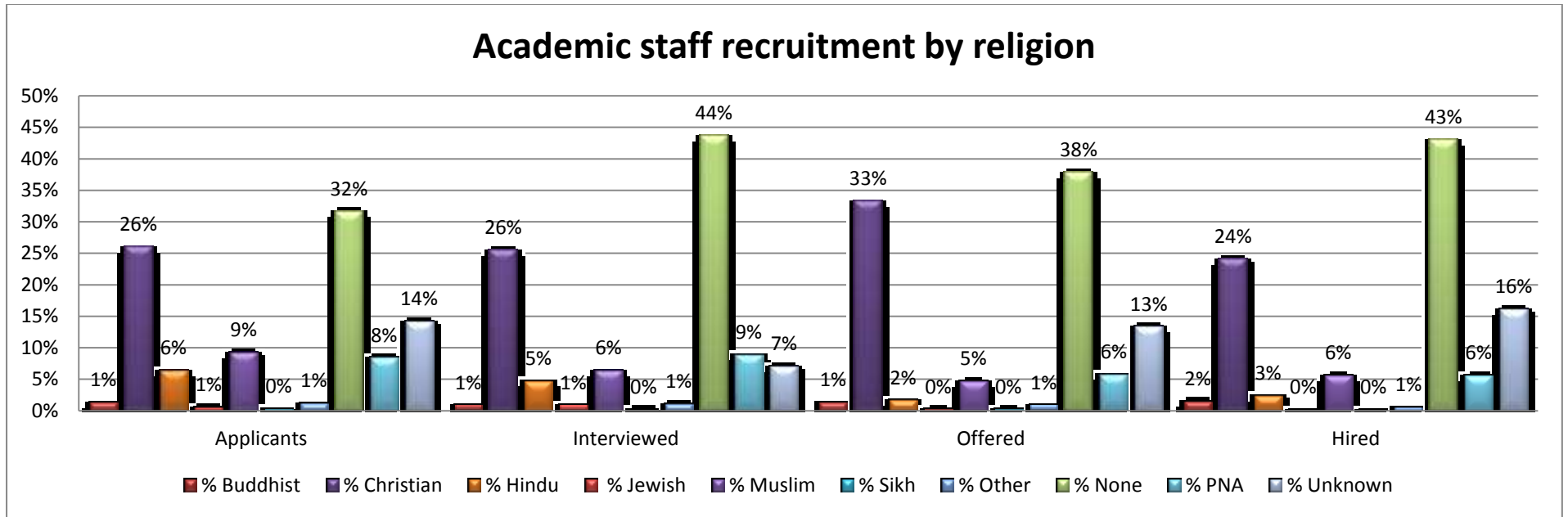
Figure 5. Gender identity



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

- 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.

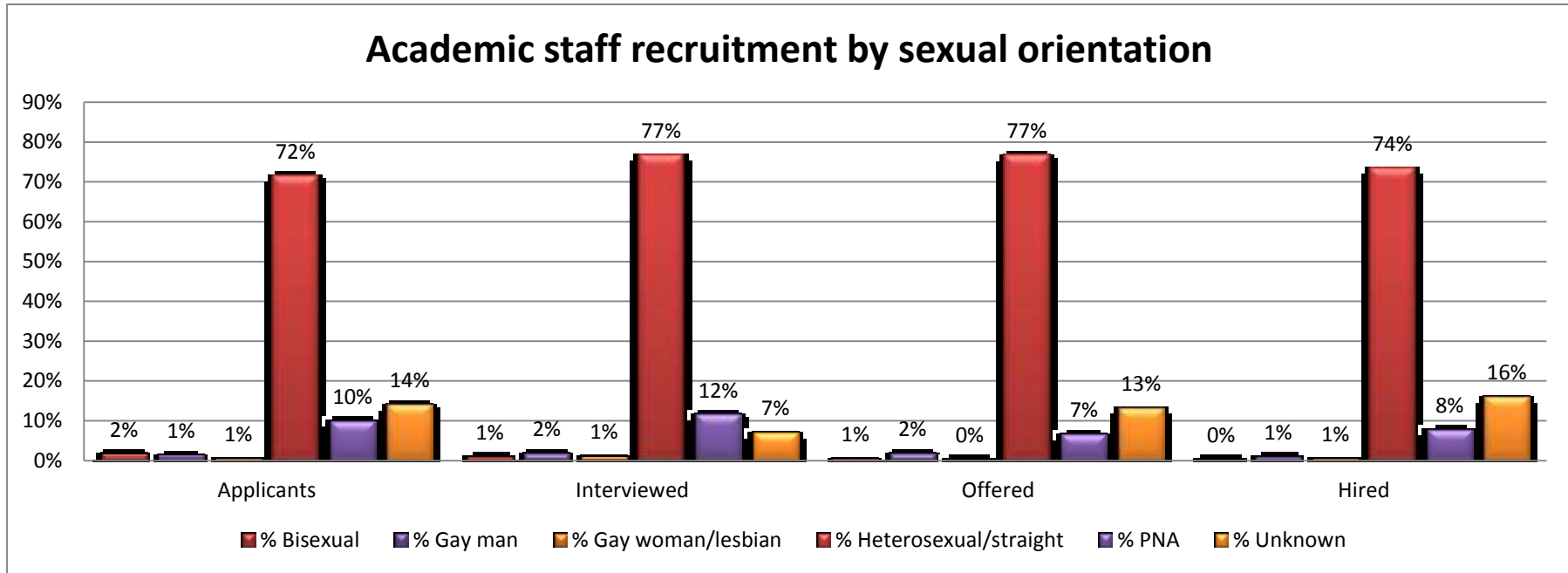
Figure 6. Religion



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
<b>Applicants</b>	176	1%	3,229	26%	801	6%	76	1%	1,153	9%
<b>Interviewed</b>	13	1%	354	26%	67	5%	13	1%	89	6%
<b>Offered</b>	9	1%	211	33%	11	2%	2	0%	30	5%
<b>Hired</b>	7	2%	106	24%	11	3%	1	0%	25	6%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
<b>Applicants</b>	54	0%	156	1%	3,932	32%	1,052	8%	1,767	14%
<b>Interviewed</b>	4	0%	16	1%	605	44%	124	9%	99	7%
<b>Offered</b>	2	0%	6	1%	240	38%	37	6%	85	13%
<b>Hired</b>	1	0%	3	1%	189	43%	25	6%	71	16%

- 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



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
<b>Applicants</b>	227	2%	182	1%	87	1%	8,879	72%	1,254	10%	1767	14%	12,396
<b>Interviewed</b>	15	1%	26	2%	17	1%	1,065	77%	162	12%	99	7%	1,384
<b>Offered</b>	4	1%	12	2%	3	0%	486	77%	43	7%	85	13%	633
<b>Hired</b>	2	0%	5	1%	3	1%	323	74%	35	8%	71	16%	439

- 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.