

Professional and managerial staff recruitment data

1 August 2012 – 31 July 2013

The following information provides recruitment data of professional and managerial 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

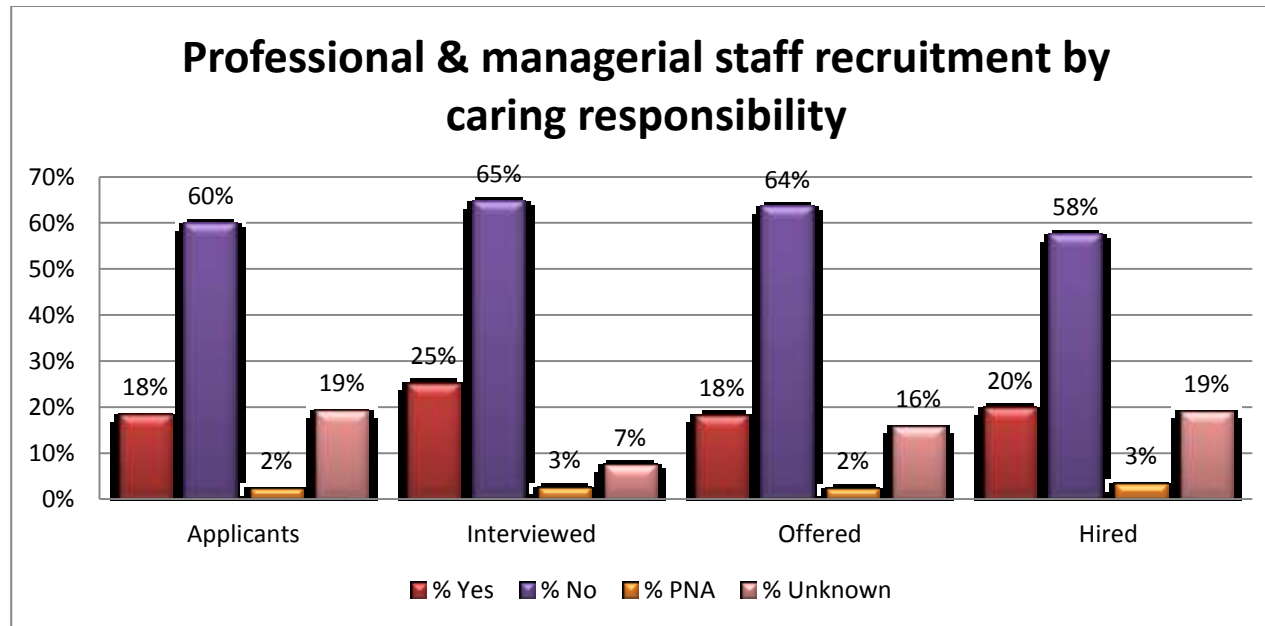
A basic summary of recruitment information on professional and managerial posts includes

- 4729 applications across the university
- 575 candidates interviewed
- 170 successful candidates offered posts
- 146 candidates accepted and appointed/hired

Please note, 19% of monitoring information remains 'unknown' from the early application stages, 7% of monitoring information remains unknown during the interview stage, 16% of monitoring information remains unknown during the stages where successful candidates are offered a post, and 19% of monitoring information remains unknown when successful candidates are appointed.

PNA = Prefer not to answer

Figure 1. Caring responsibility¹



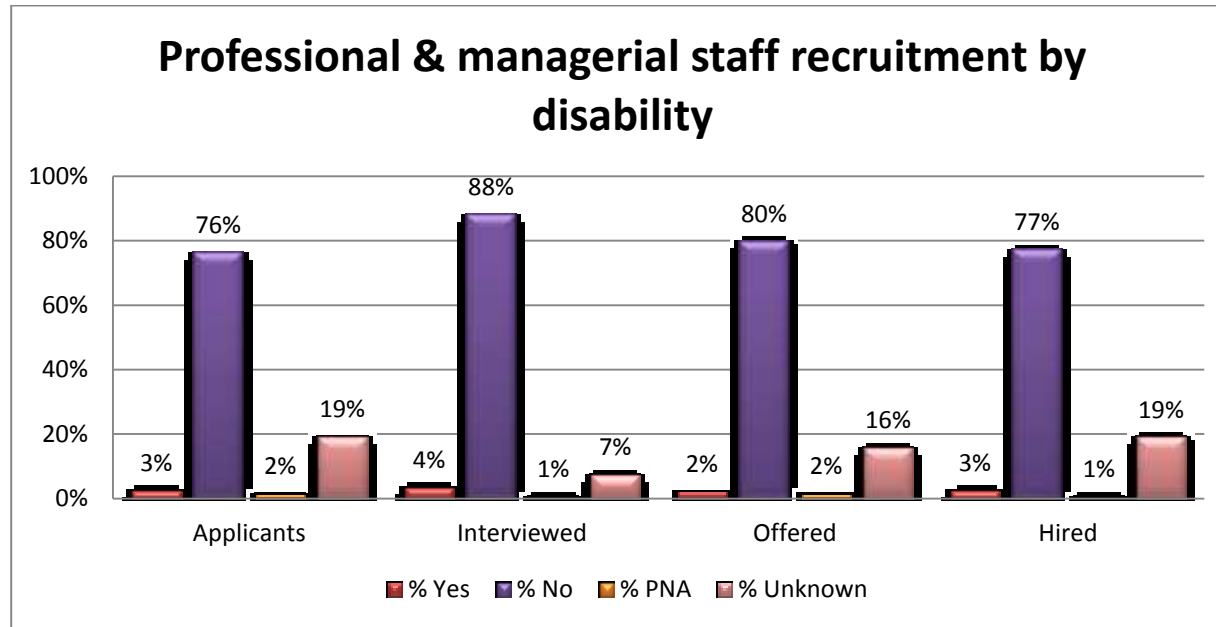
	Yes	%	No	%	PNA ²	%	Unknown	%	Total
Applicants	872	18%	2,832	60%	116	2%	909	19%	4,729
Interviewed	145	25%	372	65%	15	3%	43	7%	575
Offered	31	18%	108	64%	4	2%	27	16%	170
Hired	29	20%	84	58%	5	3%	28	19%	146

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

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

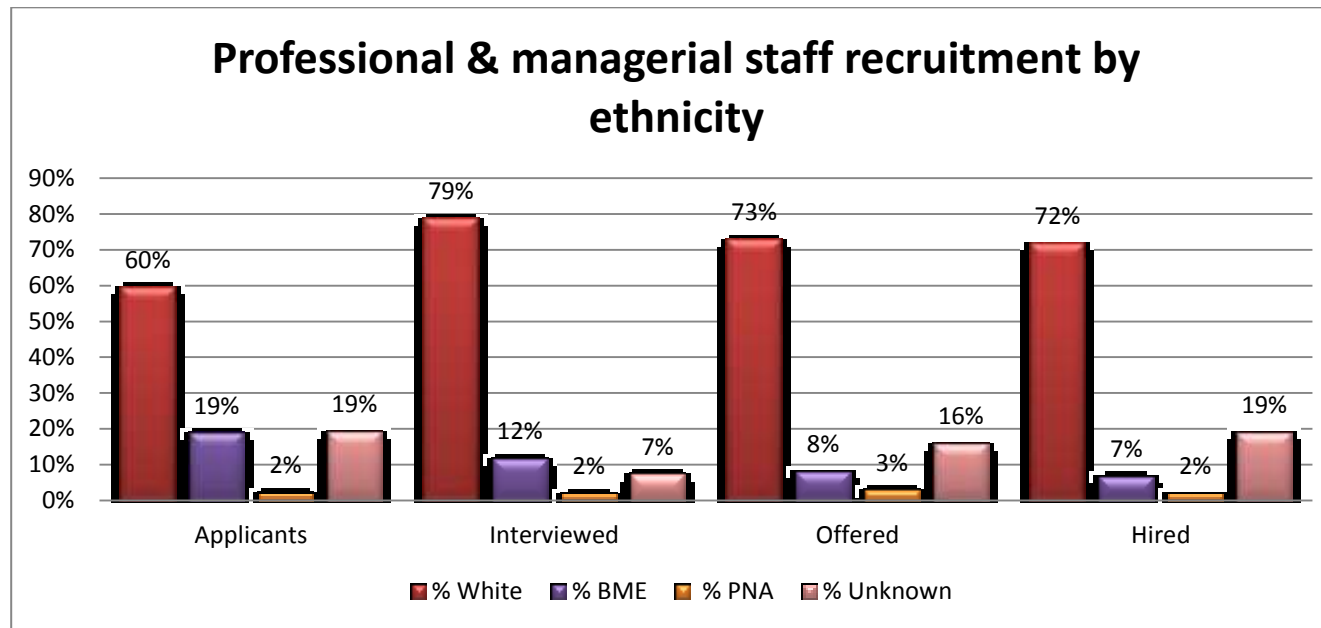


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	127	3%	3,615	76%	78	2%	909	19%	4,729
Interviewed	21	4%	507	88%	4	1%	43	7%	575
Offered	4	2%	136	80%	3	2%	27	16%	170
Hired	4	3%	113	77%	1	1%	28	19%	146

- 3% of applicants declared a disability. 3% of those 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

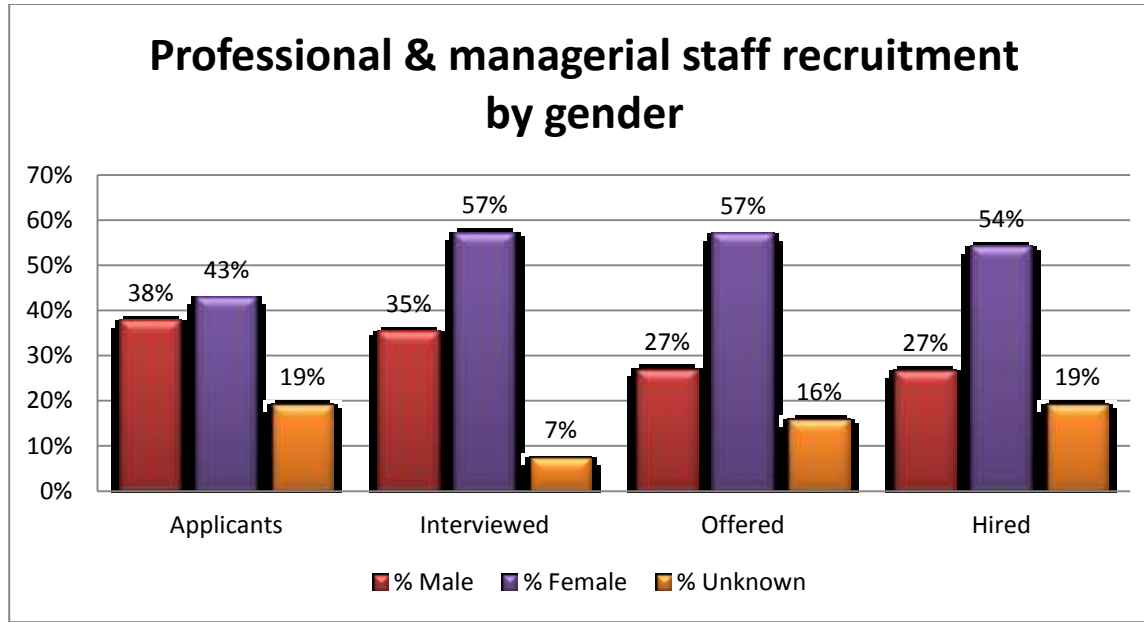


	White	%	BME ⁴	%	PNA	%	Unknown	%	Total
Applicants	2,821	60%	893	19%	106	2%	909	19%	4,729
Interviewed	453	79%	68	12%	11	2%	43	7%	575
Offered	124	73%	14	8%	5	3%	27	16%	170
Hired	105	72%	10	7%	3	2%	28	19%	146

- 19% of applicants declared they were from a Black or Minority Ethnic (BME) background. 12% of those interviewed, 8% of those offered and 7% of those hired were from a BME background.

⁴ BME = Black or Minority Ethnic

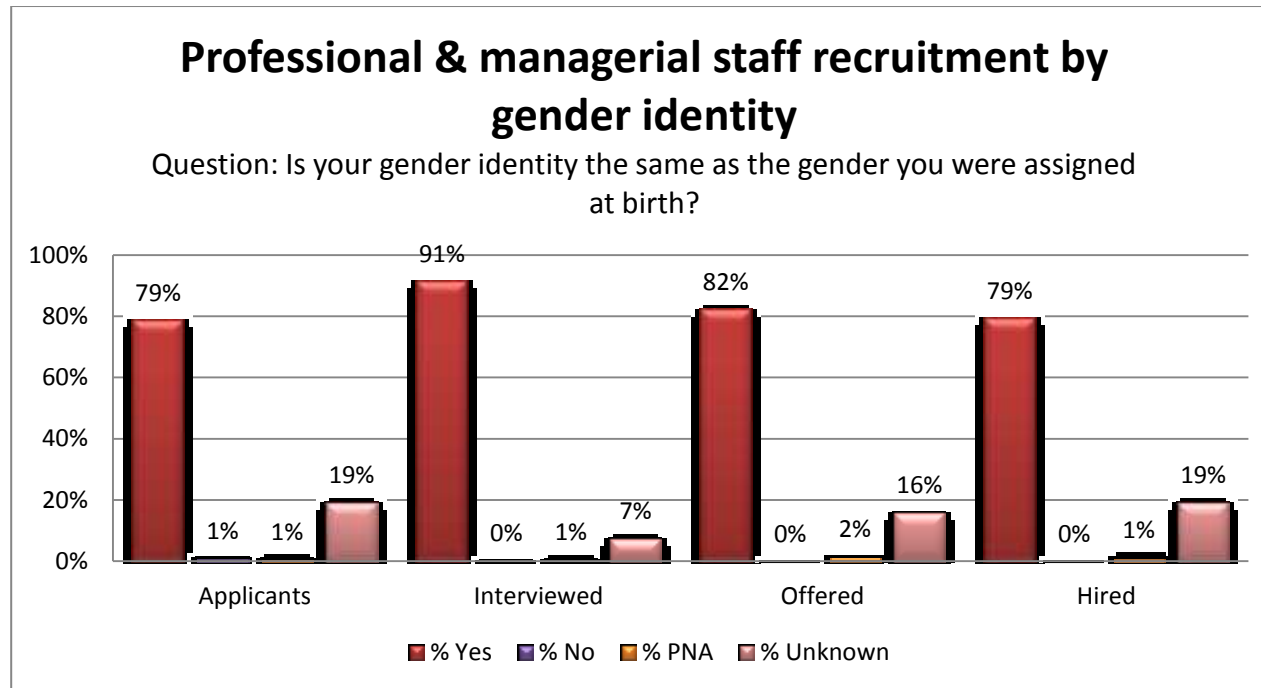
Figure 4. Gender



	Male	%	Female	%	Unknown	%	Total
Applicants	1,788	38%	2,032	43%	909	19%	4,729
Interviewed	203	35%	329	57%	43	7%	575
Offered	46	27%	97	57%	27	16%	170
Hired	39	27%	79	54%	28	19%	146

- 38% of applicants were male and 43% female. Of those appointed, 27% were male and 54% female.

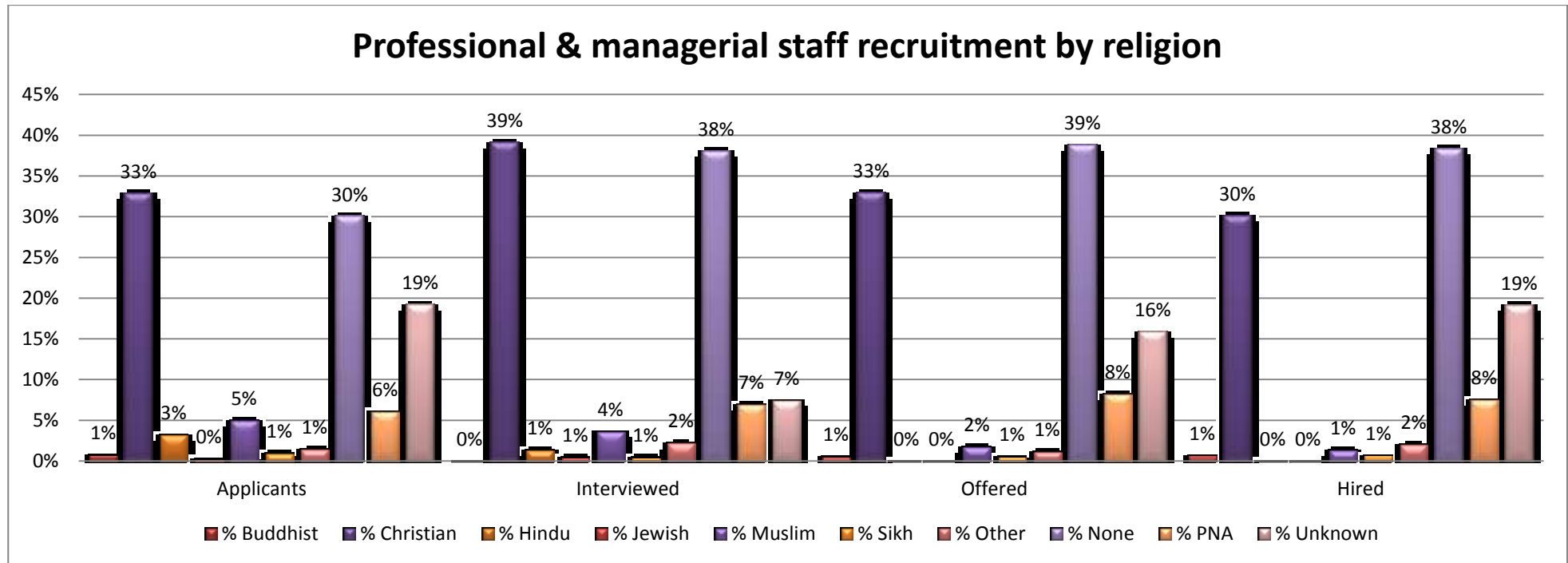
Figure 5. Gender identity



	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	3,728	79%	54	1%	38	1%	909	19%	4,729
Interviewed	526	91%	2	0%	4	1%	43	7%	575
Offered	140	82%	0	0%	3	2%	27	16%	170
Hired	116	79%	0	0%	2	1%	28	19%	146

- 54 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 2 candidates were interviewed, 0 candidates were offered a post and 0 appointed.

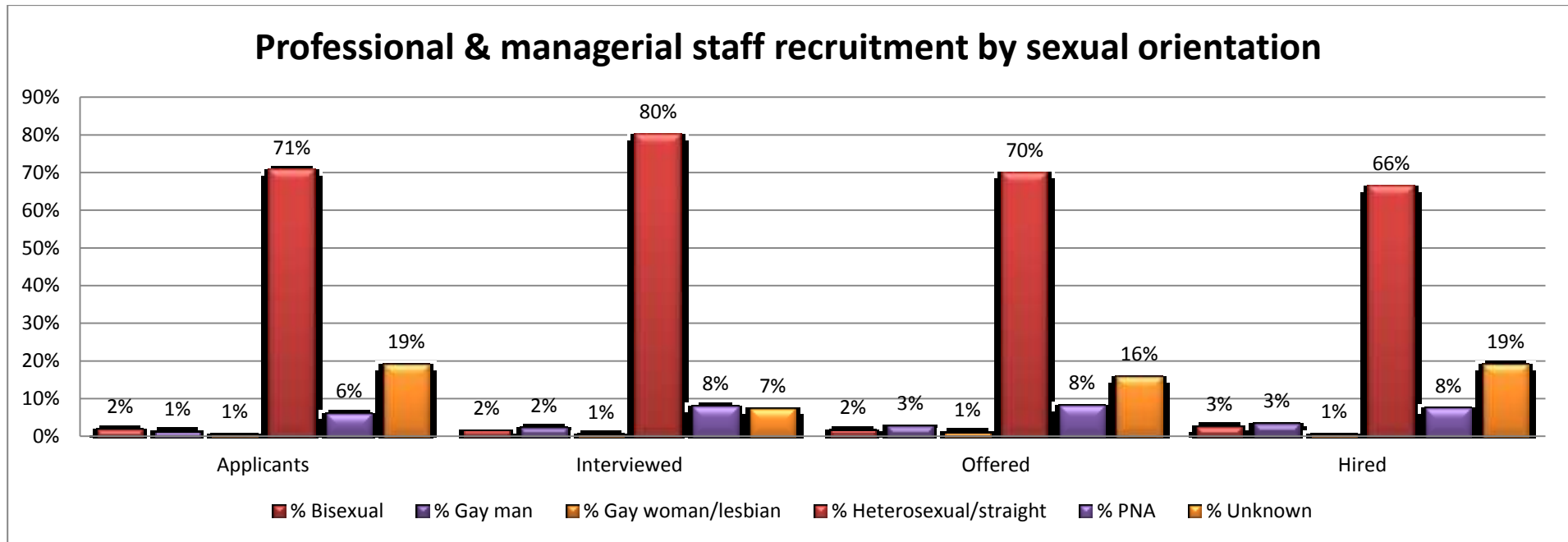
Figure 6. Religion



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
Applicants	36	1%	1,555	33%	153	3%	15	0%	236	5%
Interviewed	0	0%	225	39%	8	1%	3	1%	21	4%
Offered	1	1%	56	33%	0	0%	0	0%	3	2%
Hired	1	1%	44	30%	0	0%	0	0%	2	1%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
Applicants	47	1%	68	1%	1,421	30%	289	6%	909	19%
Interviewed	3	1%	13	2%	219	38%	40	7%	43	7%
Offered	1	1%	2	1%	66	39%	14	8%	27	16%
Hired	1	1%	3	2%	56	38%	11	8%	28	19%

- 30% of applicants stated they had no religion, 33% of applicants stated they were Christian, 5% of applicants stated they were Muslim, while 6% of applicants preferred not to answer this question, at the initial application stage. Of those hired, 38% declared they had no religion, 30% were Christian, 1% Muslim and 8% preferred not to answer.

Figure 7. Sexual Orientation



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual /straight	%	PNA	%	Unknown	%	Total
Applicants	90	2%	67	1%	30	1%	3,345	71%	288	6%	909	19%	4,729
Interviewed	9	2%	13	2%	3	1%	461	80%	46	8%	43	7%	575
Offered	3	2%	5	3%	2	1%	119	70%	14	8%	27	16%	170
Hired	4	3%	5	3%	1	1%	97	66%	11	8%	28	19%	146

- 6% of applicants preferred not to answer this question, 4% stated they were gay, lesbian or bisexual. Of those hired, 8% preferred not to answer, 7% were gay, lesbian or bisexual.