

University of Leeds Recruitment data

1 August 2012 – 31 July 2013

The following information provides university level recruitment data 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.

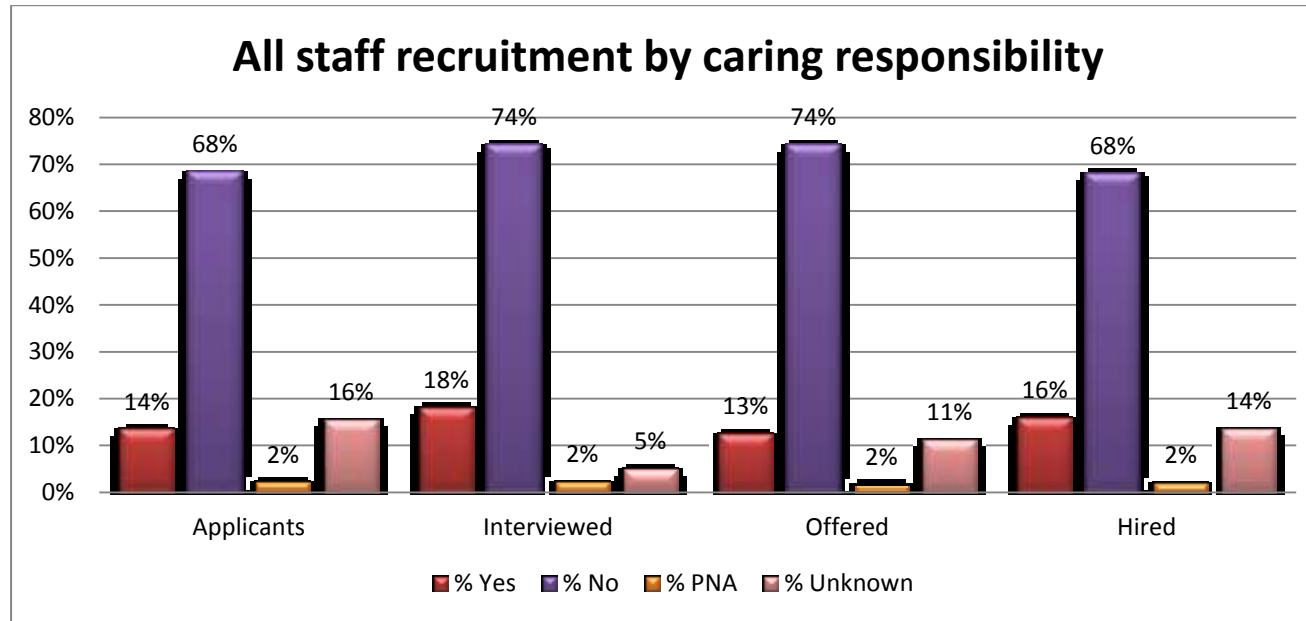
A basic summary of recruitment information on academic posts includes:

- 46,980 applications across the university
- 3,909 candidates interviewed
- 1,372 successful candidates offered posts
- 952 candidates accepted and appointed

Please note, 16% of monitoring information remains 'unknown' from the early application stages, 5% of monitoring information remains unknown during the interview stage, 11% of monitoring information remains unknown during the stages where successful candidates are offered a post, and 14% of monitoring information remains unknown when successful candidates are appointed.

PNA = Prefer not to answer.

Figure 1. Caring responsibilities¹



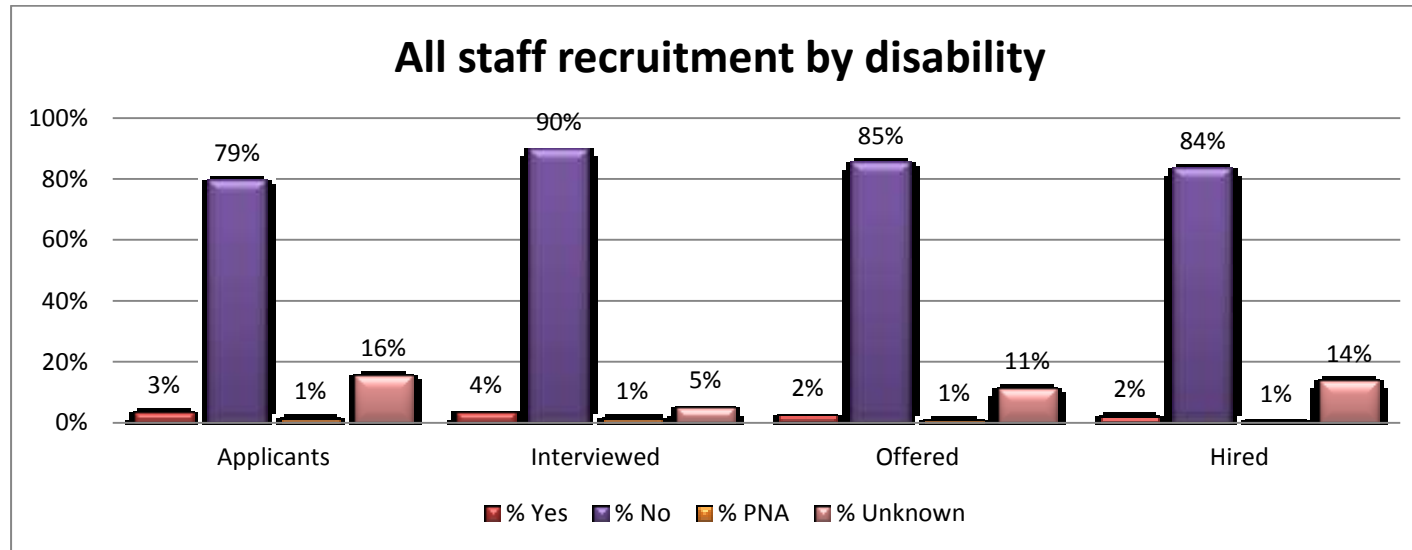
	Yes	%	No	%	PNA ²	%	Unknown	%	Total
Applicants	6,379	14%	32,179	68%	1,058	2%	7,364	16%	46,980
Interviewed	713	18%	2,905	74%	92	2%	199	5%	3,909
Offered	173	13%	1,018	74%	25	2%	156	11%	1,372
Hired	152	16%	649	68%	20	2%	131	14%	952

- 16% 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

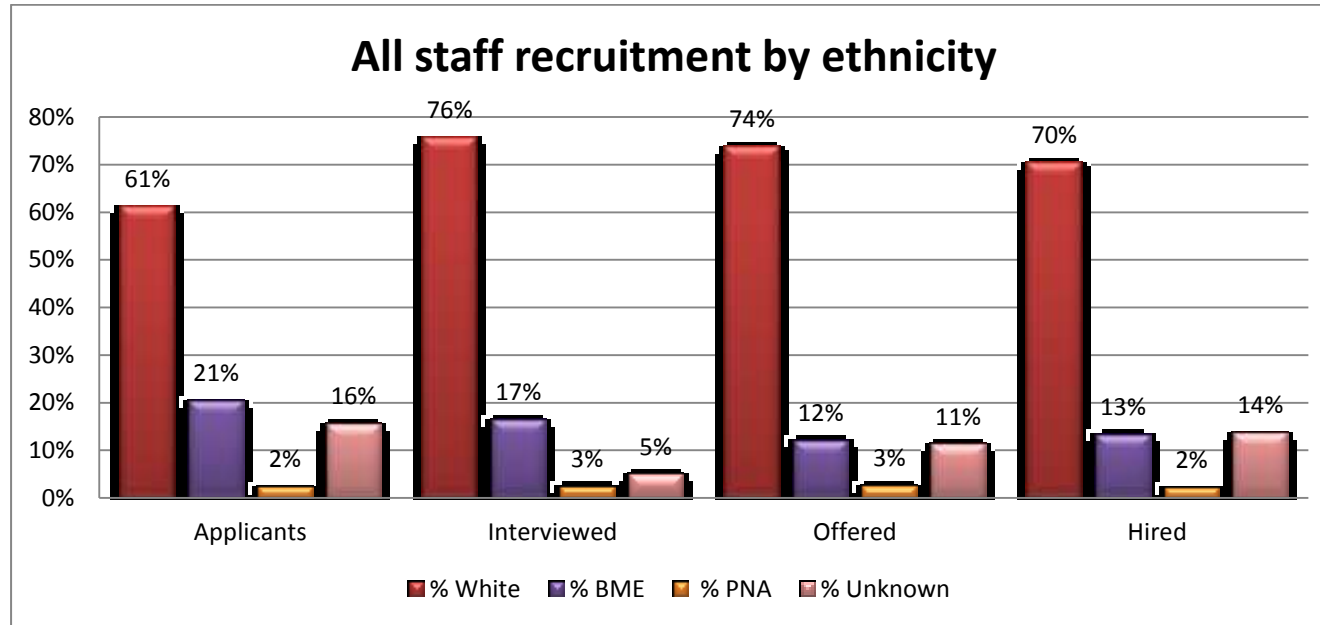


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	1,632	3%	37,313	79%	671	1%	7,364	16%	46,980
Interviewed	143	4%	3,512	90%	55	1%	199	5%	3,909
Offered	34	2%	1,170	85%	12	1%	156	11%	1,372
Hired	20	2%	795	84%	6	1%	131	14%	952

- 3% of applicants declared a disability. 2% 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

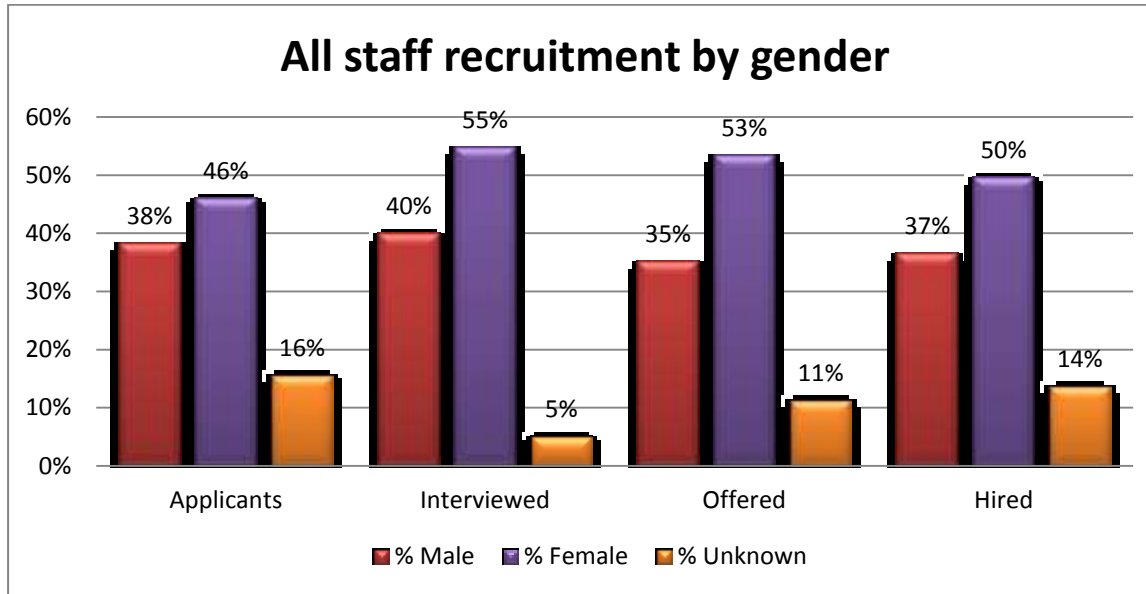


	White	%	BME ⁴	%	PNA	%	Unknown	%	Total
Applicants	28,831	61%	9,631	21%	1,154	2%	7,364	16%	46,980
Interviewed	2,964	76%	648	17%	98	3%	199	5%	3,909
Offered	1,013	74%	167	12%	36	3%	156	11%	1,372
Hired	671	70%	128	13%	22	2%	131	14%	952

- 21% of applicants declared they were from a Black or Minority Ethnic (BME) background. 13% of those appointed were from a BME background.

⁴ BME = Black or Minority Ethnic

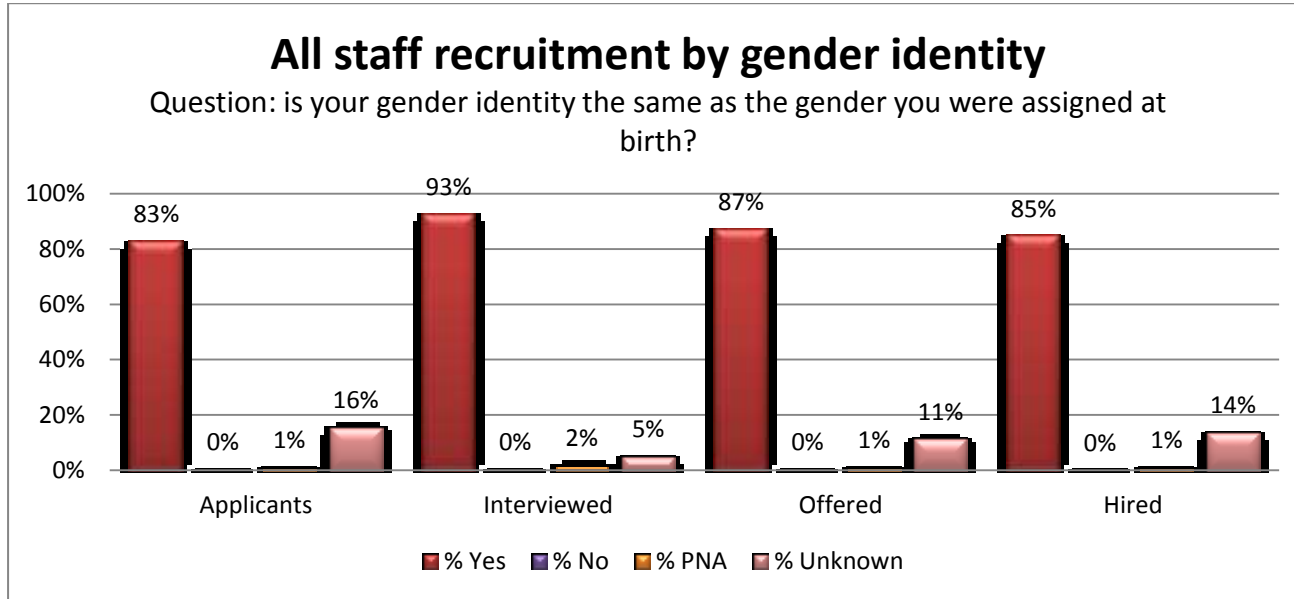
Figure 4. Gender



	Male	%	Female	%	Unknown	%	Total
Applicants	18,018	38%	21,598	46%	7,364	16%	46,980
Interviewed	1,565	40%	2,145	55%	199	5%	3,909
Offered	482	35%	734	53%	156	11%	1,372
Hired	348	37%	473	50%	131	14%	952

- 38% of applicants were male and 46% female. Of those appointed, 37% were male and 50% female.

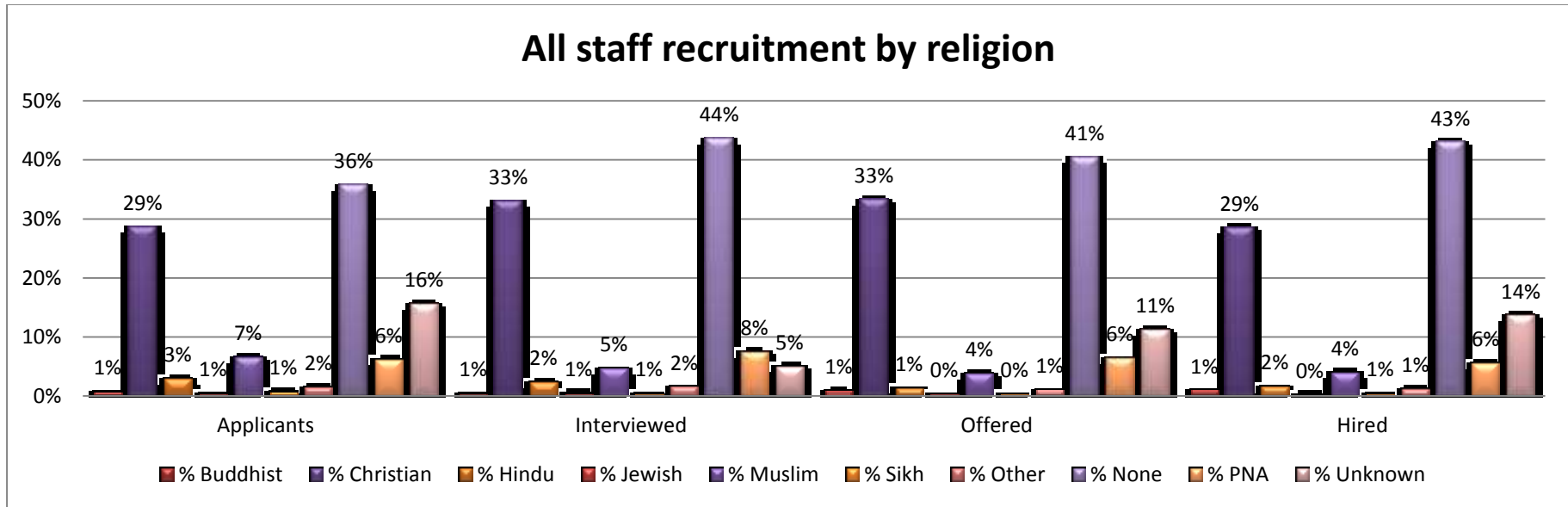
Figure 5. Gender identity



	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	38,858	83%	179	0%	579	1%	7,364	16%	46,980
Interviewed	3,622	93%	14	0%	74	2%	199	5%	3,909
Offered	1,197	87%	4	0%	15	1%	156	11%	1,372
Hired	807	85%	2	0%	12	1%	131	14%	952

- 179 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 14 candidates were interviewed, 4 candidates were offered a post and 2 appointed.

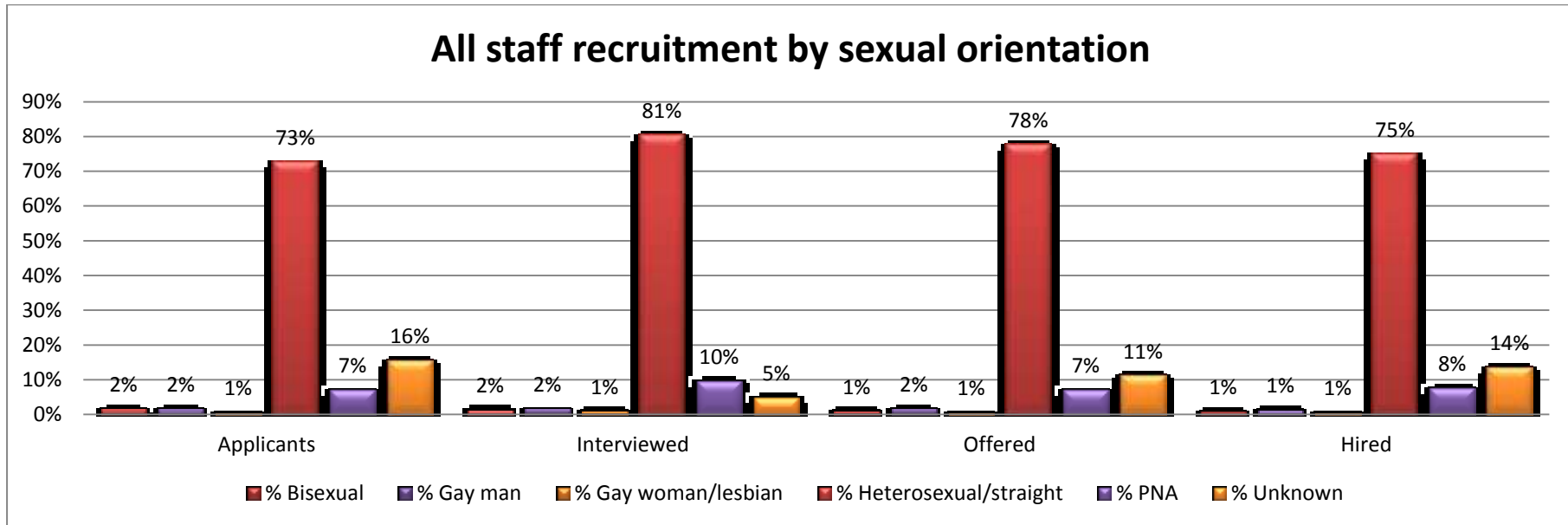
Figure 6. Religion



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
Applicants	381	1%	13,516	29%	1,415	3%	239	1%	3,148	7%
Interviewed	20	1%	1,294	33%	95	2%	24	1%	187	5%
Offered	14	1%	457	33%	20	1%	6	0%	53	4%
Hired	10	1%	272	29%	16	2%	3	0%	39	4%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
Applicants	414	1%	714	2%	16,822	36%	2,967	6%	7,364	16%
Interviewed	20	1%	65	2%	1,708	44%	297	8%	199	5%
Offered	6	0%	15	1%	556	41%	89	6%	156	11%
Hired	5	1%	12	1%	410	43%	54	6%	131	14%

- 36% of applicants stated they had no religion, 29% of applicants stated they were Christian, 7% of applicants stated they were Muslim, while 6% of applicants preferred not to answer this question, at the initial application stage. Of those hired, 43% declared they had no religion, 29% were Christian, 4% Muslim and 6% preferred not to answer.

Figure 7. Sexual Orientation



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
Applicants	792	2%	796	2%	381	1%	34,237	73%	3,410	7%	7,364	16%	46,980
Interviewed	62	2%	70	2%	44	1%	3,149	81%	385	10%	199	5%	3,909
Offered	16	1%	23	2%	11	1%	1,067	78%	99	7%	156	11%	1,372
Hired	10	1%	14	1%	8	1%	715	75%	74	8%	131	14%	952

- 7% of applicants preferred not to answer this question, 5% stated they were gay, lesbian or bisexual. Of those hired, 8% preferred not to answer, 3% were gay, lesbian or bisexual.