

Support staff recruitment data

1 August 2012 – 31 July 2013

The following information provides recruitment data of support 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

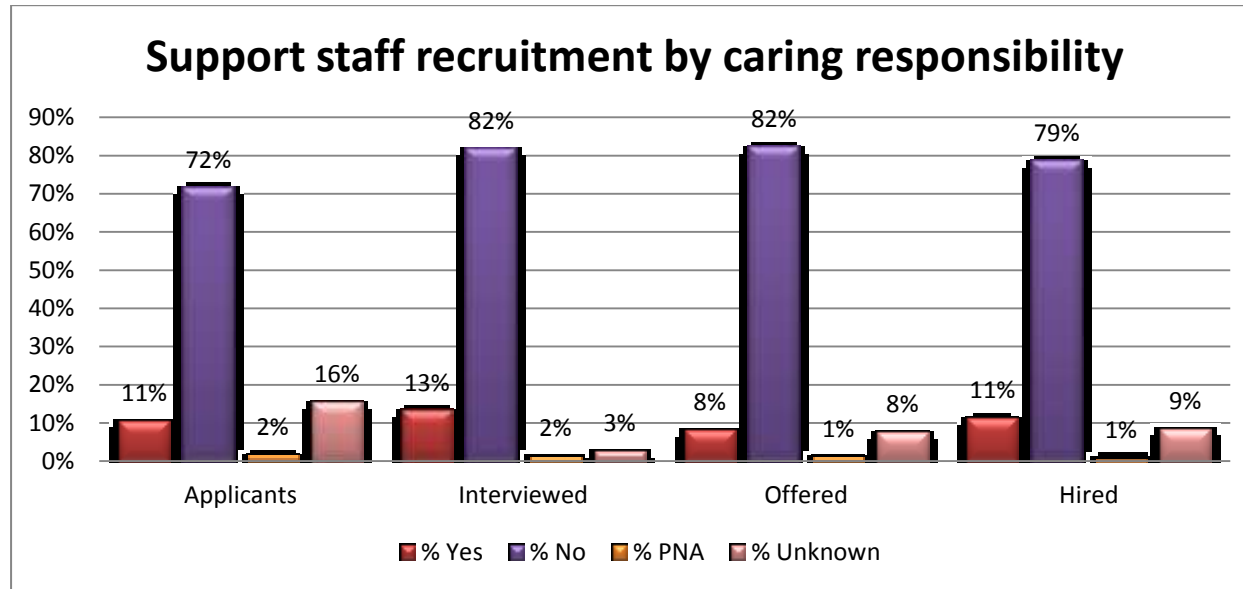
A basic summary of recruitment information on support staff posts includes

- 29,855 applications across the university
- 1,950 candidates interviewed
- 569 successful candidates offered posts
- 367 candidates accepted and appointed/hired

Please note, 16% of monitoring information remains 'unknown' from the early application stages, 3% of monitoring information remains unknown during the interview stage, 8% of monitoring information remains unknown during the stages where successful candidates are offered a post, and 9% of monitoring information remains unknown when successful candidates are appointed.

PNA = Prefer not to answer

Figure 1. Caring responsibility¹



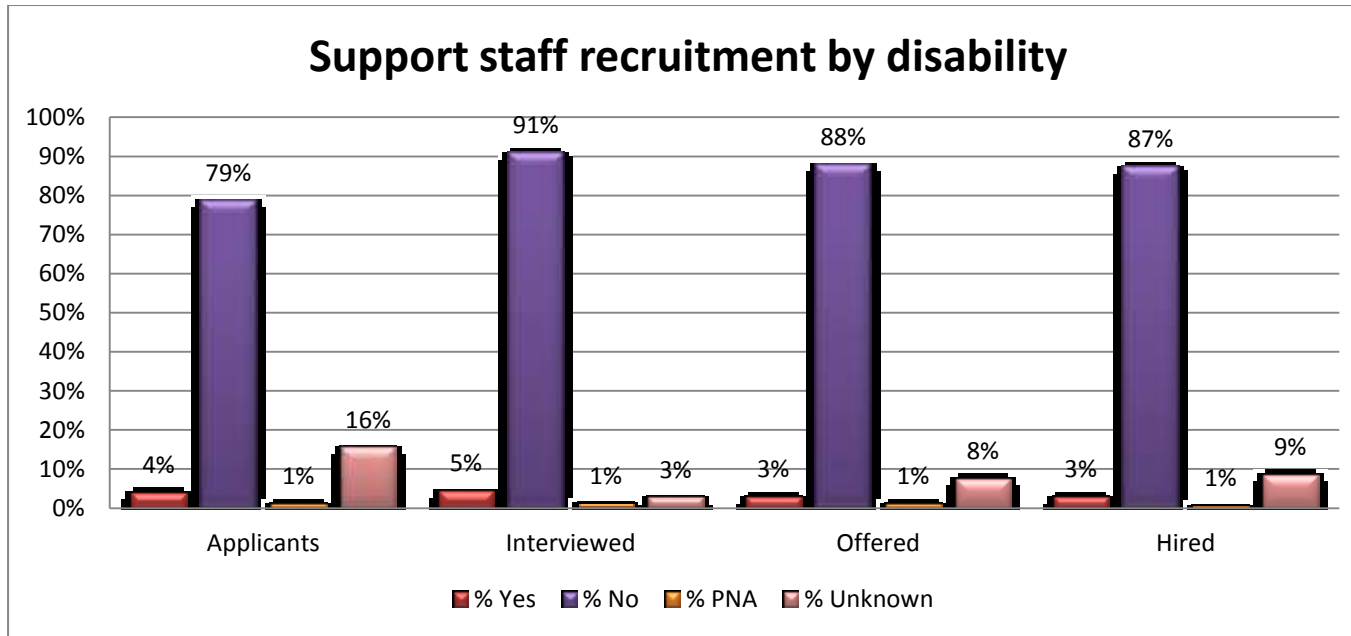
	Yes	%	No	%	PNA ²	%	Unknown	%	Total
Applicants	3,227	11%	21,427	72%	513	2%	4,688	16%	29,855
Interviewed	262	13%	1,600	82%	31	2%	57	3%	1,950
Offered	48	8%	469	82%	8	1%	44	8%	569
Hired	42	11%	289	79%	4	1%	32	9%	367

- 11% 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

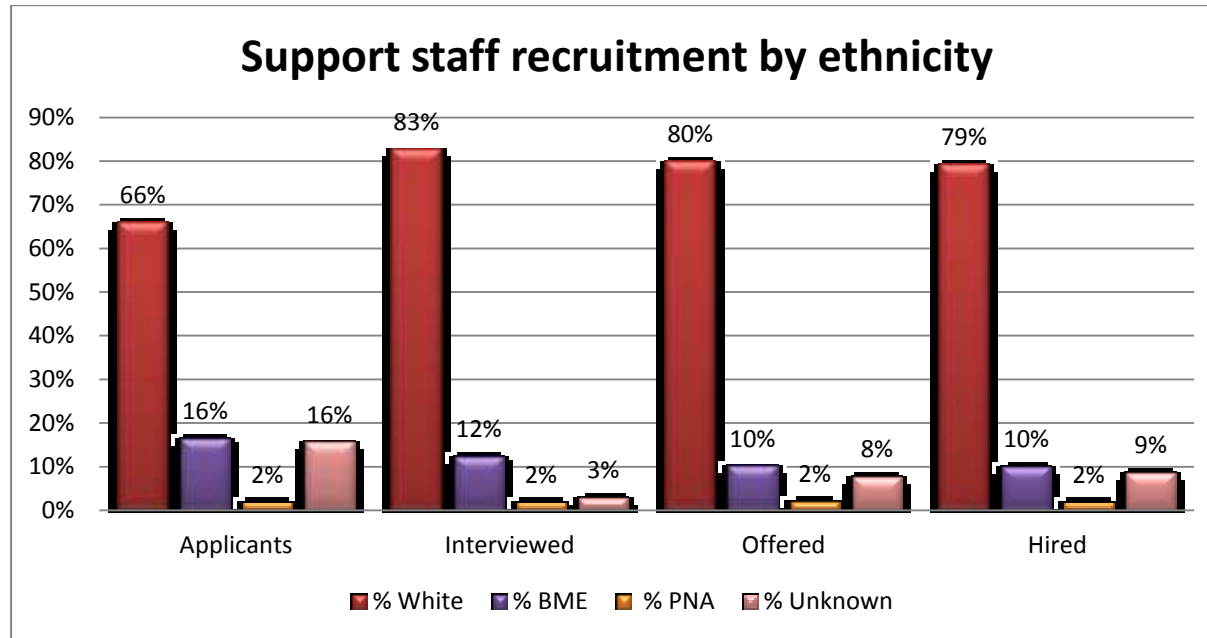


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	1,249	4%	23,549	79%	369	1%	4,688	16%	29,855
Interviewed	90	5%	1,776	91%	27	1%	57	3%	1,950
Offered	17	3%	501	88%	7	1%	44	8%	569
Hired	11	3%	321	87%	3	1%	32	9%	367

- 4% 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

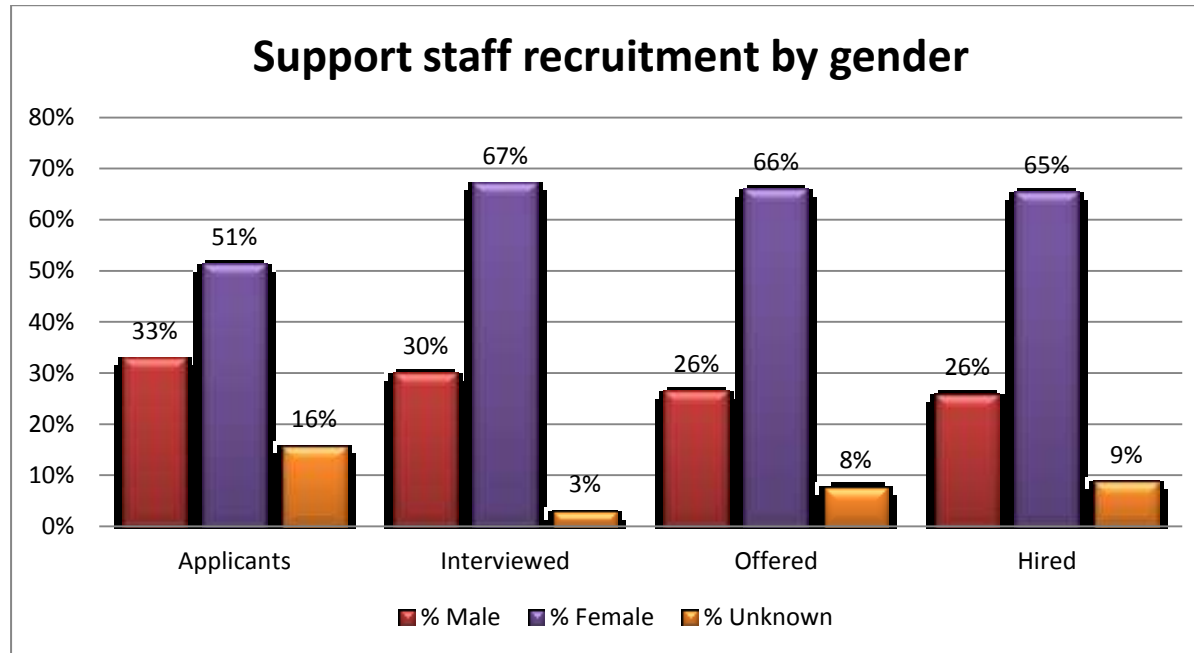


	White	%	BME ⁴	%	PNA	%	Unknown	%	Total
Applicants	19,680	66%	4,913	16%	574	2%	4,688	16%	29,855
Interviewed	1,614	83%	241	12%	38	2%	57	3%	1,950
Offered	455	80%	58	10%	12	2%	44	8%	569
Hired	291	79%	37	10%	7	2%	32	9%	367

- 16% of applicants declared they were from a Black or Minority Ethnic (BME) background. 12% of those interviewed, 10% of those offered and 10% of those hired were from a BME background.

⁴ BME = Black or Minority Ethnic

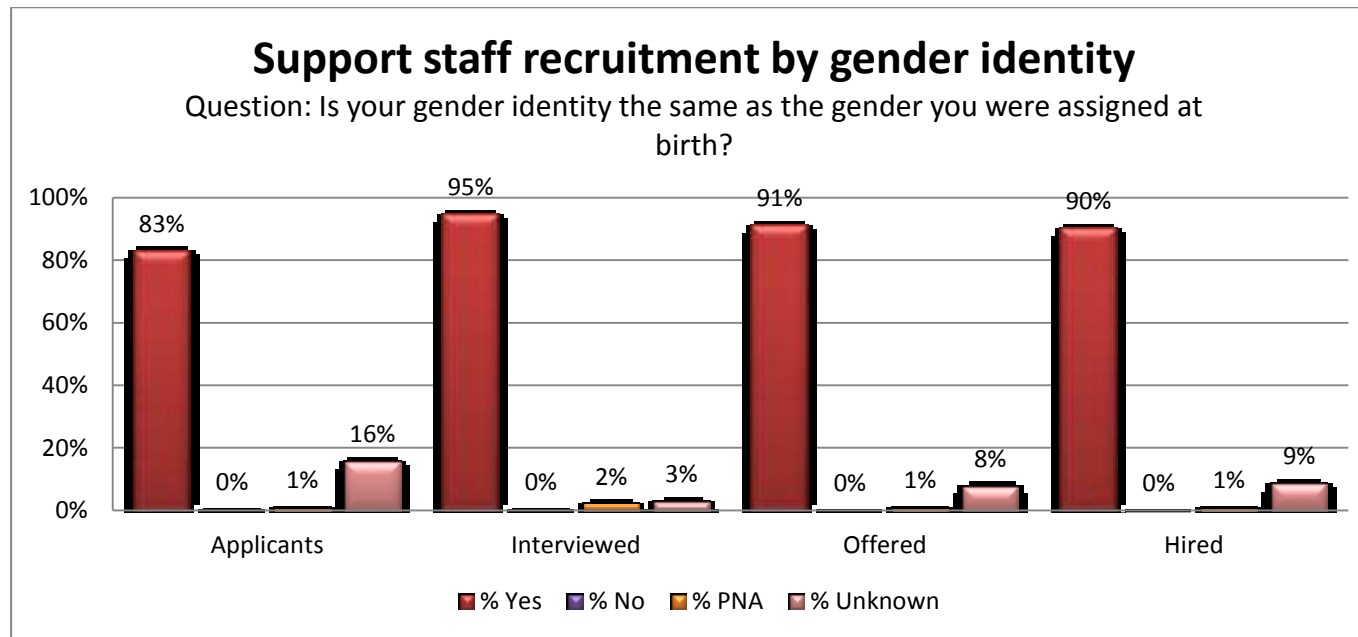
Figure 4. Gender



	Male	%	Female	%	Unknown	%	Total
Applicants	9,849	33%	15,318	51%	4,688	16%	29,855
Interviewed	583	30%	1,310	67%	57	3%	1,950
Offered	150	26%	375	66%	44	8%	569
Hired	95	26%	240	65%	32	9%	367

- 33% of applicants were male and 51% female. Of those appointed, 26% were male and 65% female.

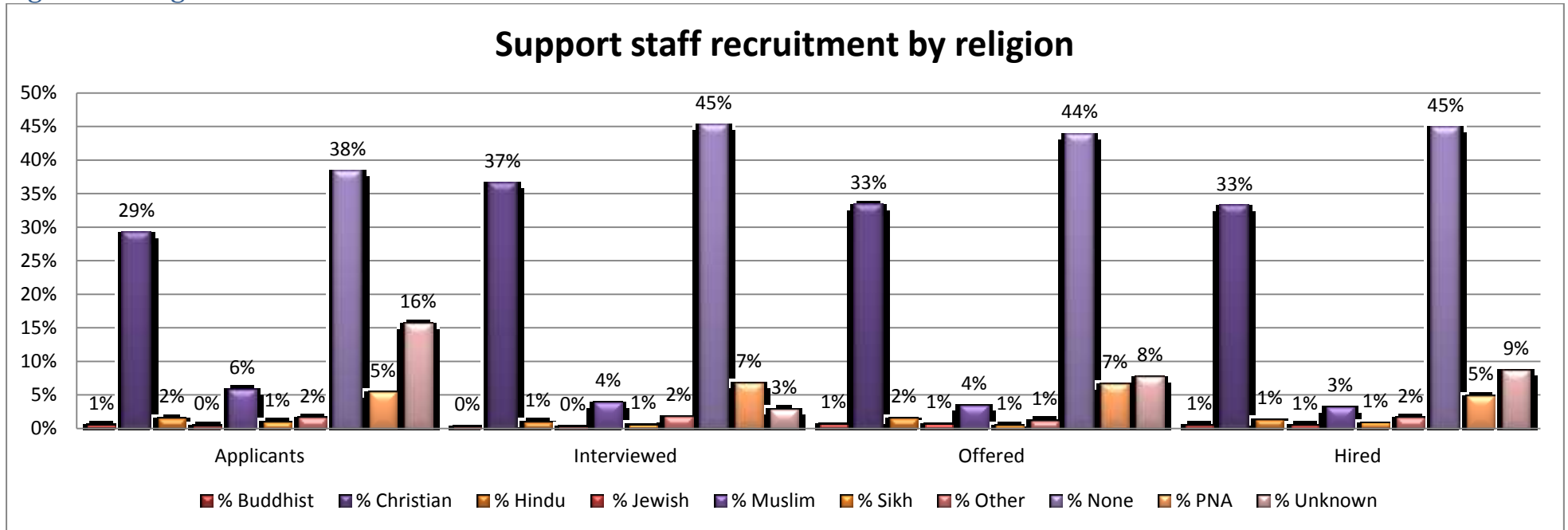
Figure 5. Gender identity



	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	24,775	83%	83	0%	309	1%	4,688	16%	29,855
Interviewed	1,844	95%	7	0%	42	2%	57	3%	1,950
Offered	518	91%	1	0%	6	1%	44	8%	569
Hired	331	90%	0	0%	4	1%	32	9%	367

- 83 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 7 candidates were interviewed, 1 candidate was offered a post and 0 appointed.

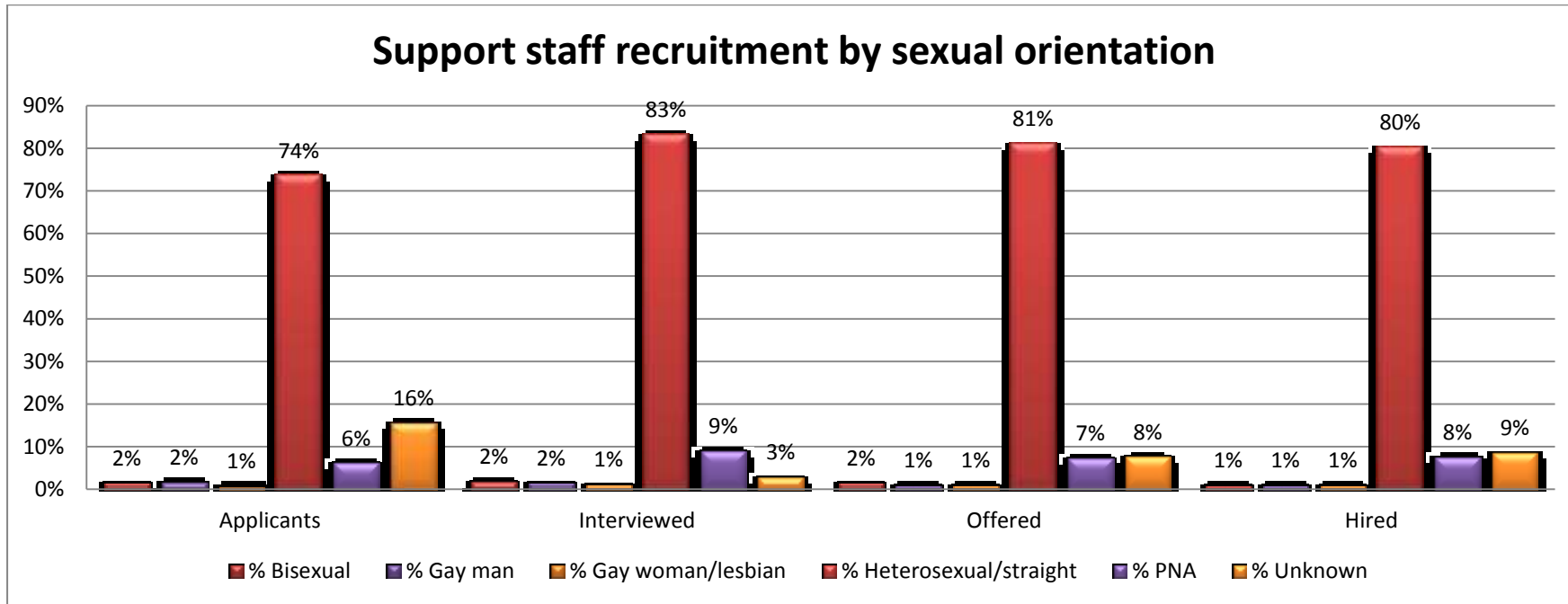
Figure 6. Religion



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
Applicants	169	1%	8,733	29%	461	2%	147	0%	1,759	6%
Interviewed	7	0%	715	37%	20	1%	8	0%	77	4%
Offered	4	1%	190	33%	9	2%	4	1%	20	4%
Hired	2	1%	122	33%	5	1%	2	1%	12	3%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
Applicants	313	1%	490	2%	11,469	38%	1,626	5%	4,688	16%
Interviewed	13	1%	36	2%	884	45%	133	7%	57	3%
Offered	3	1%	7	1%	250	44%	38	7%	44	8%
Hired	3	1%	6	2%	165	45%	18	5%	32	9%

- 38% of applicants stated they had no religion, 29% of applicants stated they were Christian, 6% of applicants stated they were Muslim, while 5% of applicants preferred not to answer this question, at the initial application stage. Of those hired, 45% declared they had no religion, 33% were Christian, 3% Muslim and 5% preferred not to answer.

Figure 7. Sexual Orientation



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
Applicants	475	2%	547	2%	264	1%	22,009	74%	1,872	6%	4,688	16%	29,855
Interviewed	38	2%	31	2%	24	1%	1,623	83%	177	9%	57	3%	1,950
Offered	9	2%	6	1%	6	1%	462	81%	42	7%	44	8%	569
Hired	4	1%	4	1%	4	1%	295	80%	28	8%	32	9%	367

- 6% 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.