

Academic¹ staff Recruitment data

1 August 2013 – 31 July 2014

The following information provides recruitment data of academic staff across the university between August 2013 – July 2014. 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

- 10,832 applications
- 1,318 candidates interviewed
- 506 successful candidates offered posts
- 411 candidates accepted and appointed (hired)

Please note, 15% of monitoring information remains 'unknown' from the early application stages, 5% of monitoring information remains unknown during the interview stage, 12% of monitoring information remains unknown during the stages where successful candidates are offered a post, and 11% of monitoring information remains unknown when successful candidates are appointed.

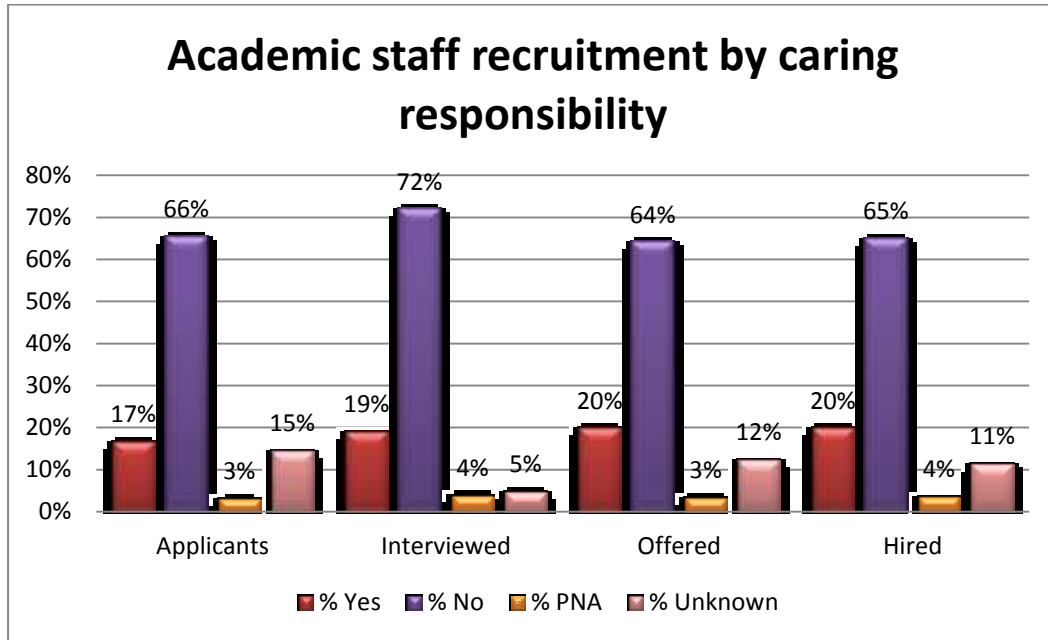
Data is rounded to the nearest whole percent.

PNA = Prefer not to answer

¹ Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc.

Figure 1. Caring responsibilities ²

- 20% of those hired declared they had caring responsibilities.

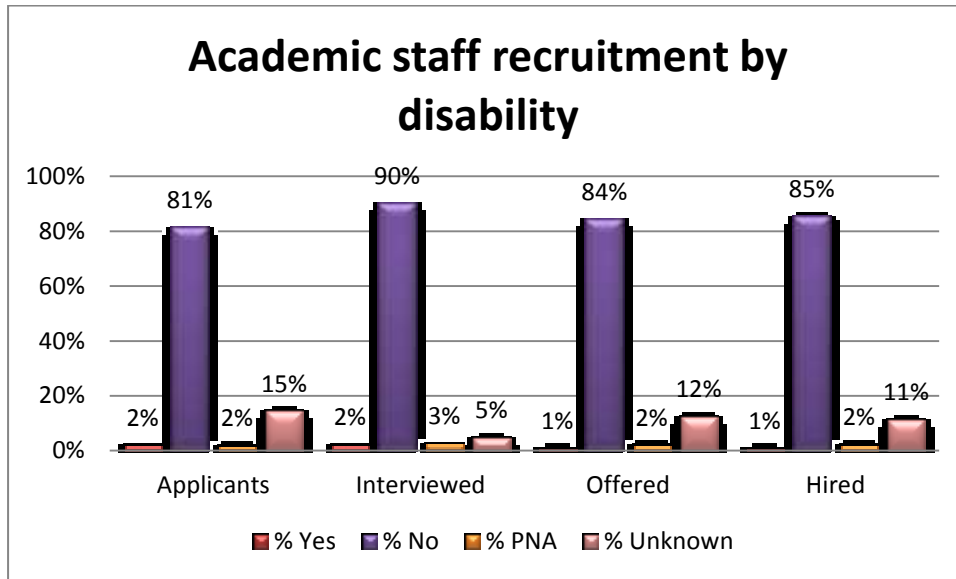


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	1,817	17%	7,096	66%	342	3%	1,577	15%	10,832
Interviewed	252	19%	950	72%	52	4%	64	5%	1,318
Offered	101	20%	325	64%	17	3%	63	12%	506
Hired	82	20%	267	65%	15	4%	47	11%	411

² Defined as: caring for either one or more children, one or more disabled children, a relative or family member

Figure 2. Disability³

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

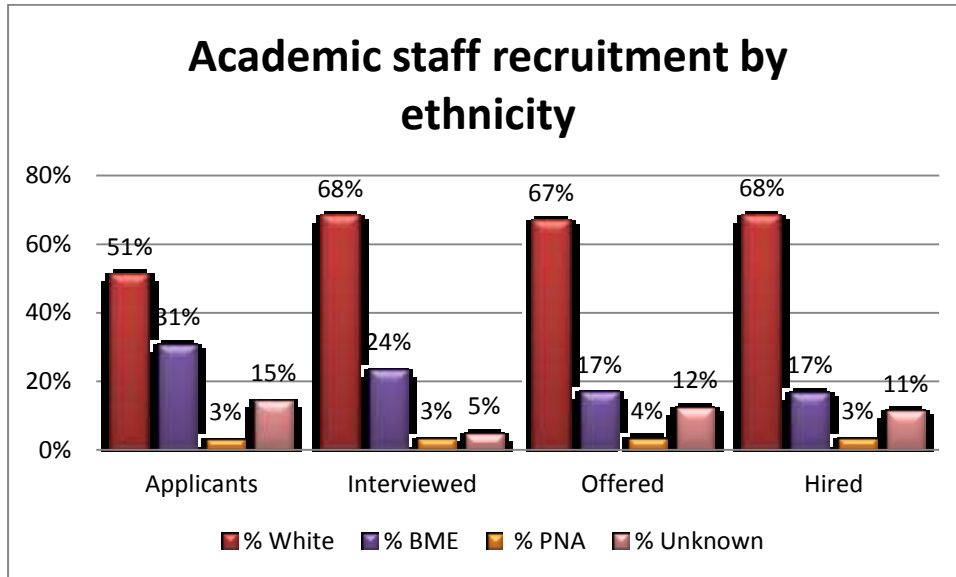


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	232	2%	8,810	81%	212	2%	1,578	15%	10,832
Interviewed	29	2%	1,189	90%	36	3%	64	5%	1,318
Offered	5	1%	427	84%	11	2%	63	12%	506
Hired	4	1%	351	85%	9	2%	47	11%	411

³ Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person’s ability to do normal daily activities.

Figure 3. Ethnicity

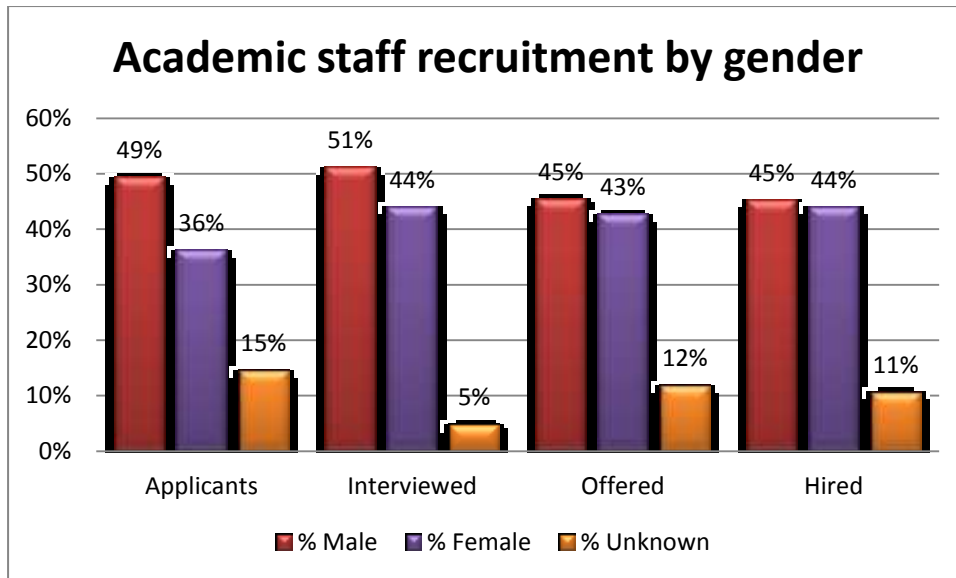
- 31% of applicants declared they were from a Black or Minority Ethnic (BME) background. 24% of staff interviewed, 17% of those offered and 17% of those hired were from a BME background.



	White	%	BME	%	PNA	%	Unknown	%	Total
Applicants	5,558	51%	3,345	31%	352	3%	1,577	15%	10,832
Interviewed	900	68%	310	24%	44	3%	64	5%	1,318
Offered	339	67%	86	17%	18	4%	63	12%	506
Hired	281	68%	69	17%	14	3%	47	11%	411

Figure 4. Gender

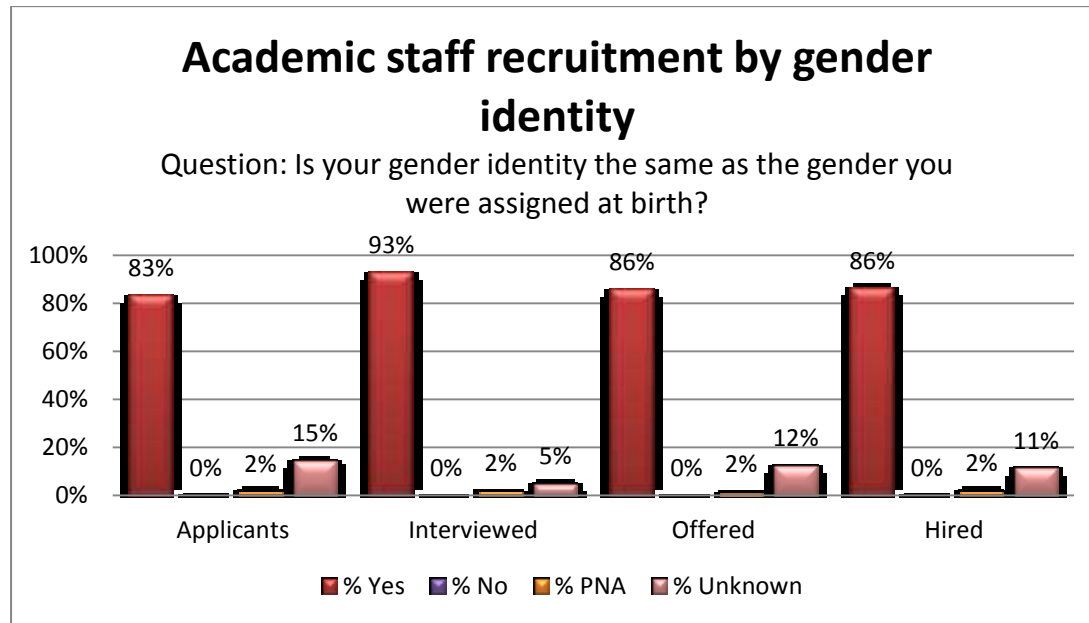
- 49% of applicants were male and 36% female. Of those hired, 45% were male and 44% female.



	Male	%	Female	%	Unknown	%	Total
Applicants	5,344	49%	3,915	36%	1,573	15%	10,832
Interviewed	674	51%	580	44%	64	5%	1,318
Offered	230	45%	216	43%	60	12%	506
Hired	186	45%	181	44%	44	11%	411

Figure 5. Gender identity

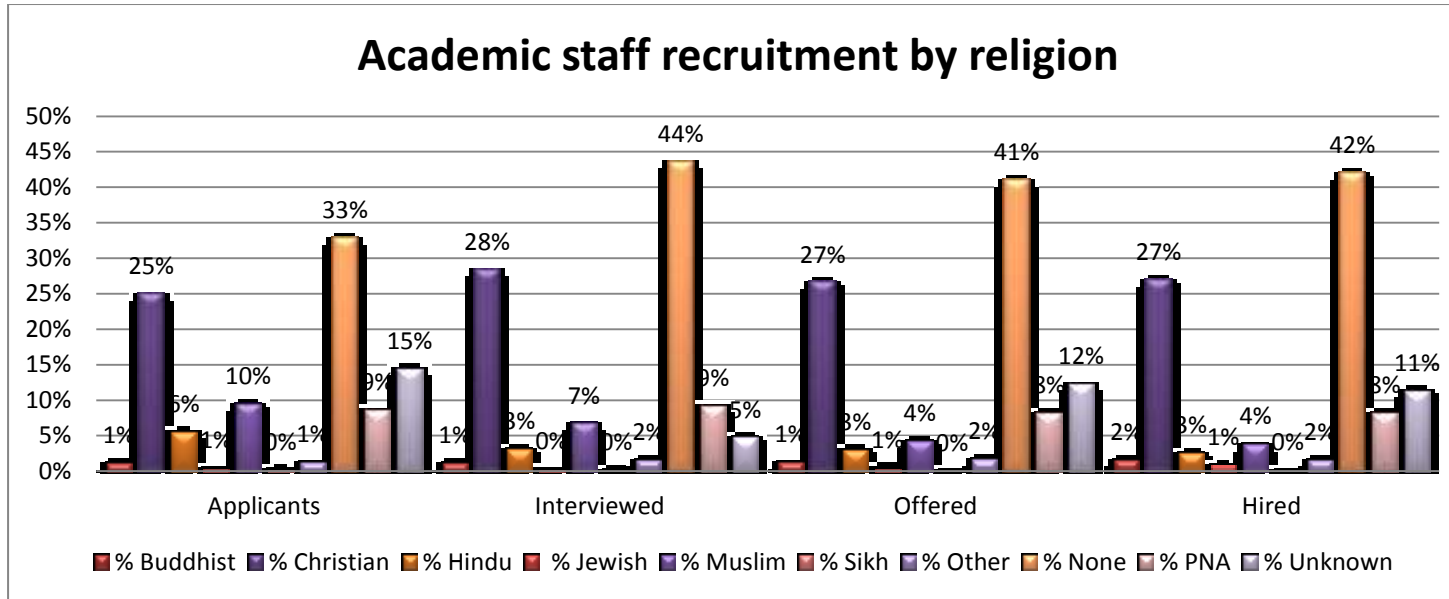
- 31 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 2 candidates were interviewed, 1 candidate was offered a post and 1 appointed.



	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	9,021	83%	31	0%	203	2%	1,577	15%	10,832
Interviewed	1,222	93%	2	0%	30	2%	64	5%	1,318
Offered	434	86%	1	0%	8	2%	63	12%	506
Hired	355	86%	1	0%	8	2%	47	11%	411

Figure 6. Religion

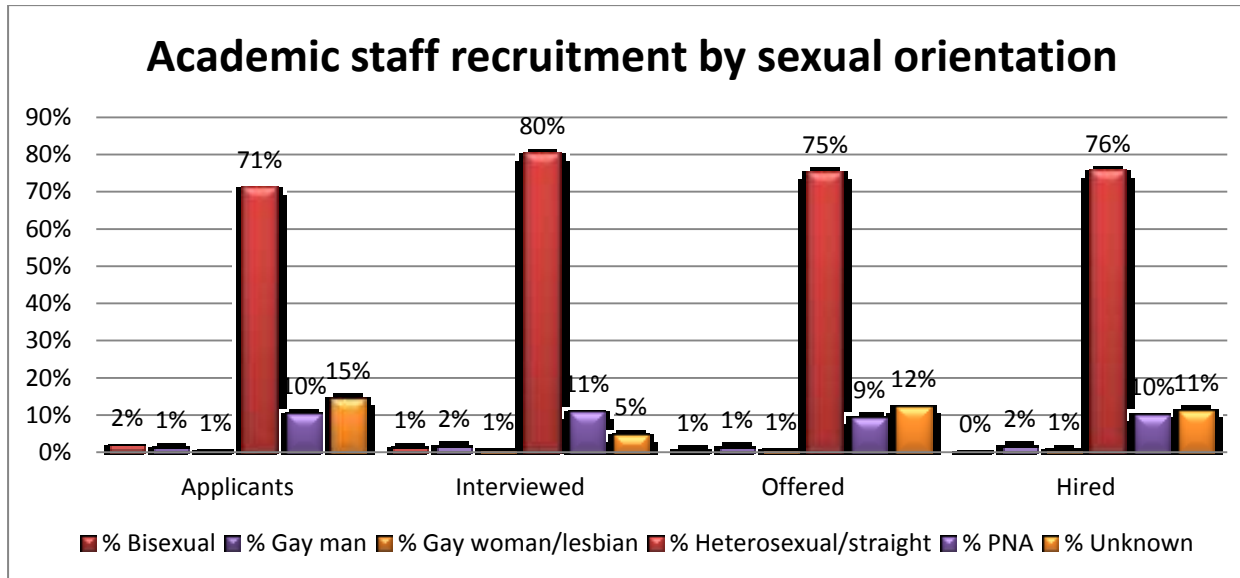
- 33% of applicants stated they had no religion, 25% of applicants stated they were Christian, 10% of applicants stated they were Muslim, while 9% of applicants preferred not to answer this question, at the initial application stage. Of those hired, 42% declared they had no religion, 27% were Christian, 4% Muslim and 8% preferred not to answer.



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
Applicants	135	1%	2,712	25%	610	6%	61	1%	1,033	10%
Interviewed	16	1%	375	28%	42	3%	6	0%	90	7%
Offered	7	1%	135	27%	16	3%	3	1%	22	4%
Hired	7	2%	111	27%	11	3%	4	1%	16	4%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
Applicants	39	0%	148	1%	3,570	33%	947	9%	1,577	15%
Interviewed	4	0%	22	2%	576	44%	123	9%	64	5%
Offered	1	0%	9	2%	208	41%	42	8%	63	12%
Hired	1	0%	7	2%	173	42%	34	8%	47	11%

Figure 7. Sexual Orientation

- 10% of applicants preferred not to answer this question, 4% stated they were gay, lesbian or bisexual. Of those hired, 10% preferred not to answer, 3% declared they were gay, lesbian or bisexual.



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
Applicants	208	2%	139	1%	60	1%	7,714	71%	1,134	10%	1577	15%	10,832
Interviewed	17	1%	22	2%	11	1%	1,059	80%	145	11%	64	5%	1,318
Offered	3	1%	7	1%	4	1%	381	75%	48	9%	63	12%	506
Hired	1	0%	7	2%	3	1%	311	76%	42	10%	47	11%	411