

Professional and managerial¹ staff recruitment data

1 August 2013 – 31 July 2014

The following information provides recruitment data of professional and managerial 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 professional and managerial posts includes

- 3896 applications
- 532 candidates interviewed
- 155 successful candidates offered posts
- 128 candidates accepted and appointed (hired)

Please note, 18% of monitoring information remains 'unknown' from the early application stages, 7% 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 7% of monitoring information remains unknown when successful candidates are appointed.

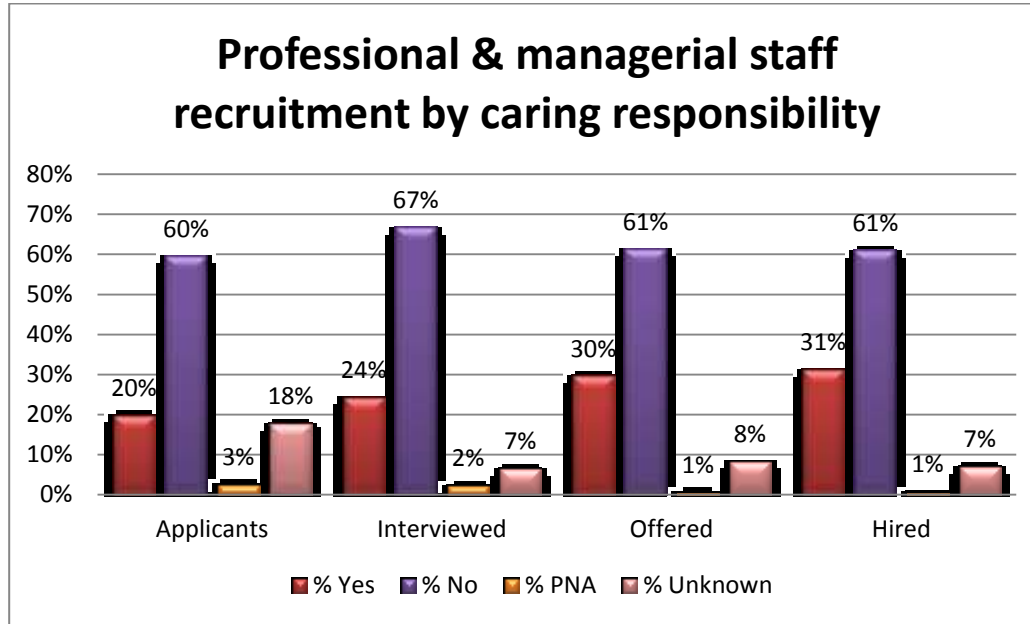
Data is rounded to the nearest whole percent.

PNA = Prefer not to answer

¹ 'Professional & managerial' staff is comprised of more senior administrative staff roles.

Figure 1. Caring responsibility²

- 31% of those hired declared they had caring responsibilities.

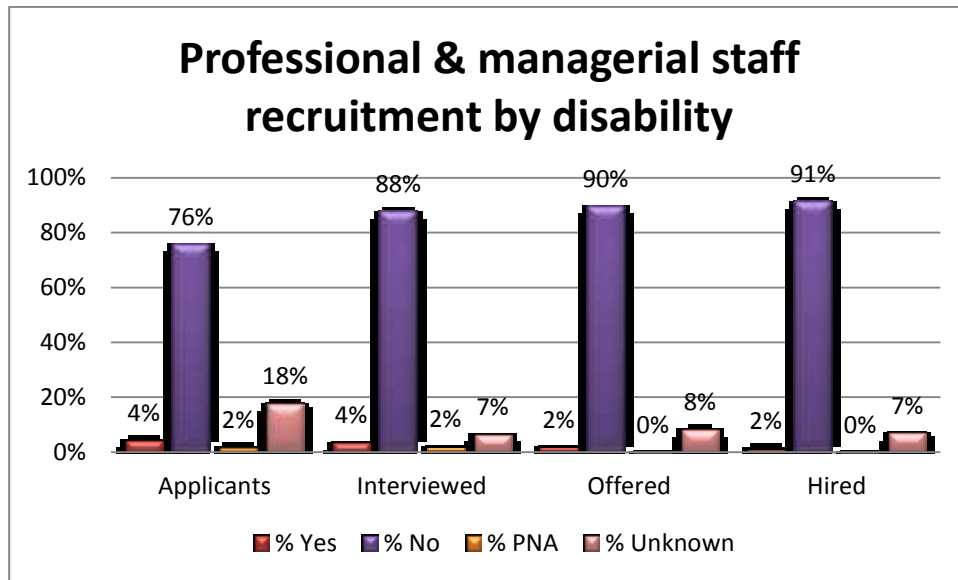


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	775	20%	2,323	60%	102	3%	696	18%	3,896
Interviewed	130	24%	355	67%	12	2%	35	7%	532
Offered	46	30%	95	61%	1	1%	13	8%	155
Hired	40	31%	78	61%	1	1%	9	7%	128

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

Figure 2. Disability³

- 4% of applicants declared a disability. 2% of those hired declared they had a disability.

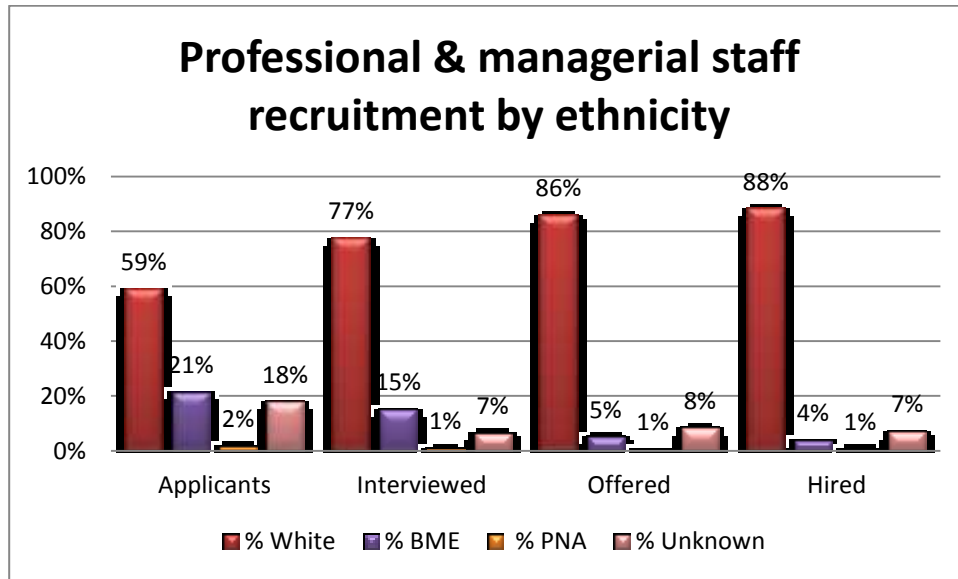


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	174	4%	2,957	76%	69	2%	696	18%	3,896
Interviewed	19	4%	467	88%	11	2%	35	7%	532
Offered	3	2%	139	90%	0	0%	13	8%	155
Hired	2	2%	117	91%	0	0%	9	7%	128

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

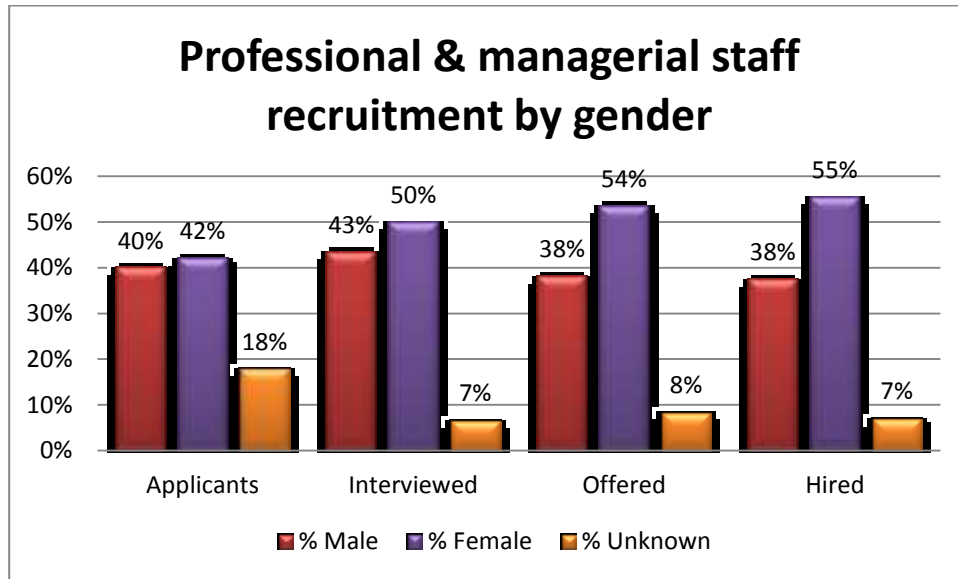
- 21% of applicants declared they were from a Black or Minority Ethnic (BME) background. 15% of those interviewed, 5% of those offered and 4% of those hired were from a BME background.



	White	%	BME	%	PNA	%	Unknown	%	Total
Applicants	2,299	59%	834	21%	67	2%	696	18%	3,896
Interviewed	412	77%	80	15%	5	1%	35	7%	532
Offered	133	86%	8	5%	1	1%	13	8%	155
Hired	113	88%	5	4%	1	1%	9	7%	128

Figure 4. Gender

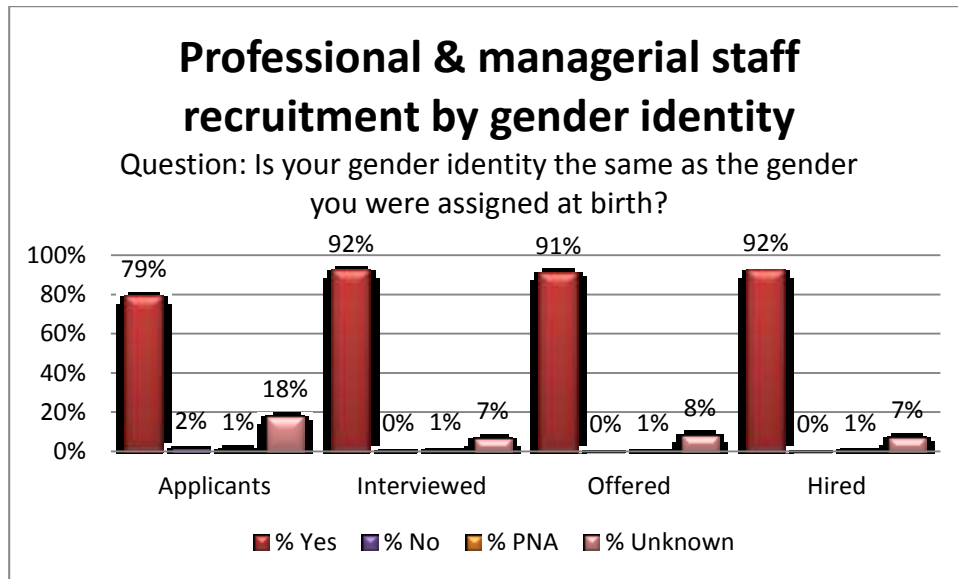
- 40% of applicants were male and 42% female. Of those appointed, 38% were male and 55% female.



	Male	%	Female	%	Unknown	%	Total
Applicants	1,559	40%	1,641	42%	696	18%	3,896
Interviewed	231	43%	266	50%	35	7%	532
Offered	59	38%	83	54%	13	8%	155
Hired	48	38%	71	55%	9	7%	128

Figure 5. Gender identity

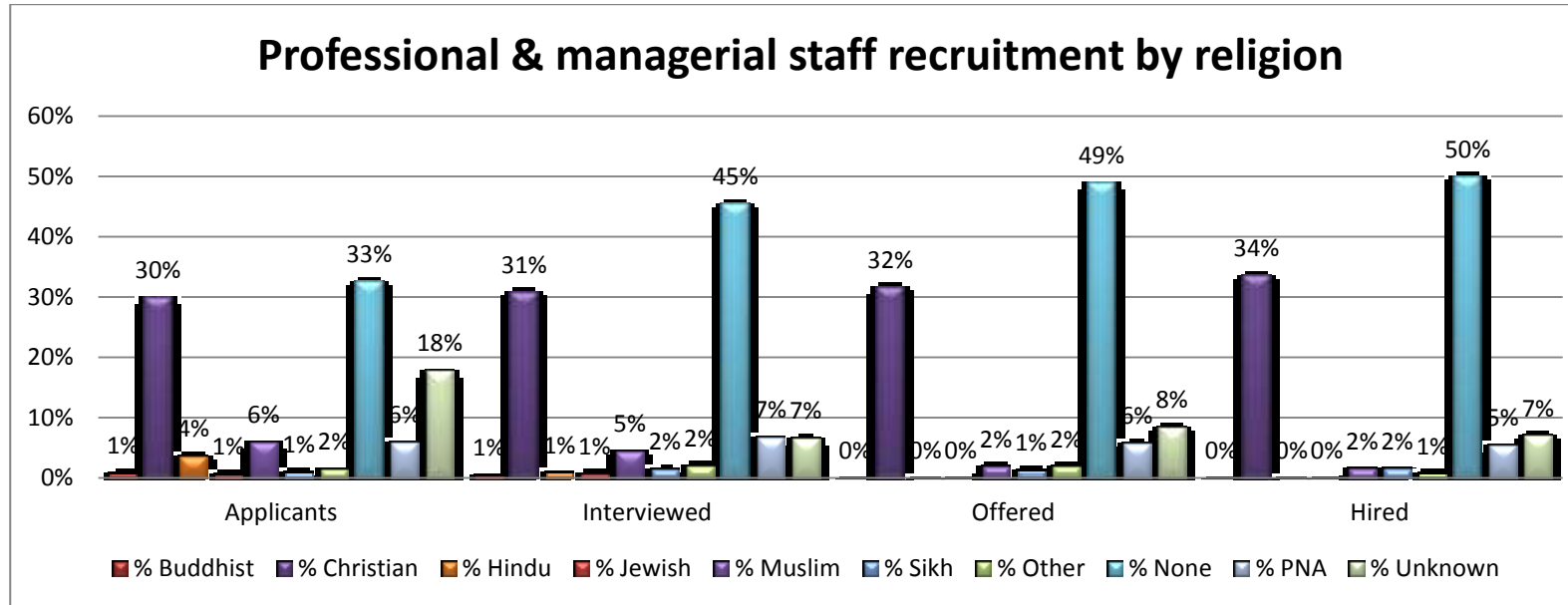
- 69 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 2 candidates were interviewed, 0 candidates were offered a post and 0 appointed.



	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	3,086	79%	69	2%	45	1%	696	18%	3,896
Interviewed	490	92%	2	0%	5	1%	35	7%	532
Offered	141	91%	0	0%	1	1%	13	8%	155
Hired	118	92%	0	0%	1	1%	9	7%	128

Figure 6. Religion

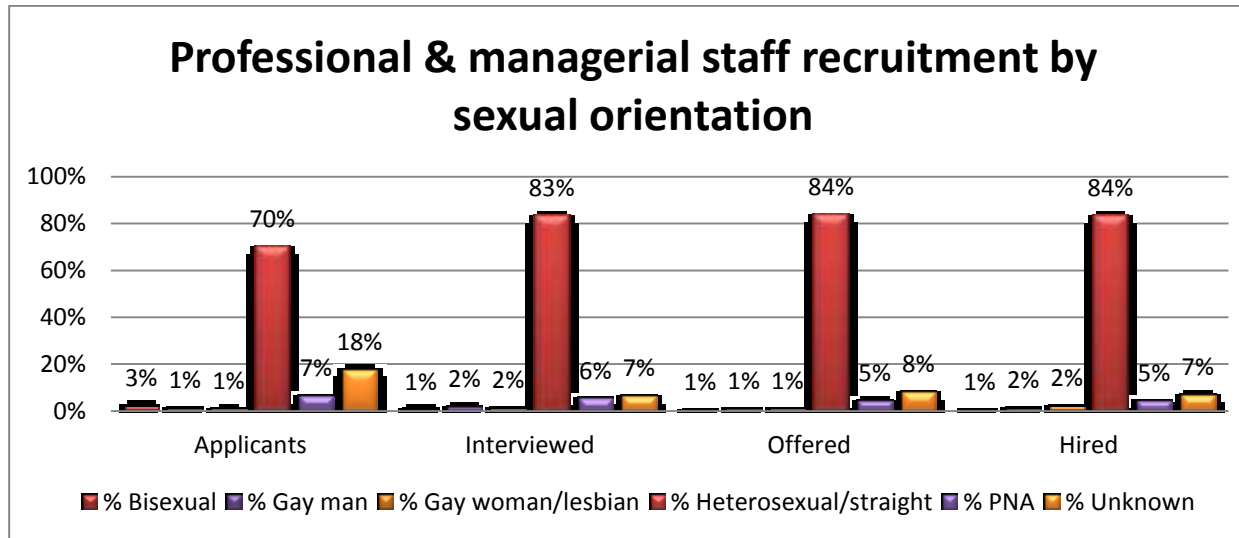
- 33% of applicants stated they had no religion, 30% of applicants stated they were Christian, 6% of applicants stated they were Muslim, while 6% of applicants preferred not to answer this question, at the initial application stage. Of those hired, 50% declared they had no religion, 34% were Christian, 2% Muslim and 5% preferred not to answer.



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
Applicants	32	1%	1,168	30%	140	4%	26	1%	236	6%
Interviewed	3	1%	164	31%	5	1%	4	1%	24	5%
Offered	0	0%	49	32%	0	0%	0	0%	3	2%
Hired	0	0%	43	34%	0	0%	0	0%	2	2%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
Applicants	39	1%	60	2%	1,268	33%	231	6%	696	18%
Interviewed	8	2%	11	2%	242	45%	36	7%	35	7%
Offered	2	1%	3	2%	76	49%	9	6%	13	8%
Hired	2	2%	1	1%	64	50%	7	5%	9	7%

Figure 7. Sexual Orientation

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



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
Applicants	101	3%	56	1%	42	1%	2,739	70%	262	7%	696	18%	3,896
Interviewed	5	1%	10	2%	8	2%	444	83%	30	6%	35	7%	532
Offered	1	1%	2	1%	2	1%	130	84%	7	5%	13	8%	155
Hired	1	1%	2	2%	3	2%	107	84%	6	5%	9	7%	128