

# University of Leeds Recruitment data

## 1 August 2013 – 31 July 2014

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The following information provides university level recruitment data 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 hired, which help track and identify success rates for staff by protected characteristic.

A basic summary of recruitment information includes:

- 42,356 applications across the university
- 3,926 candidates interviewed
- 1,167 successful candidates offered posts
- 882 candidates accepted and were appointed (hired)

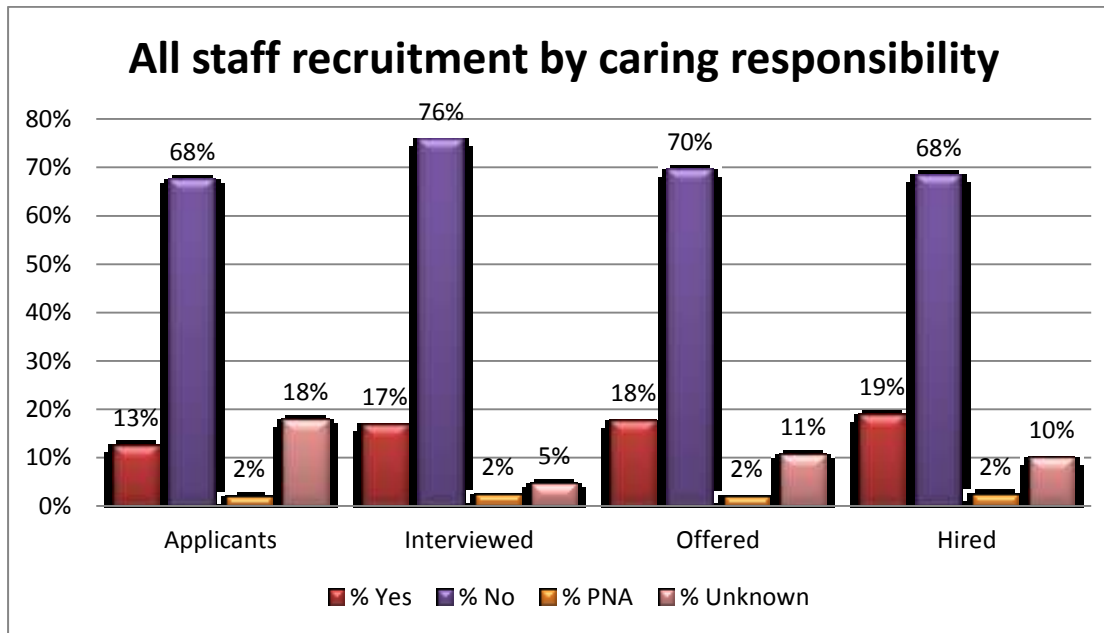
Please note, 18% of monitoring information remains 'unknown' from the early application stage, 5% of monitoring information remains unknown during the interview stage, 11% of monitoring information remains unknown during the stages where successful candidates are offered a post, and 10% of monitoring information remains unknown when successful candidates are appointed.

*Data is rounded to the nearest whole percent.*

**PNA = Prefer not to answer.**

Figure 1. Caring responsibilities<sup>1</sup>

- 19% of those hired declared they had caring responsibilities.

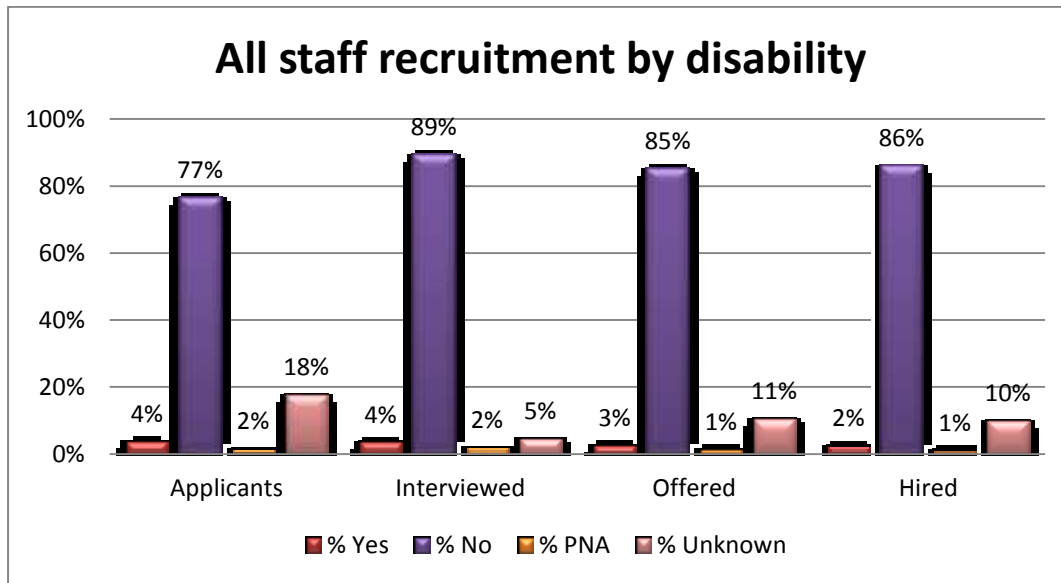


	Yes	%	No	%	PNA	%	Unknown	%	Total
<b>Applicants</b>	5,341	13%	28,614	68%	828	2%	7,573	18%	42,356
<b>Interviewed</b>	665	17%	2,980	76%	95	2%	186	5%	3,926
<b>Offered</b>	207	18%	812	70%	24	2%	124	11%	1,167
<b>Hired</b>	167	19%	604	68%	22	2%	89	10%	882

<sup>1</sup> Defined as: caring for either one or more children, one or more disabled children, a relative or family member

Figure 2. Disability<sup>2</sup>

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

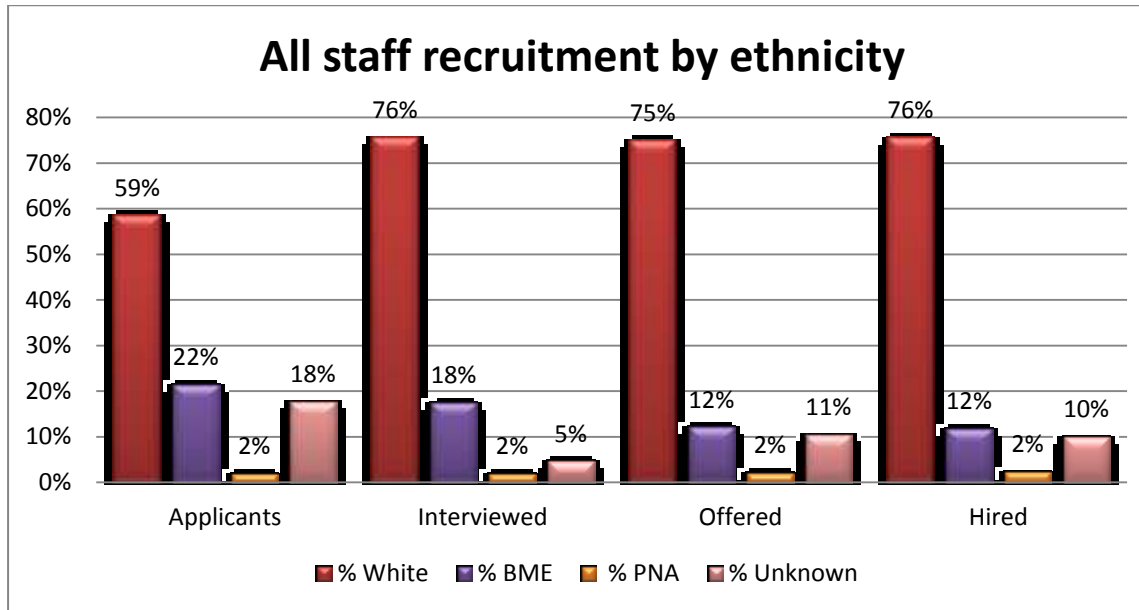


	Yes	%	No	%	PNA	%	Unknown	%	Total
<b>Applicants</b>	1,661	4%	32,419	77%	702	2%	7,574	18%	42,356
<b>Interviewed</b>	144	4%	3,512	89%	84	2%	186	5%	3,926
<b>Offered</b>	31	3%	995	85%	17	1%	124	11%	1,167
<b>Hired</b>	22	2%	760	86%	11	1%	89	10%	882

<sup>2</sup> 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

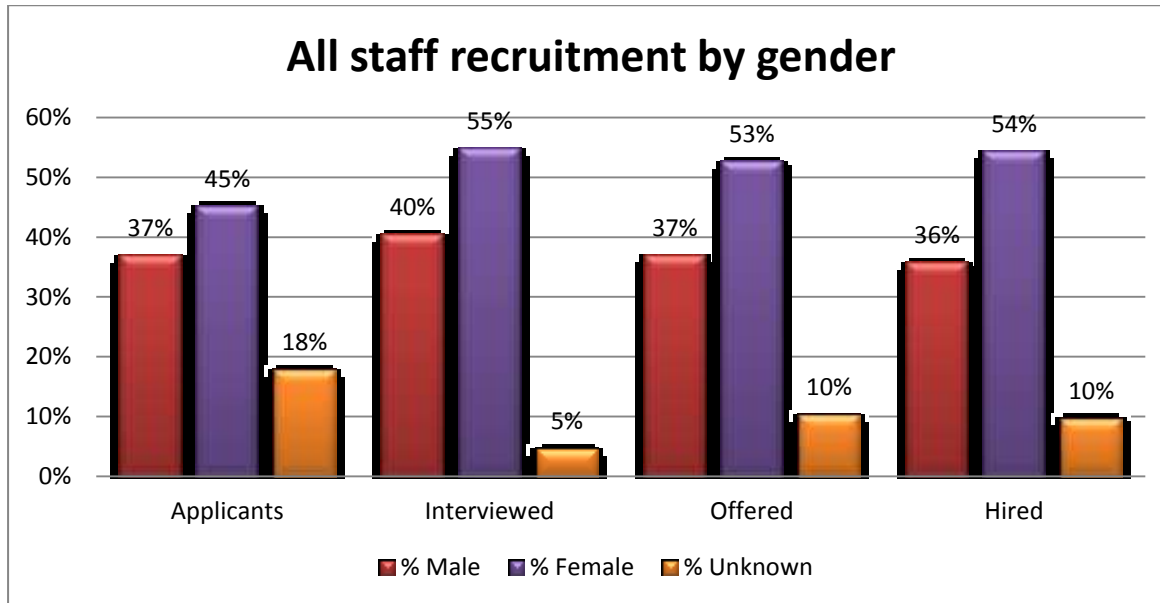
- 22% of applicants declared they were from a Black or Minority Ethnic (BME) background. 12% of those hired were from a BME background.



	White	%	BME	%	PNA	%	Unknown	%	Total
<b>Applicants</b>	24,824	59%	9,112	22%	847	2%	7,573	18%	42,356
<b>Interviewed</b>	2,973	76%	690	18%	77	2%	186	5%	3,926
<b>Offered</b>	876	75%	142	12%	25	2%	124	11%	1,167
<b>Hired</b>	667	76%	105	12%	21	2%	89	10%	882

Figure 4. Gender

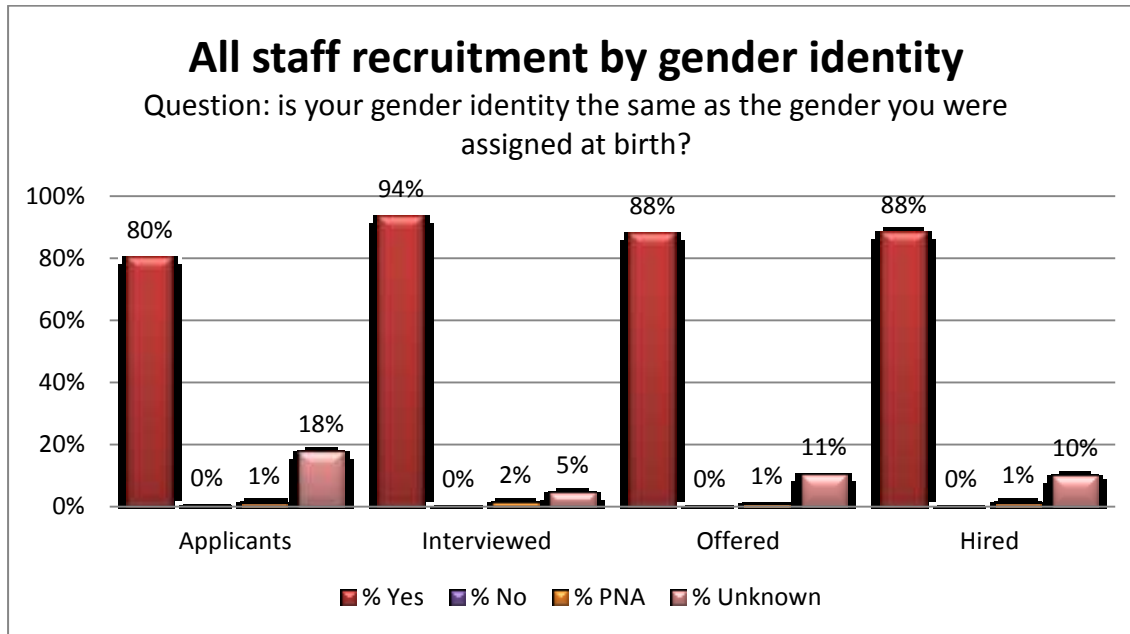
- 37% of applicants were male and 45% female. Of those hired, 36% were male and 54% female.



	Male	%	Female	%	Unknown	%	Total
<b>Applicants</b>	15,635	37%	19,152	45%	7,569	18%	42,356
<b>Interviewed</b>	1,587	40%	2,153	55%	186	5%	3,926
<b>Offered</b>	432	37%	614	53%	121	10%	1,167
<b>Hired</b>	316	36%	480	54%	86	10%	882

## Figure 5. Gender identity

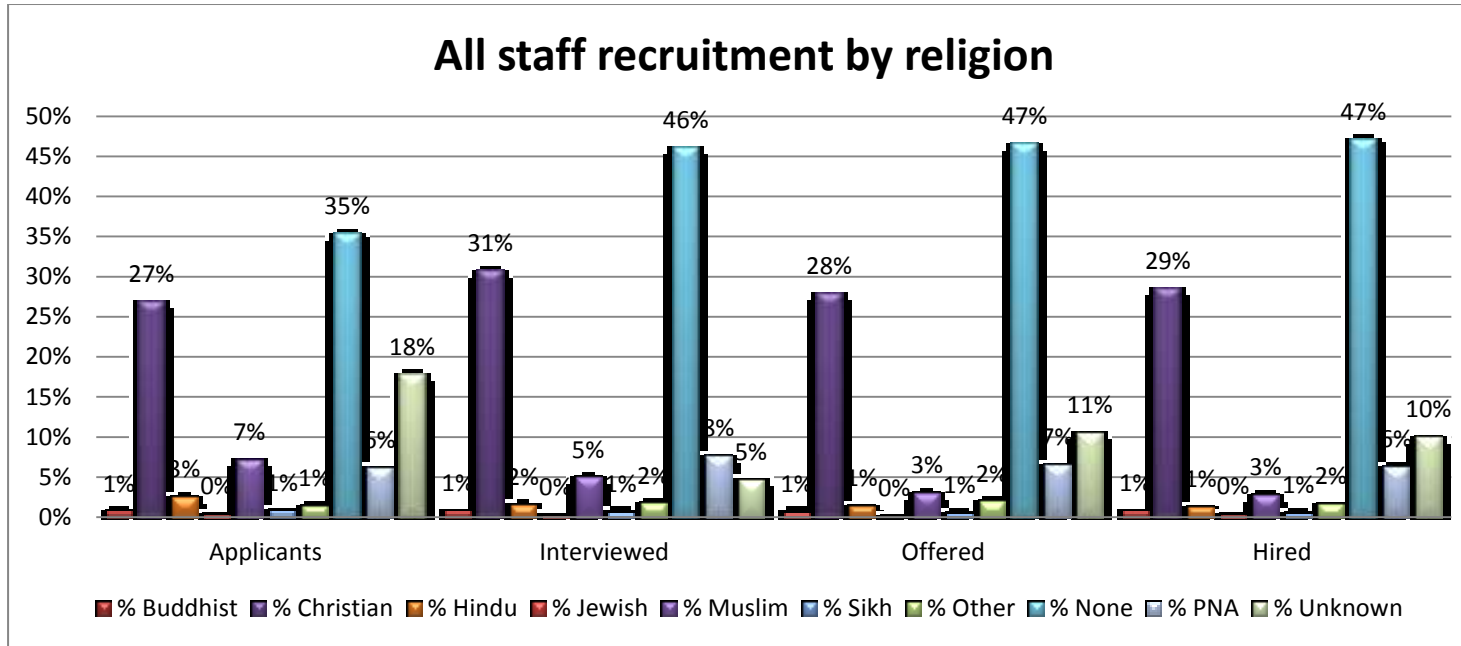
- 178 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 8 candidates were interviewed, 1 candidate was offered a post and 1 was hired.



	Yes	%	No	%	PNA	%	Unknown	%	Total
<b>Applicants</b>	34,040	80%	178	0%	565	1%	7,573	18%	42,356
<b>Interviewed</b>	3,673	94%	8	0%	59	2%	186	5%	3,926
<b>Offered</b>	1,028	88%	1	0%	14	1%	124	11%	1,167
<b>Hired</b>	780	88%	1	0%	12	1%	89	10%	882

Figure 6. Religion

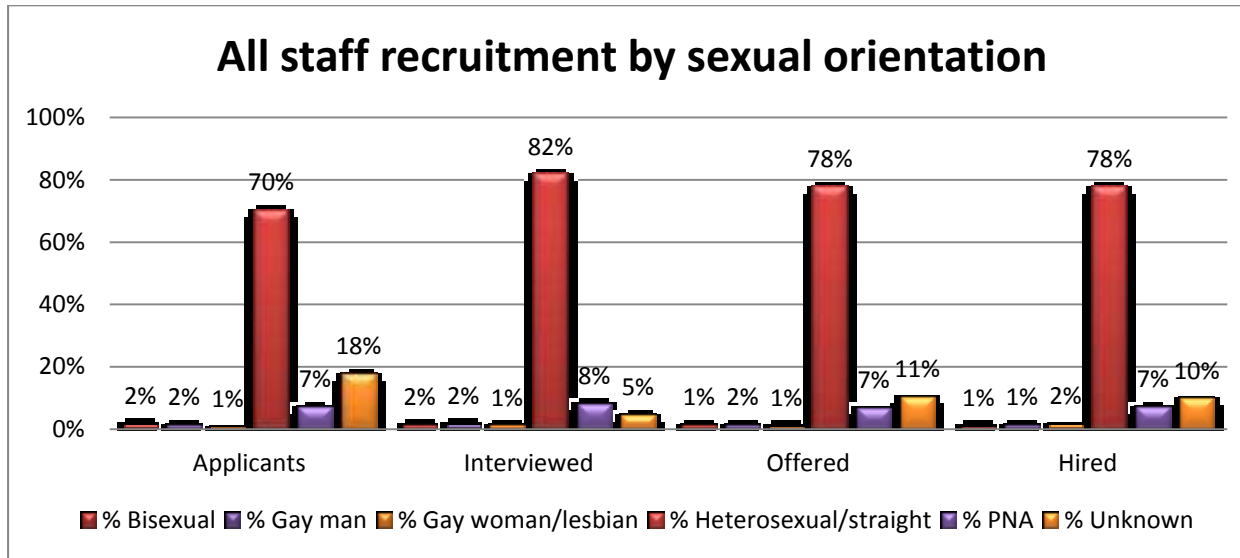
- 35% of applicants stated they had no religion, 27% of applicants stated they were Christian, 7% of applicants stated they were Muslim, while 6% of applicants preferred not to answer this question, at the initial application stage. Of those hired, 47% declared they had no religion, 29% were Christian, 3% Muslim and 6% preferred not to answer.



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
<b>Applicants</b>	340	1%	11,414	27%	1,102	3%	202	0%	3,071	7%
<b>Interviewed</b>	36	1%	1,209	31%	64	2%	17	0%	198	5%
<b>Offered</b>	9	1%	326	28%	17	1%	3	0%	36	3%
<b>Hired</b>	8	1%	252	29%	12	1%	4	0%	25	3%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
<b>Applicants</b>	397	1%	620	1%	14,986	35%	2,651	6%	7,573	18%
<b>Interviewed</b>	30	1%	71	2%	1,813	46%	302	8%	186	5%
<b>Offered</b>	7	1%	24	2%	544	47%	77	7%	124	11%
<b>Hired</b>	5	1%	15	2%	416	47%	56	6%	89	10%

Figure 7. Sexual Orientation

- 7% of applicants preferred not to answer this question, 5% stated they were gay, lesbian or bisexual. Of those hired, 7% preferred not to answer, 4% declared they were gay, lesbian or bisexual.



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
<b>Applicants</b>	807	2%	643	2%	360	1%	29,836	70%	3,137	7%	7,573	18%	42,356
<b>Interviewed</b>	62	2%	75	2%	56	1%	3,218	82%	329	8%	186	5%	3,926
<b>Offered</b>	17	1%	18	2%	16	1%	910	78%	82	7%	124	11%	1,167
<b>Hired</b>	12	1%	13	1%	16	2%	687	78%	65	7%	89	10%	882