

Support staff¹ recruitment data

1 August 2013 – 31 July 2014

The following information provides recruitment data of support 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 support staff posts includes

- 27,628 applications across the university
- 2,076 candidates interviewed
- 506 successful candidates offered posts
- 343 candidates accepted and appointed (hired)

Please note, 19% of monitoring information remains 'unknown' from the early application stages, 4% of monitoring information remains unknown during the interview stage, 9% 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.

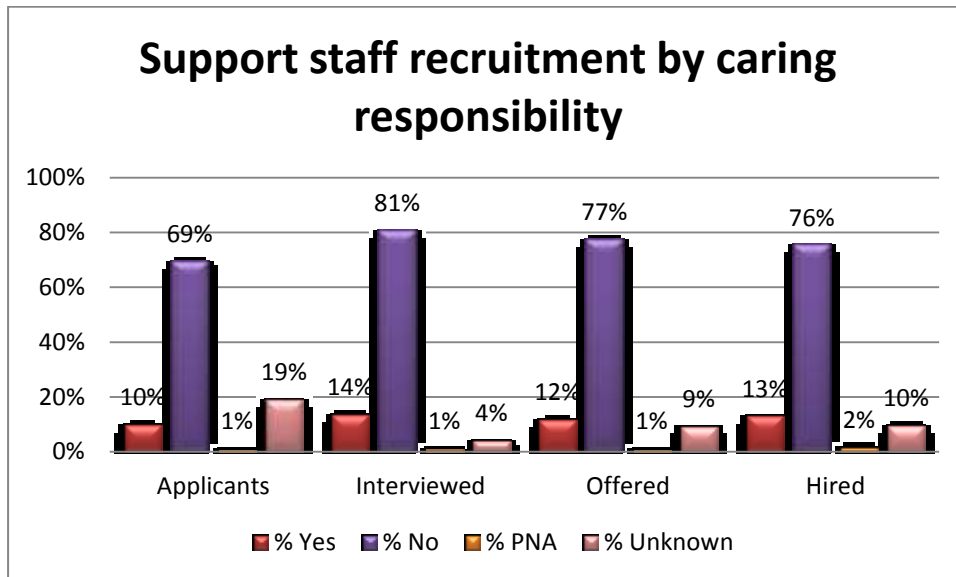
Data is rounded to the nearest whole percent.

PNA = Prefer not to answer

¹ 'Support staff' is comprised of clerical staff, technicians and operational support roles.

Figure 1. Caring responsibility²

- 13% of those hired declared they had caring responsibilities.

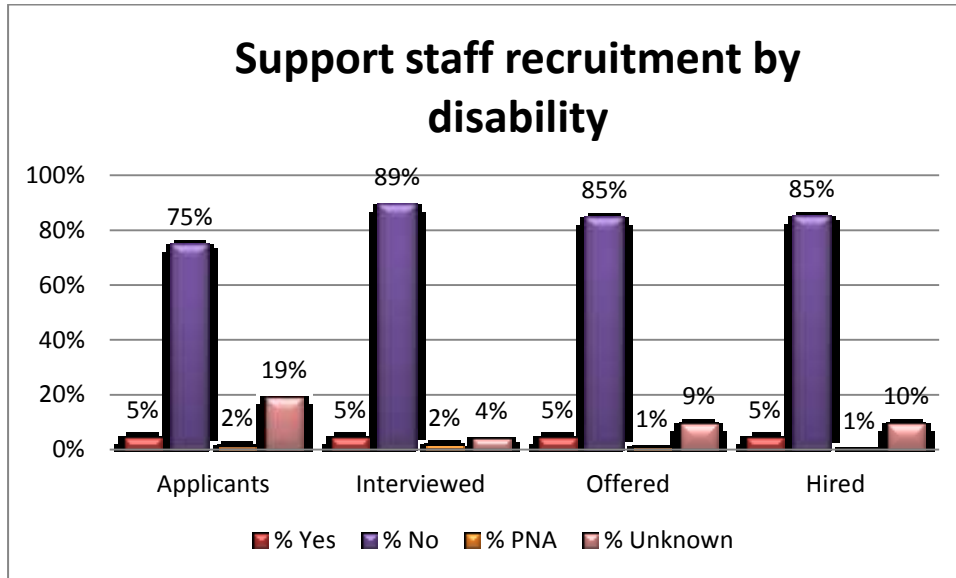


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	2,749	10%	19,195	69%	384	1%	5,300	19%	27,628
Interviewed	283	14%	1,675	81%	31	1%	87	4%	2,076
Offered	60	12%	392	77%	6	1%	48	9%	506
Hired	45	13%	259	76%	6	2%	33	10%	343

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

Figure 2. Disability³

- 5% of applicants declared a disability. 5% of those hired declared they had a disability.

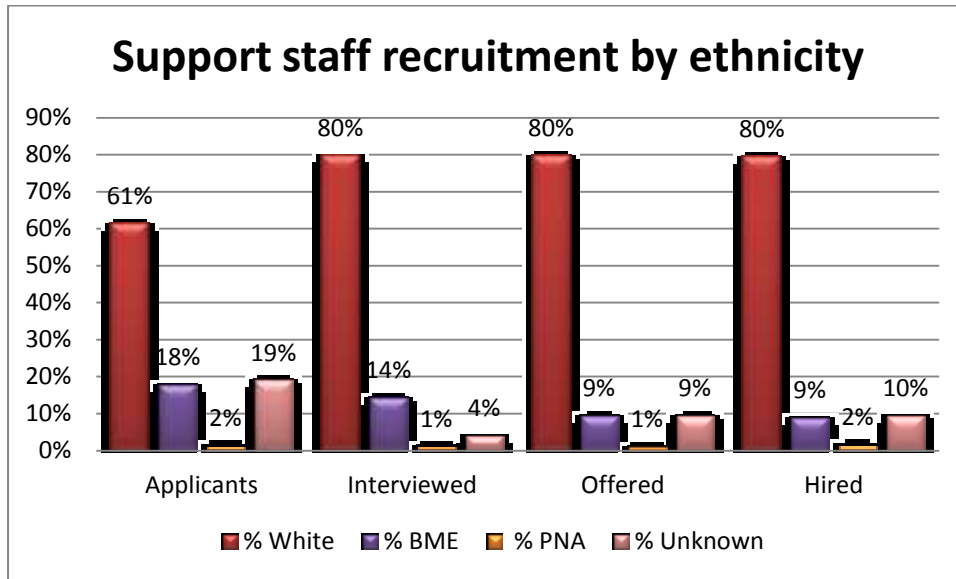


	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	1,255	5%	20,652	75%	421	2%	5,300	19%	27,628
Interviewed	96	5%	1,856	89%	37	2%	87	4%	2,076
Offered	23	5%	429	85%	6	1%	48	9%	506
Hired	16	5%	292	85%	2	1%	33	10%	343

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

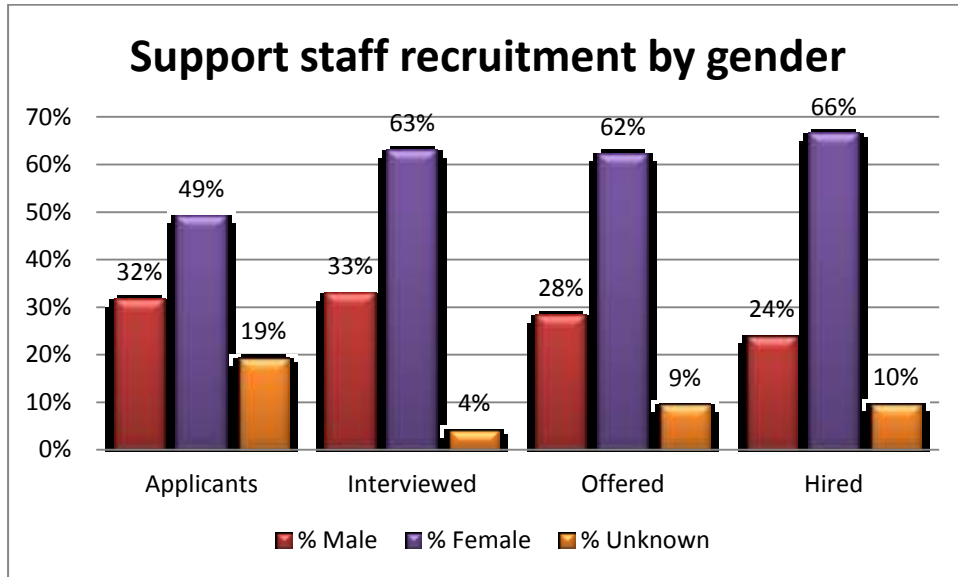
- 18% of applicants declared they were from a Black or Minority Ethnic (BME) background. 14% of those interviewed, 9% of those offered and 9% of those hired were from a BME background.



	White	%	BME	%	PNA	%	Unknown	%	Total
Applicants	16,967	61%	4,933	18%	428	2%	5,300	19%	27,628
Interviewed	1,661	80%	300	14%	28	1%	87	4%	2,076
Offered	404	80%	48	9%	6	1%	48	9%	506
Hired	273	80%	31	9%	6	2%	33	10%	343

Figure 4. Gender

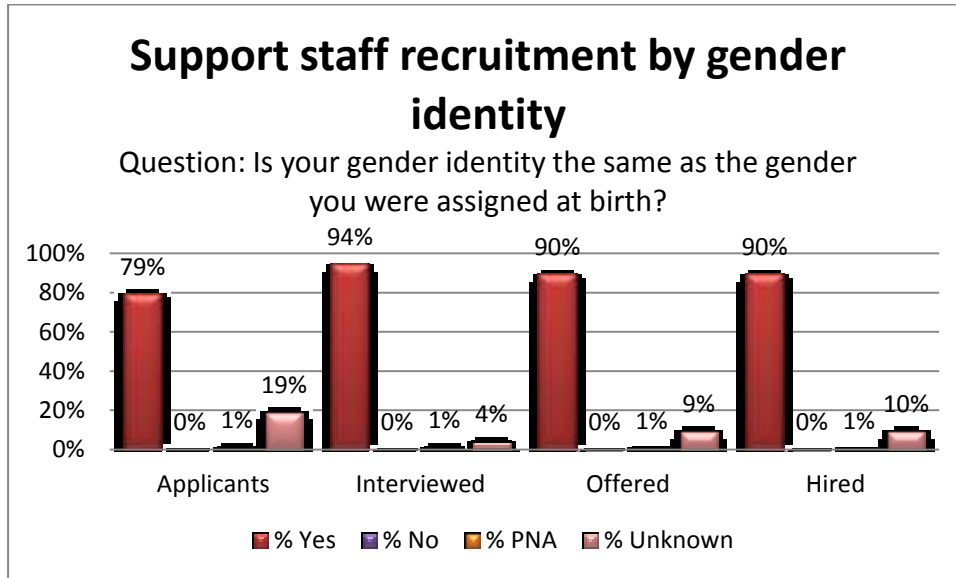
- 32% of applicants were male and 49% female. Of those appointed, 24% were male and 66% female.



	Male	%	Female	%	Unknown	%	Total
Applicants	8,732	32%	13,596	49%	5,300	19%	27,628
Interviewed	682	33%	1,307	63%	87	4%	2,076
Offered	143	28%	315	62%	48	9%	506
Hired	82	24%	228	66%	33	10%	343

Figure 5. Gender identity

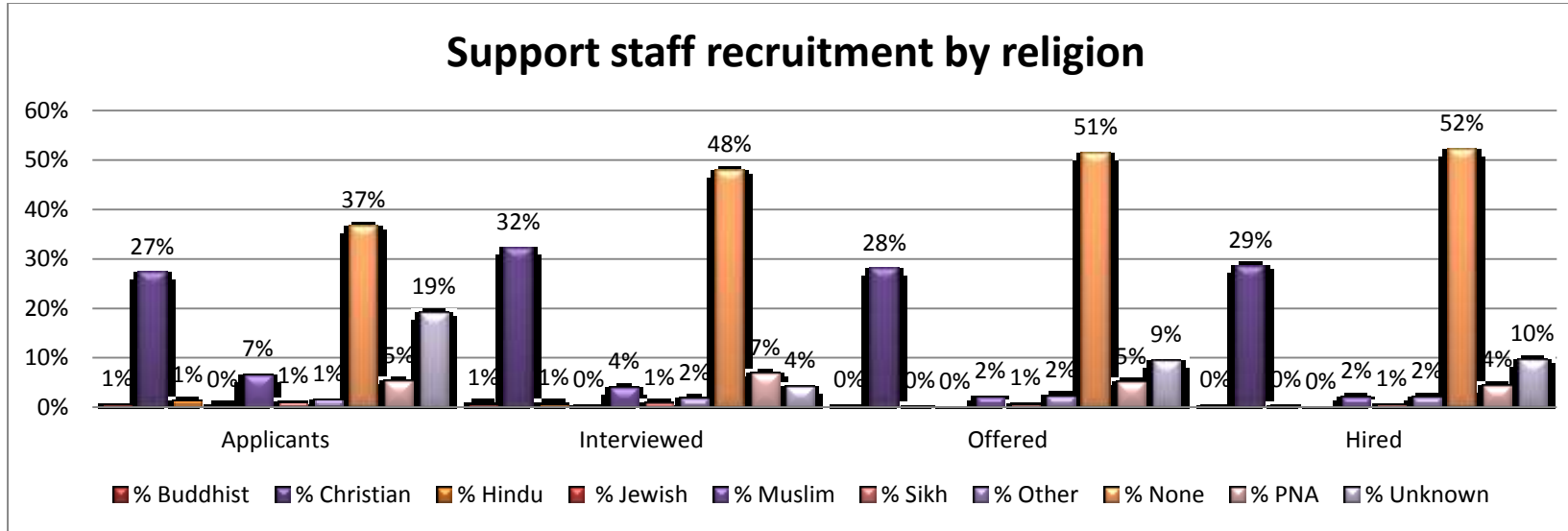
- 78 applicants stated that their gender identity was not the same as the gender they were assigned at birth, 4 candidates were interviewed, 0 candidates were offered a post and 0 hired.



	Yes	%	No	%	PNA	%	Unknown	%	Total
Applicants	21,933	79%	78	0%	317	1%	5,300	19%	27,628
Interviewed	1,961	94%	4	0%	24	1%	87	4%	2,076
Offered	453	90%	0	0%	5	1%	48	9%	506
Hired	307	90%	0	0%	3	1%	33	10%	343

Figure 6. Religion

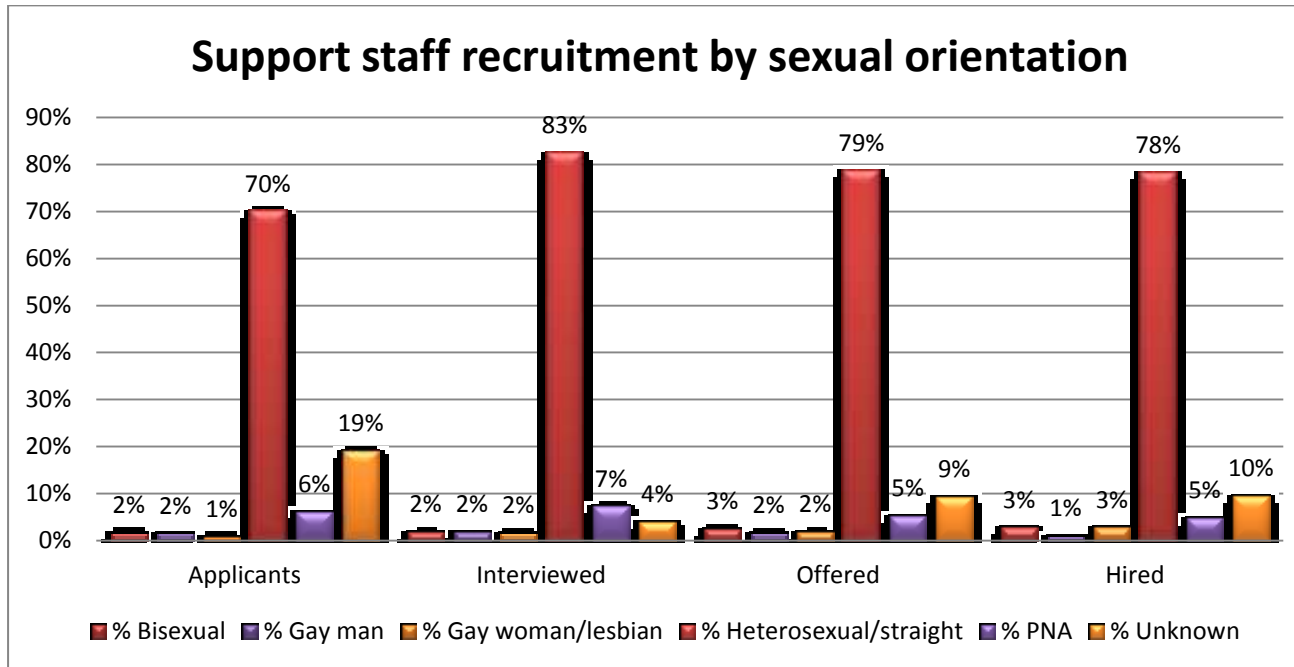
- 37% of applicants stated they had no religion, 27% of applicants stated they were Christian, 7% of applicants stated they were Muslim, while 5% of applicants preferred not to answer this question, at the initial application stage. Of those hired, 52% declared they had no religion, 29% were Christian, 2% Muslim and 4% preferred not to answer.



	Buddhist	%	Christian	%	Hindu	%	Jewish	%	Muslim	%
Applicants	173	1%	7,534	27%	352	1%	115	0%	1,802	7%
Interviewed	17	1%	670	32%	17	1%	7	0%	84	4%
Offered	2	0%	142	28%	1	0%	0	0%	11	2%
Hired	1	0%	98	29%	1	0%	0	0%	7	2%
	Sikh	%	Other	%	None	%	PNA	%	Unknown	%
Applicants	319	1%	412	1%	10,148	37%	1,473	5%	5,300	19%
Interviewed	18	1%	38	2%	995	48%	143	7%	87	4%
Offered	4	1%	12	2%	260	51%	26	5%	48	9%
Hired	2	1%	7	2%	179	52%	15	4%	33	10%

Figure 7. Sexual Orientation

- 6% of applicants preferred not to answer this question, 5% stated they were gay, lesbian or bisexual. Of those hired, 5% preferred not to answer, 7% were gay, lesbian or bisexual.



	Bisexual	%	Gay man	%	Gay woman/lesbian	%	Heterosexual/straight	%	PNA	%	Unknown	%	Total
Applicants	498	2%	448	2%	258	1%	19,383	70%	1,741	6%	5,300	19%	27,628
Interviewed	40	2%	43	2%	37	2%	1,715	83%	154	7%	87	4%	2,076
Offered	13	3%	9	2%	10	2%	399	79%	27	5%	48	9%	506
Hired	10	3%	4	1%	10	3%	269	78%	17	5%	33	10%	343