University of Leeds – Academic[1] staff recruitment data
1 August 2014 – 31 July 2015

The following information provides academic staff recruitment data August 2014 – July 2015. The data is presented using the general stages of the recruitment cycle, which are the stages of application, interviews and appointment, which help track and identify success rates for staff by protected characteristic.

A basic summary of recruitment information includes:
- 10,802 applications
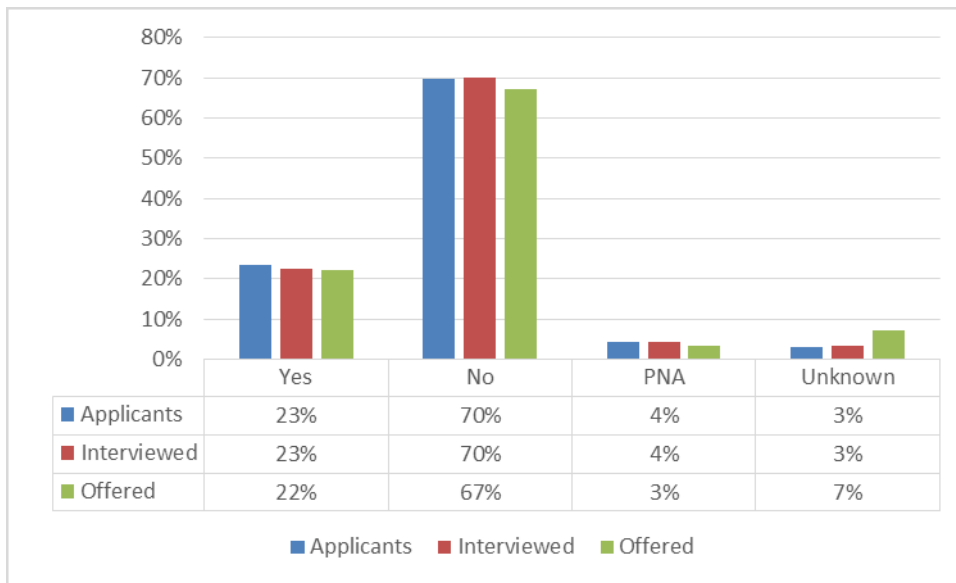- 1,880 candidates interviewed
- 633 were appointed

A new recruitment system was implemented during the period and, due to more accurate reporting, has contributed to a large reduction in the level of 'unknown' data. 3% at application stage (15%, 2013-14), 3% at interview stage (5%, 2013-14), 7% of those appointed (11%, 2013-14).

Data is rounded to the nearest whole percent and therefore may not always total 100%.

PNA = Prefer not to answer.

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

Caring responsibilities[2]

	Yes	No	PNA	Unknown
■ Applicants	23%	70%	4%	3%
■ Interviewed	23%	70%	4%	3%
■ Offered	22%	67%	3%	7%

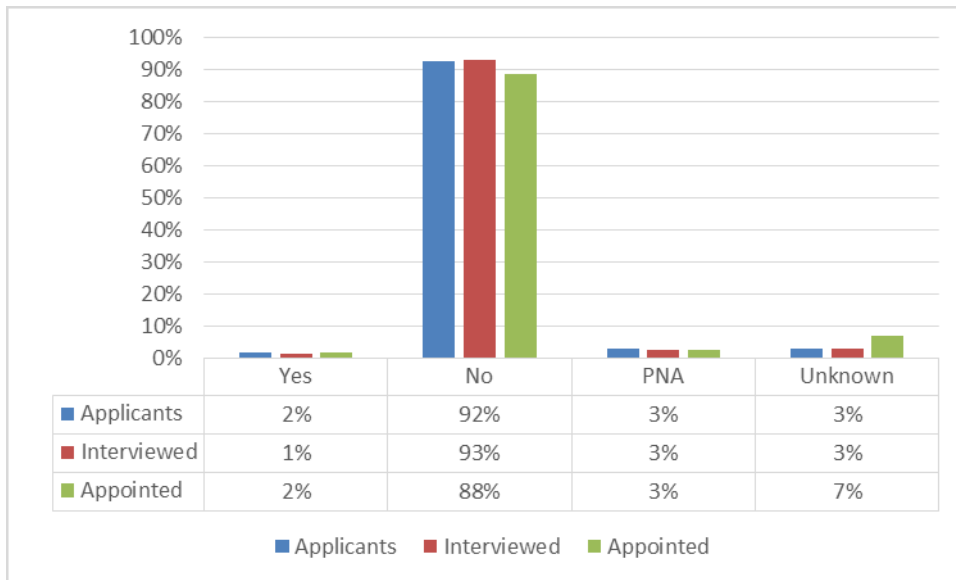■ Applicants ■ Interviewed ■ Offered

Commentary

23% of **applicants** and 22% of those **appointed** declared they had caring responsibilities (20%, 2013-14).

PNA = Prefer not to answer

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

Disability[3]

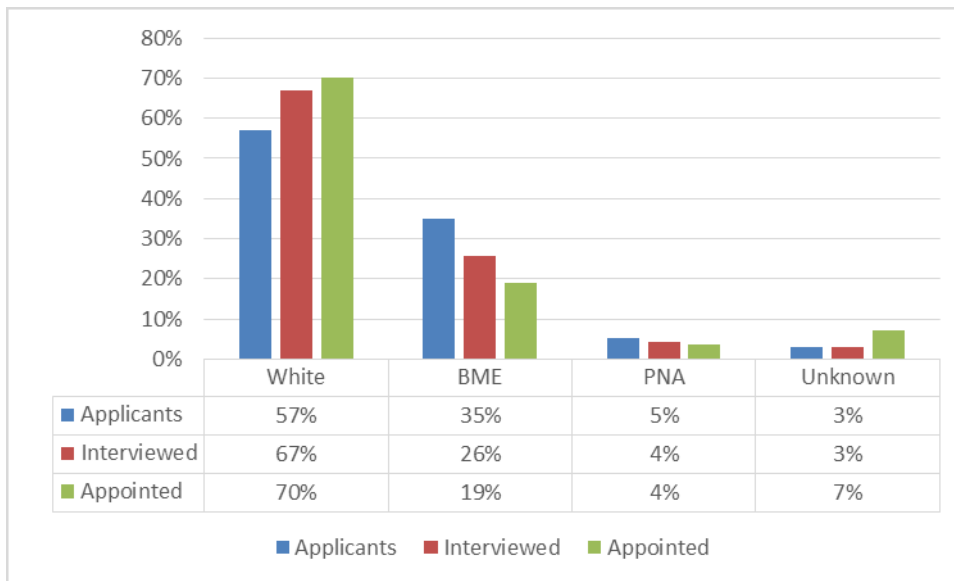|	Yes	No	PNA	Unknown
Applicants	2%	92%	3%	3%
Interviewed	1%	93%	3%	3%
Appointed	2%	88%	3%	7%

Commentary

2% of **applicants** declared a disability (same as 2013-14). 2% of those **appointed** declared a disability (2%, 2013-14)

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[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 carry out normal daily activities.
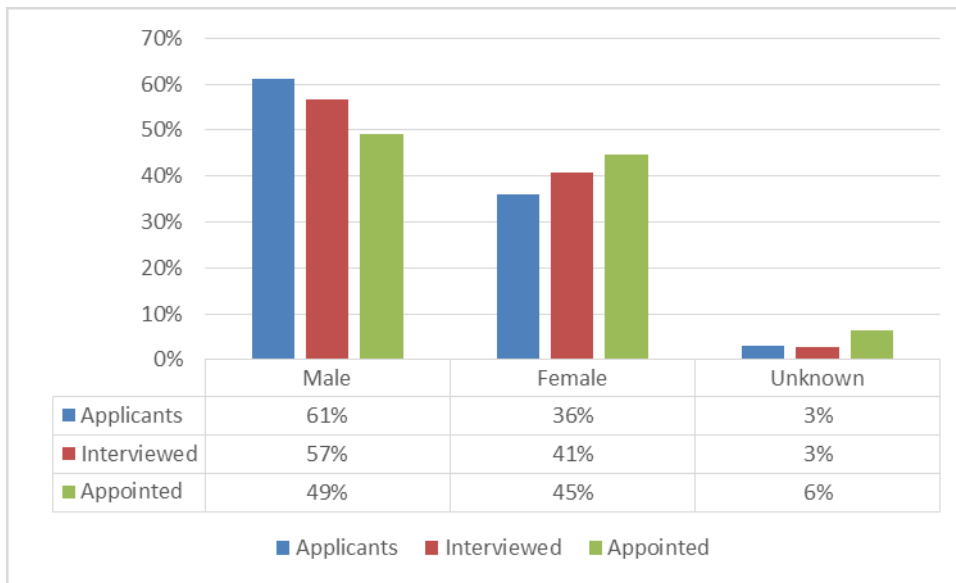
Ethnicity

	White	BME	PNA	Unknown
Applicants	57%	35%	5%	3%
Interviewed	67%	26%	4%	3%
Appointed	70%	19%	4%	7%

Commentary

35% of **applicants** declared they were from a BME background (31%, 2013-14). 19% of those **appointed** were from a BME background (17%, 2013-14).

BME = Black and minority ethnic

Gender

	Male	Female	Unknown
■ Applicants	61%	36%	3%
■ Interviewed	57%	41%	3%
■ Appointed	49%	45%	6%

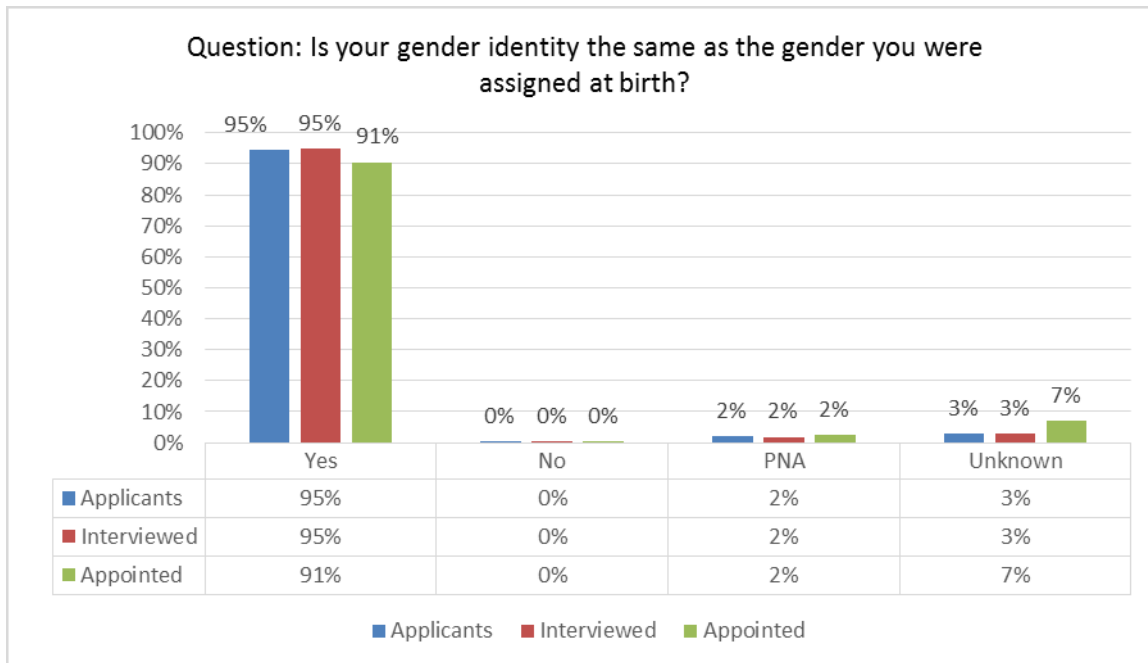■ Applicants ■ Interviewed ■ Appointed

Commentary

36% of **applicants** were female (same as 2013-14). 45% of those **appointed** were female (44%, 2013-14).

61% of **applicants** were male (49%, 2013-14). 49% of those **appointed** were male (45%, 2013-14).
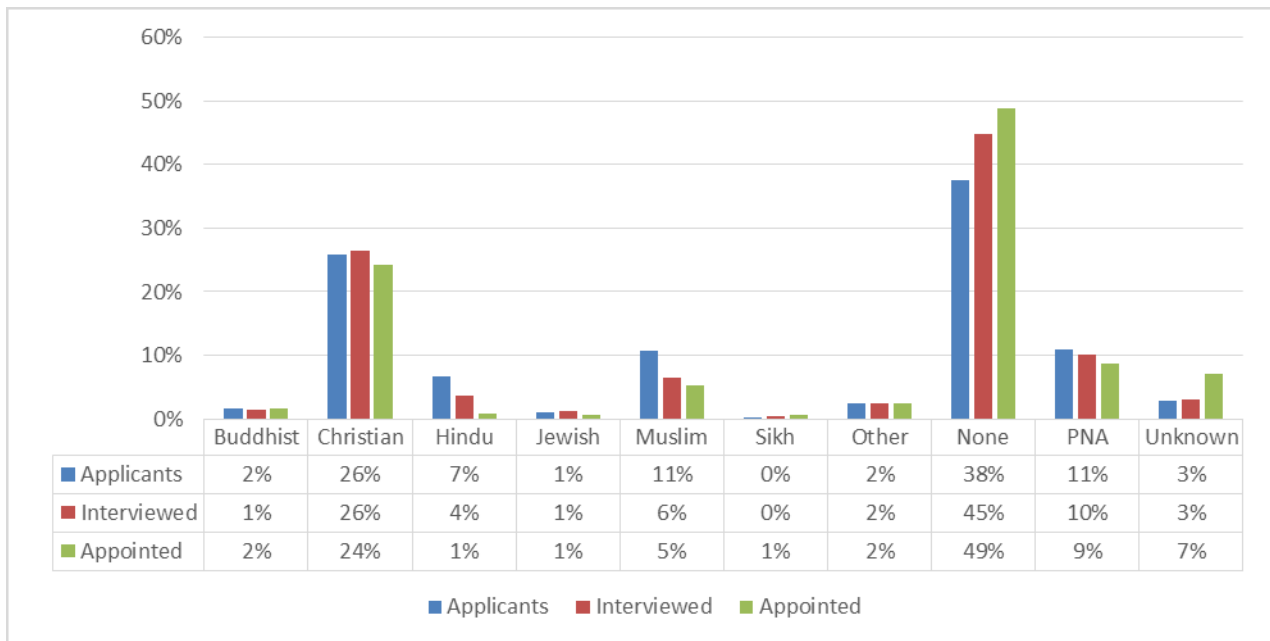
Gender identity

Question: Is your gender identity the same as the gender you were assigned at birth?

	Yes	No	PNA	Unknown
Applicants	95%	0%	2%	3%
Interviewed	95%	0%	2%	3%
Appointed	91%	0%	2%	7%

Commentary

There were 44 applicants, 6 who were interviewed and 1 member of staff appointed who declared that their gender identity was not the same as the gender they were assigned at birth, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

Religion

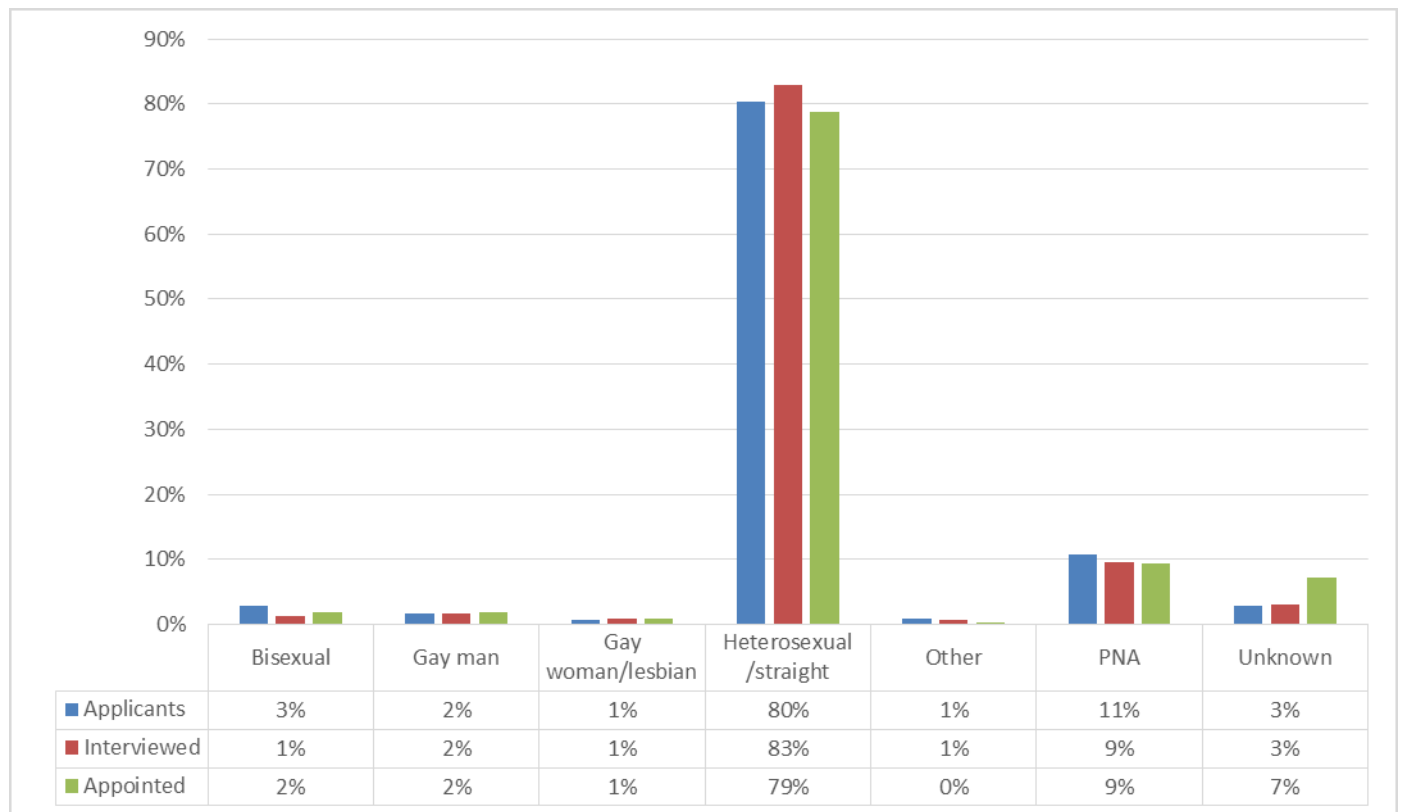|	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	PNA	Unknown
■ Applicants	2%	26%	7%	1%	11%	0%	2%	38%	11%	3%
■ Interviewed	1%	26%	4%	1%	6%	0%	2%	45%	10%	3%
■ Appointed	2%	24%	1%	1%	5%	1%	2%	49%	9%	7%

■ Applicants ■ Interviewed ■ Appointed

Commentary

38% of applicants stated that they had no religion (33%, 2013-14), 26% were Christian (25%, 2013-14), 11% were Muslim (10%, 2013-14).

Of those appointed, 49% declared that they had no religion (42%, 2013-14), 24% Christian (27%, 2013-14), 5% were Muslim (4%, 2013-14)

There were 29 applications and 7 people interviewed who were Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

Sexual Orientation

	Bisexual	Gay man	Gay woman/lesbian	Heterosexual /straight	Other	PNA	Unknown
Applicants	3%	2%	1%	80%	1%	11%	3%
Interviewed	1%	2%	1%	83%	1%	9%	3%
Appointed	2%	2%	1%	79%	0%	9%	7%

Commentary

6% of applicants stated they were either gay, lesbian or bisexual (4%, 2013-14). 11% of applicants preferred not answer this question (10%, 2013-14).

Of those appointed, 5% stated they were either gay, lesbian or bisexual (3%, 2013-14).

There were 2 people appointed who identified their sexual orientation as 'other' however, this is not shown in the above chart due to rounding of data to the nearest whole %.