

# University of Leeds – Professional & managerial<sup>1</sup> staff recruitment data 1 August 2014 – 31 July 2015

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The following information provides professional and managerial 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:

- 2,542 applications
- 655 candidates interviewed
- 169 were appointed

A new recruitment system was implemented during the period and, due to more accurate reporting, has contributed generally to a reduction in the level of 'unknown' data. 4% at application stage (18%, 2013-14), 3% at interview stage (7%, 2013-14), 9% of those appointed (7%, 2013-14).

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

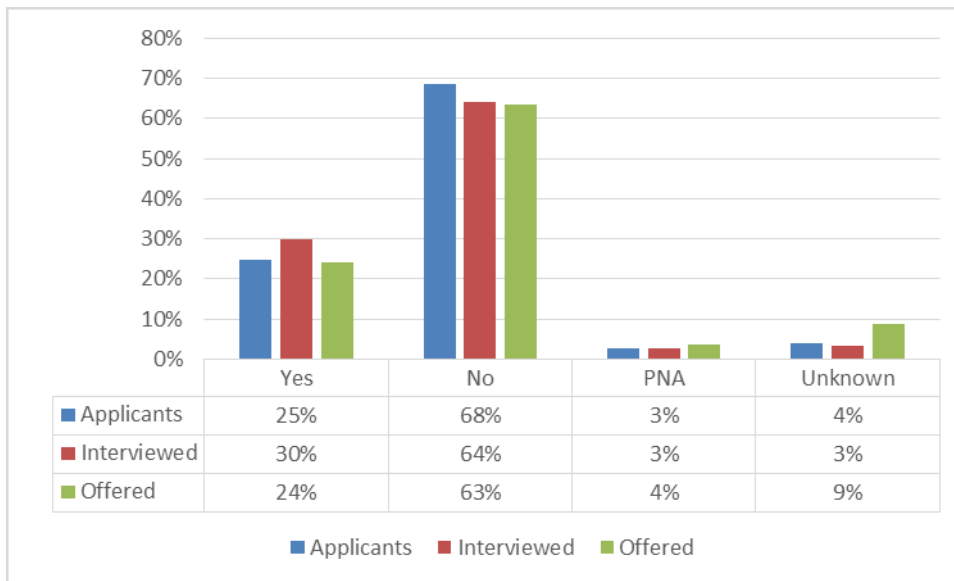
**PNA = Prefer not to answer.**

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<sup>1</sup> 'Professional & managerial' staff is comprised of more senior administrative staff roles.

## Grades 6 - 9

### Caring responsibilities<sup>2</sup>



#### Commentary

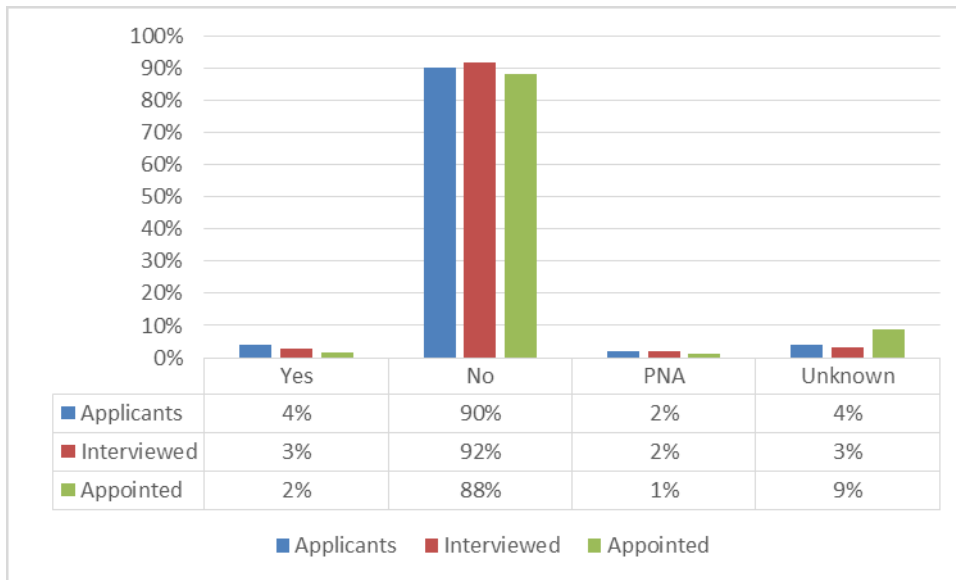
25% of **applicants** and 24% of those **appointed** declared they had caring responsibilities (20%, 2013-14).

PNA = Prefer not to answer

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

## Disability<sup>3</sup>

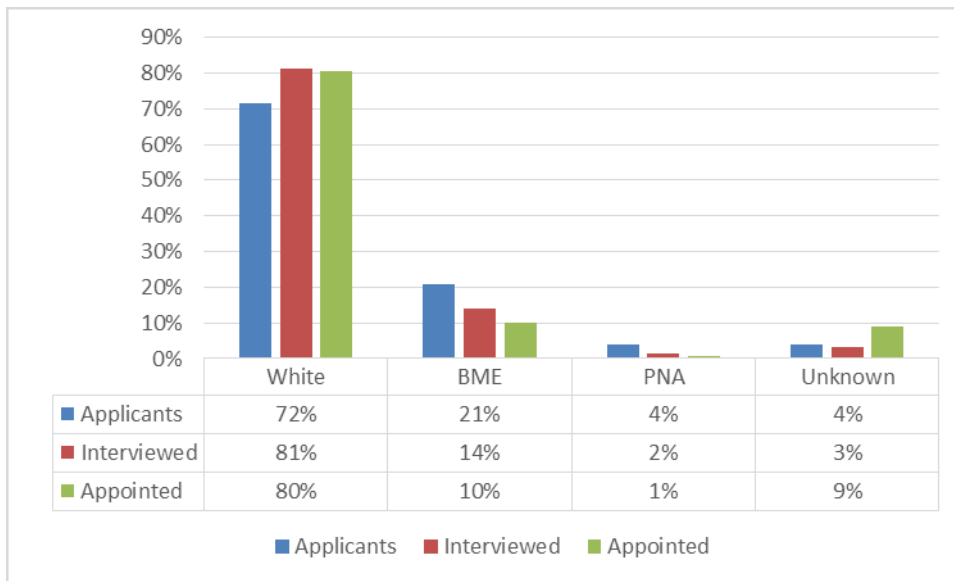


### Commentary

4% of **applicants** declared a disability (same as 2013-14). 2% of those **appointed** declared a disability (same as 2013-14).

<sup>3</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 carry out normal daily activities.

## Ethnicity

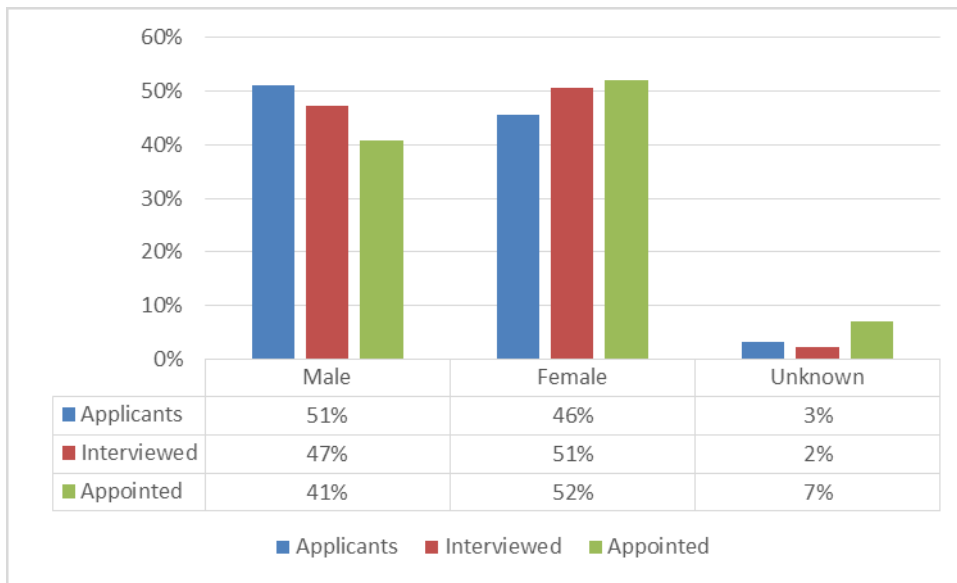


### Commentary

21% of **applicants** declared they were from a BME background (same as 2013-14). 10% of those **appointed** were from a BME background (4%, 2013-14).

BME = Black and minority ethnic

## Gender

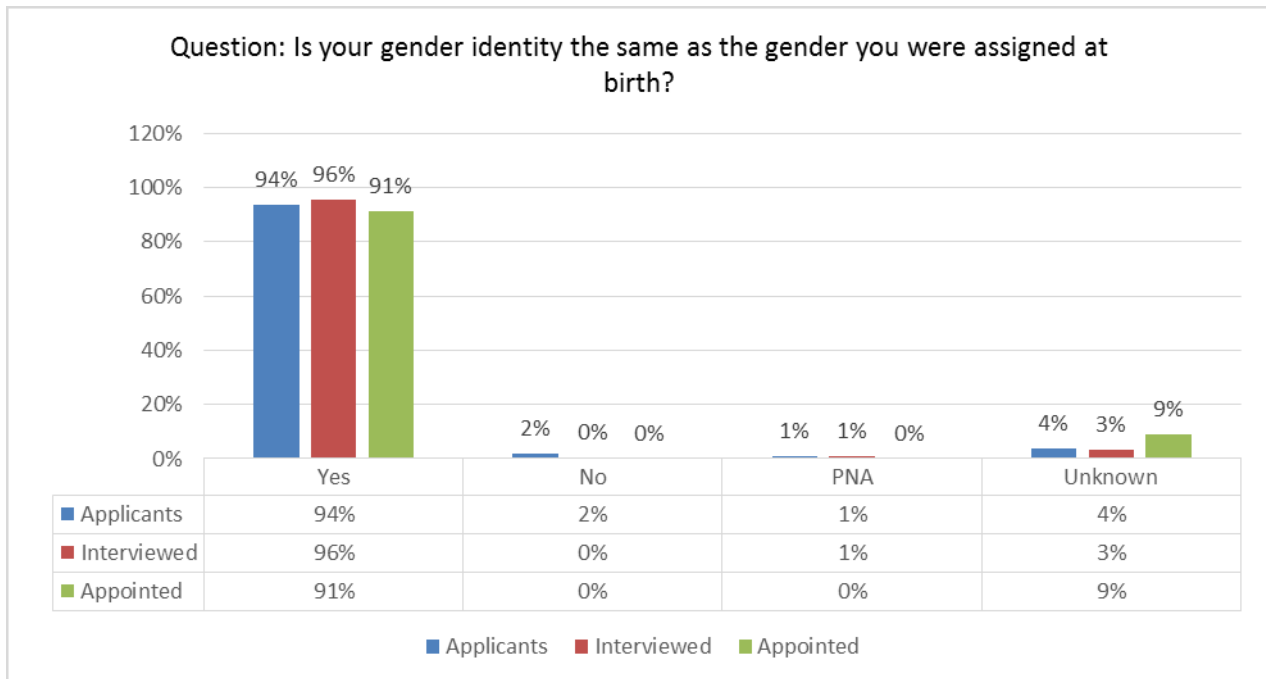


### Commentary

46% of **applicants** were female (42%, 2013-14). 52% of those **appointed** were female (55%, 2013-14).

51% of **applicants** were male (40%, 2013-14). 41% of those **appointed** were male (38%, 2013-14).

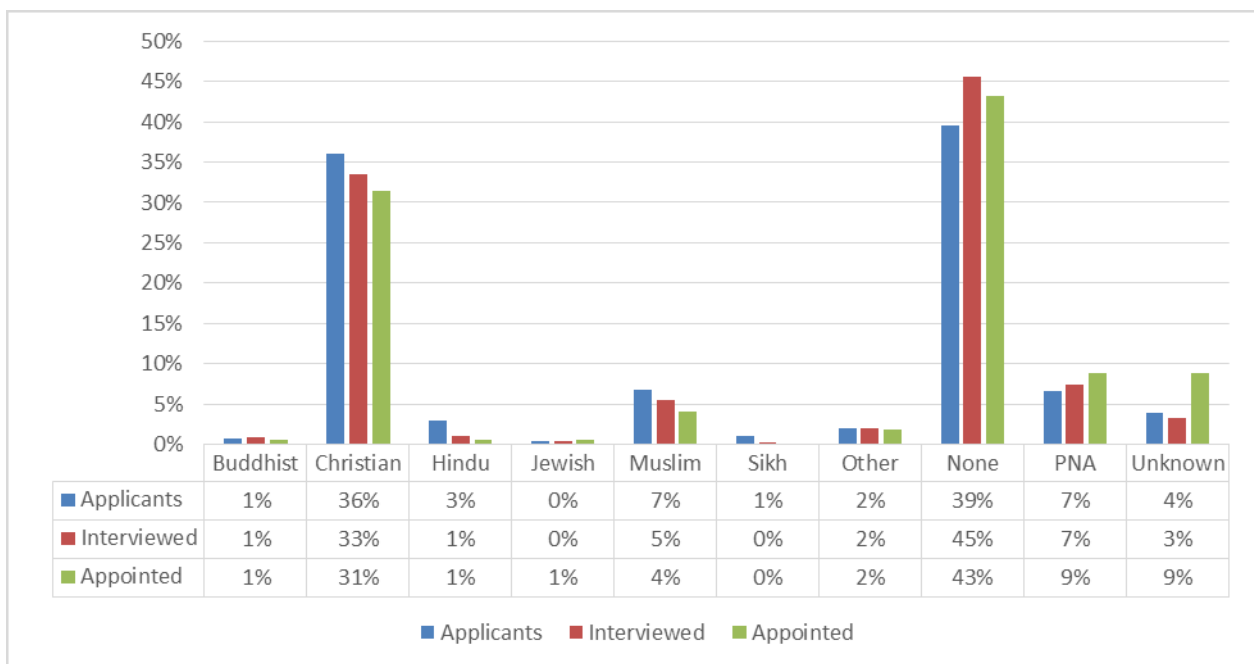
## Gender identity



### Commentary

There were 3 people who were interviewed 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



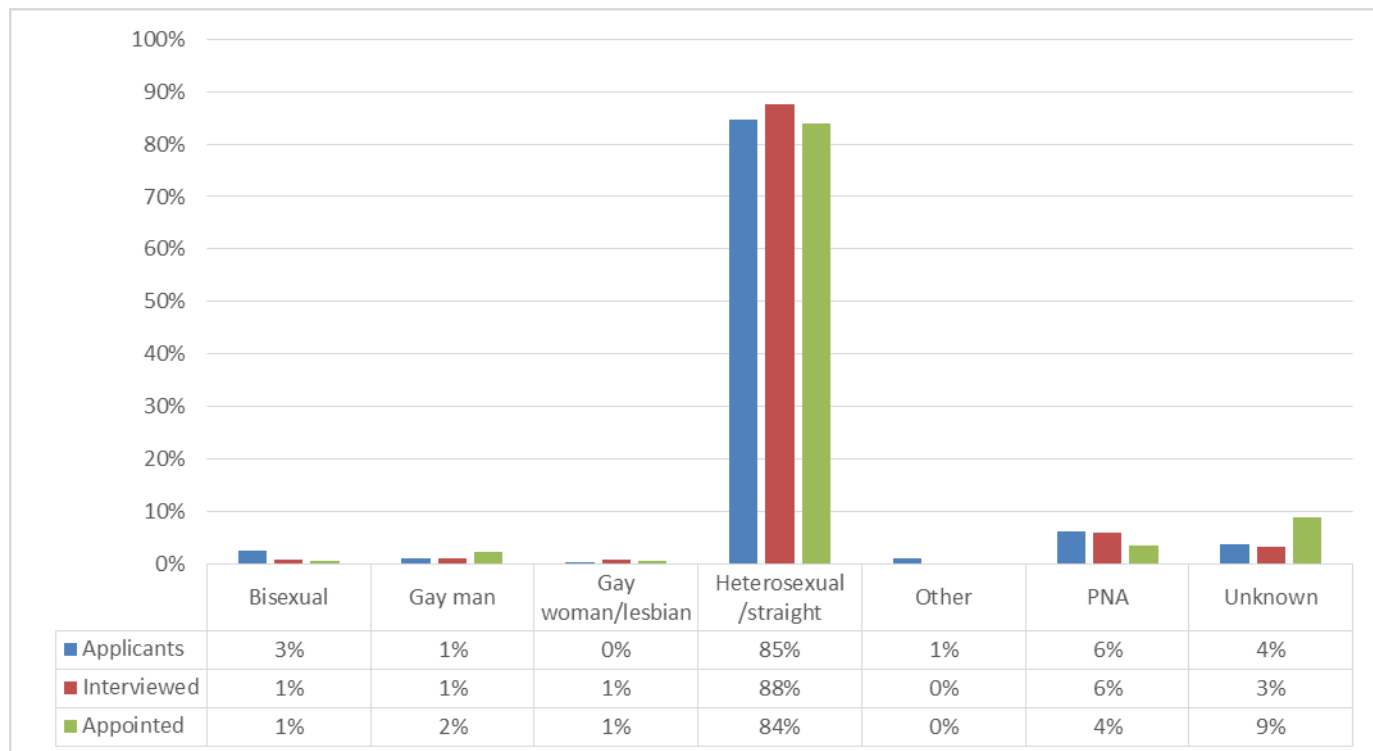
### Commentary

39% of **applicants** stated that they had no religion (33%, 2013-14), 36% were Christian (30%, 2013-14), 7% were Muslim (6%, 2013-14).

Of those **appointed**, 43% declared that they had no religion (50%, 2013-14), 31% Christian (34%, 2013-14), 4% were Muslim (2%, 2013-14)

There were 12 applicants who were Jewish and 2 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



### Commentary

4% of **applicants** stated they were either gay, lesbian or bisexual (5%, 2013-14). 6% of **applicants** preferred not answer this question (7%, 2013-14),

Of those **appointed**, 4% stated they were gay, lesbian or bisexual (5%, 2013-14).

There were 11 applications from people who identified as a gay woman/lesbian however, this is not shown in the above chart due to rounding of data to the nearest whole %.