

University of Leeds Recruitment data

1 August 2014 – 31 July 2015

The following information provides university level 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:

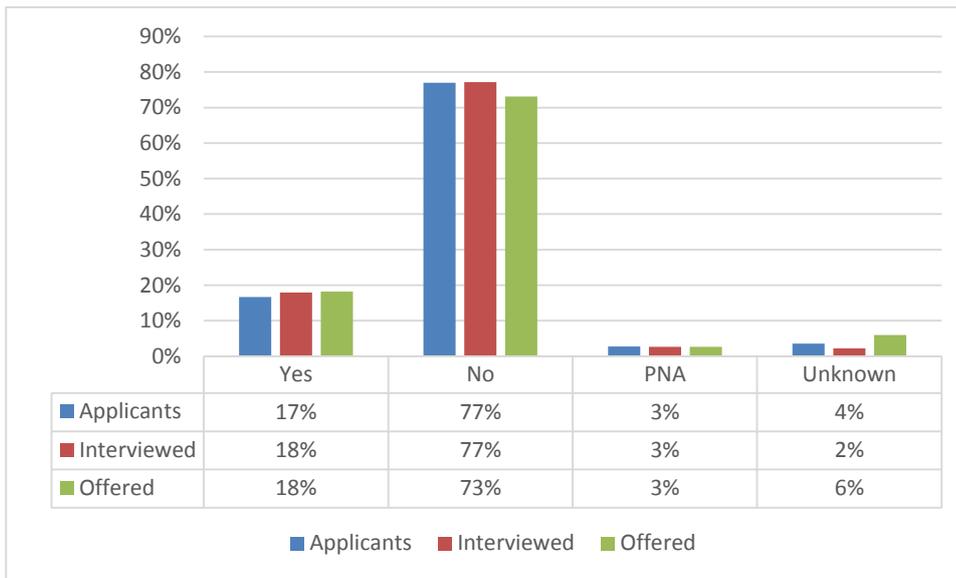
- 29,998 applications
- 5,329 candidates interviewed
- 1,549 were appointed

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. 4% at application stage (18%, 2013-14), 2% at interview stage (5%, 2013-14), 6% of those appointed (10%, 2013-14).

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

PNA = Prefer not to answer.

Caring responsibilities¹



Commentary

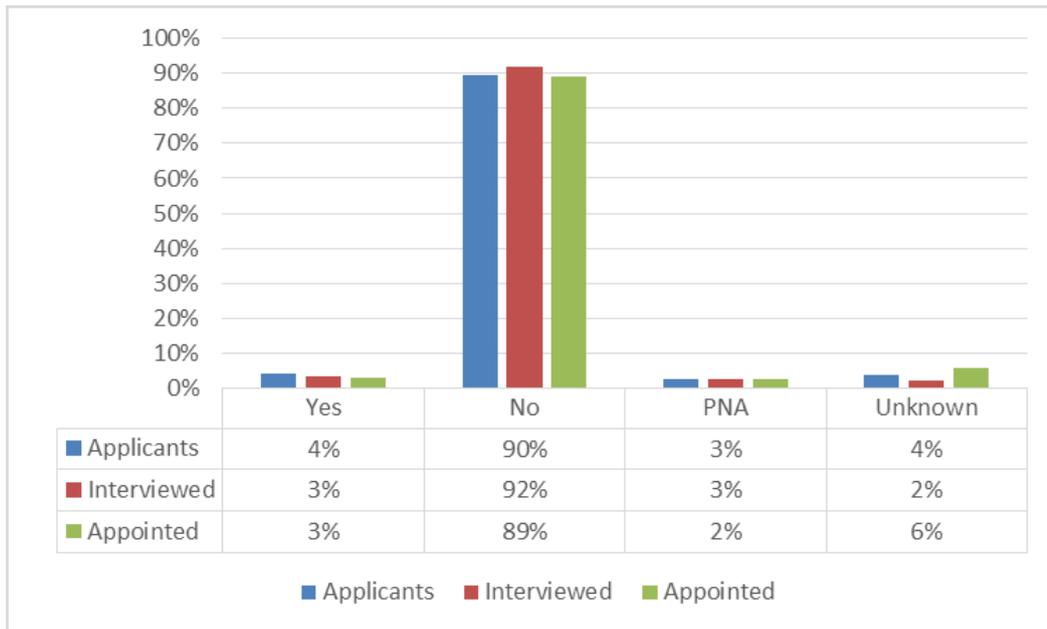
17% of **applicants** declared they had caring responsibilities (13%, 2013-14).

18% of those **appointed** declared they had caring responsibilities (19%, 2013-14).

PNA = Prefer not to answer

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

Disability²

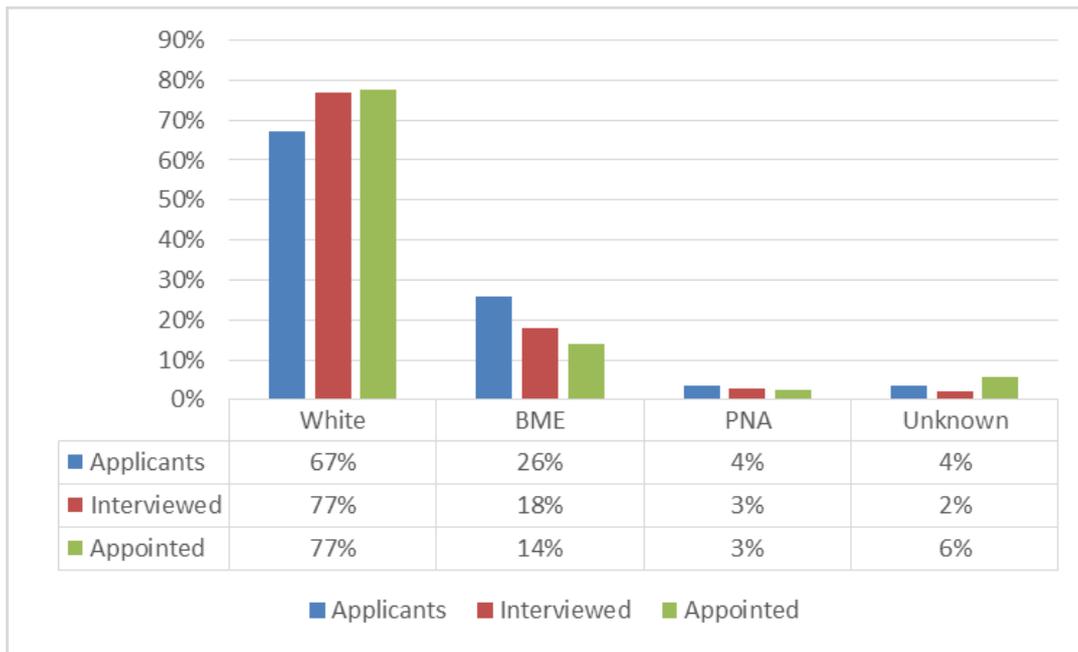


Commentary

4% of **applicants** declared a disability (same as 2013-14). 3% of those **appointed** declared a disability (2%, 2013-14)

² 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

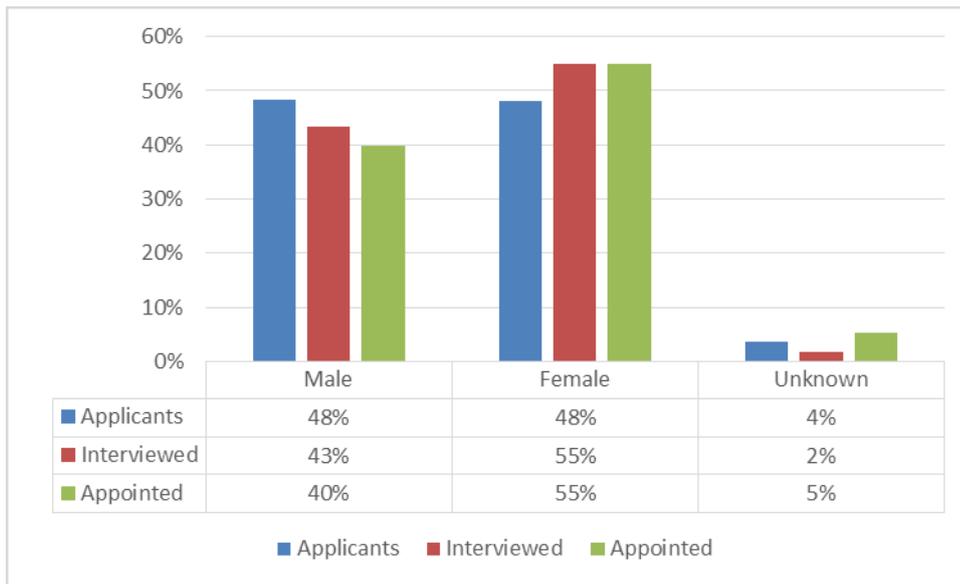


Commentary

26% of **applicants** declared they were from a BME background (22%, 2013-14). 14% of those **appointed** were from a BME background (12%, 2013-14).

BME = Black and minority ethnic

Gender

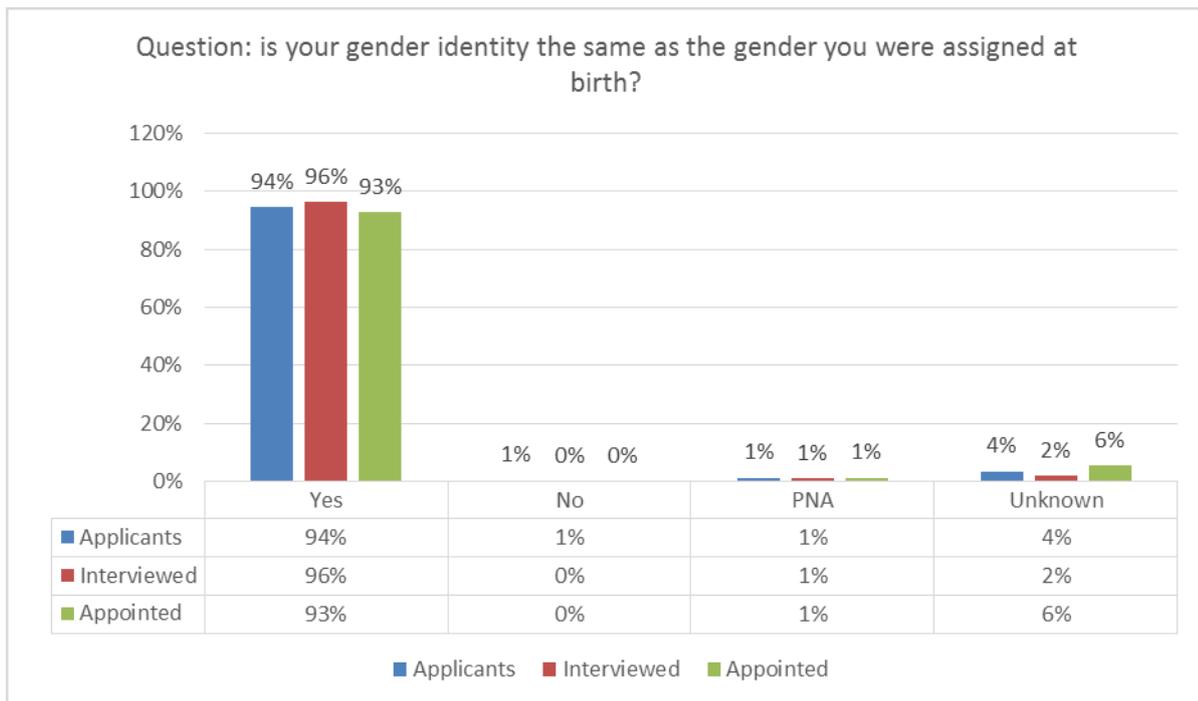


Commentary

There was an equal % of males and females who **applied** (48%) (37% male, 45% female, 2013-14)

40% of those **appointed** were male (36%, 2013-14) and 55% female (54%, 2013-14)

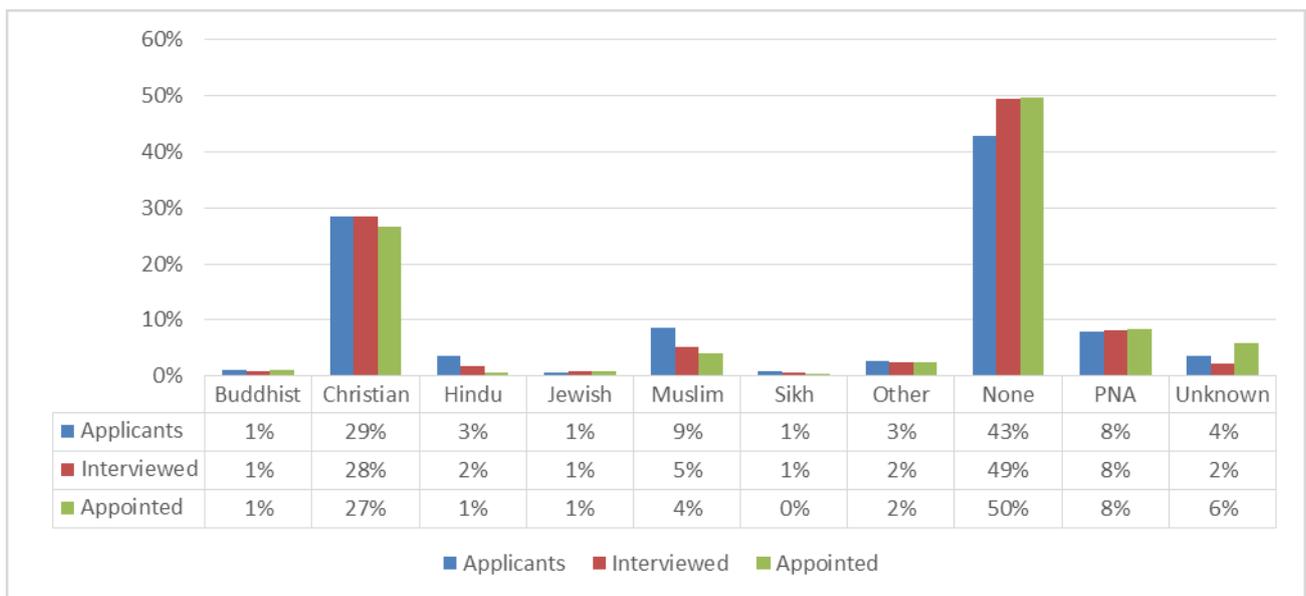
Gender identity



Commentary

There were 22 **applicants** interviewed and 5 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



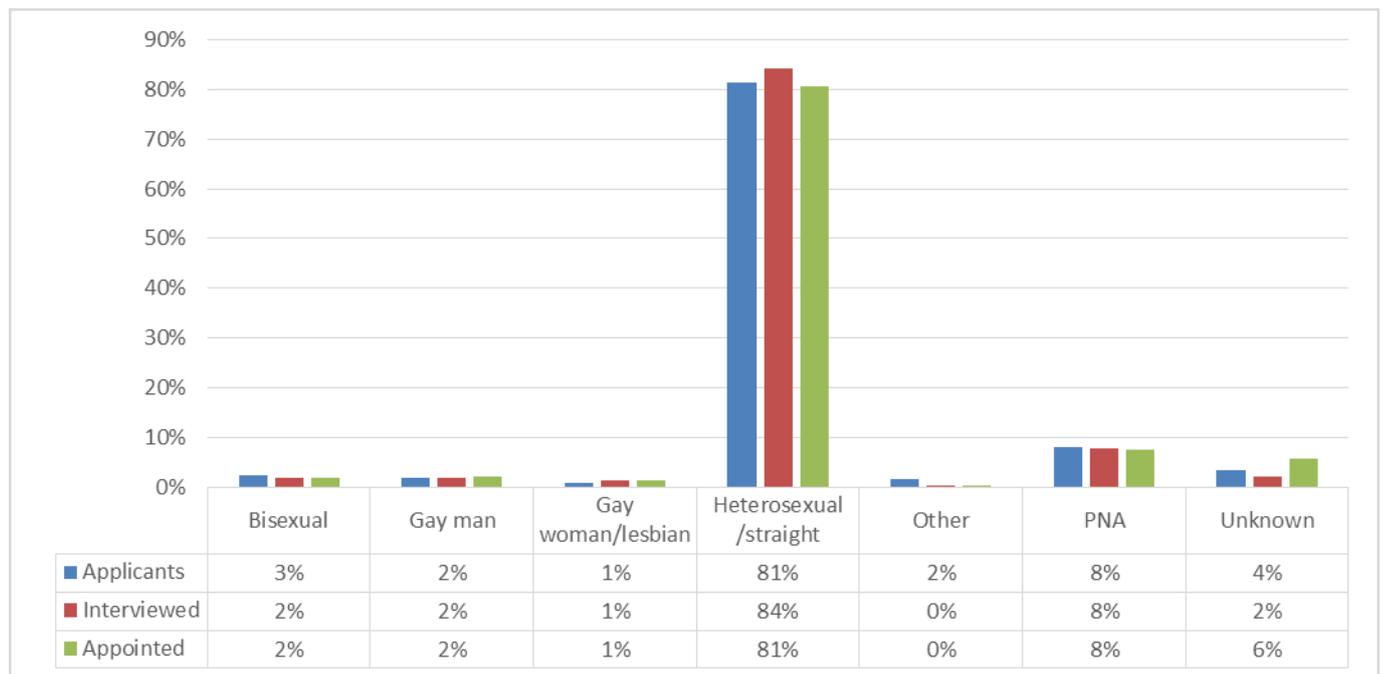
Commentary

43% of **applicants** stated that they had no religion (35%, 2013-14), 29% were Christian (27%, 2013-14), 9% were Muslim (7%, 2013-14).

Of those **appointed**, 50% declared that they had no religion (47%, 2013-14), 27% Christian (29%, 2013-14), 4% were Muslim (3%, 2013-14)

There were 5 staff appointed who were Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

Sexual Orientation



Commentary

6% of **applicants** stated they were gay, lesbian or bisexual (5%, 2013-14). 8% of **applicants** preferred not answer this question (7%, 2013-14),

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

There were 25 people interviewed and 5 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 %.