

University of Leeds – Support¹ staff recruitment data

1 August 2014 – 31 July 2015

The following information provides support 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:

- 16,654 applications
- 2,749 candidates interviewed
- 747 were appointed

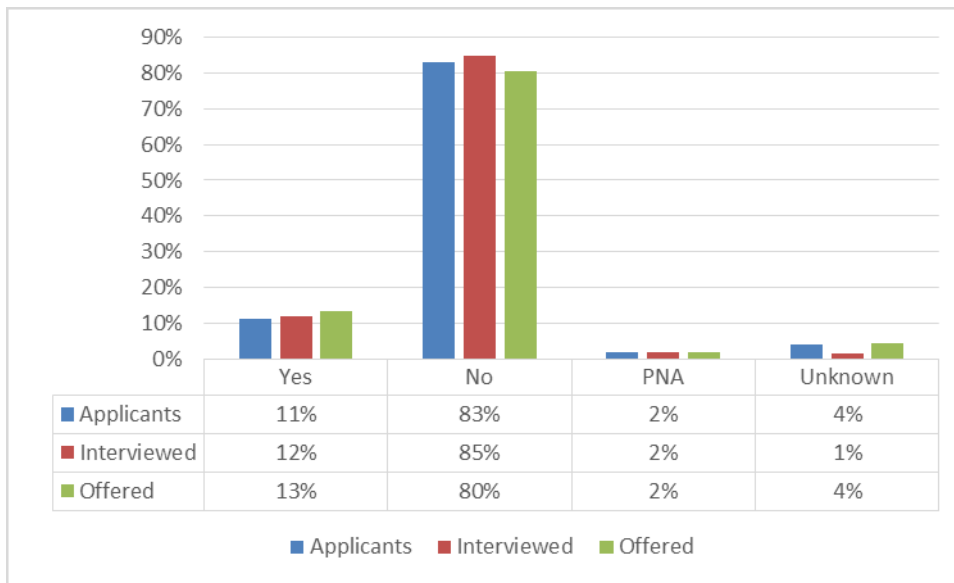
A new recruitment system was implemented during the period and, due to more accurate reporting, has contributed to a large reduction in the level of 'unknown' data. 4% at application stage (19%, 2013-14), 1% at interview stage (4%, 2013-14), 4% of those appointed (10%, 2013-14).

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

PNA = Prefer not to answer.

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

Caring responsibilities²



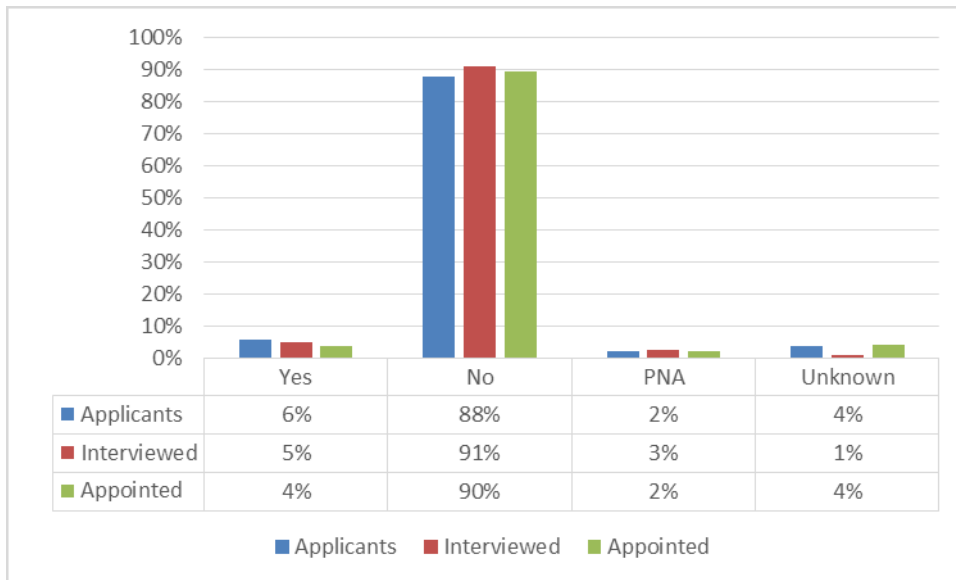
Commentary

13% of those **appointed** declared they had caring responsibilities (same as 2013-14).

PNA = Prefer not to answer

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

Disability³

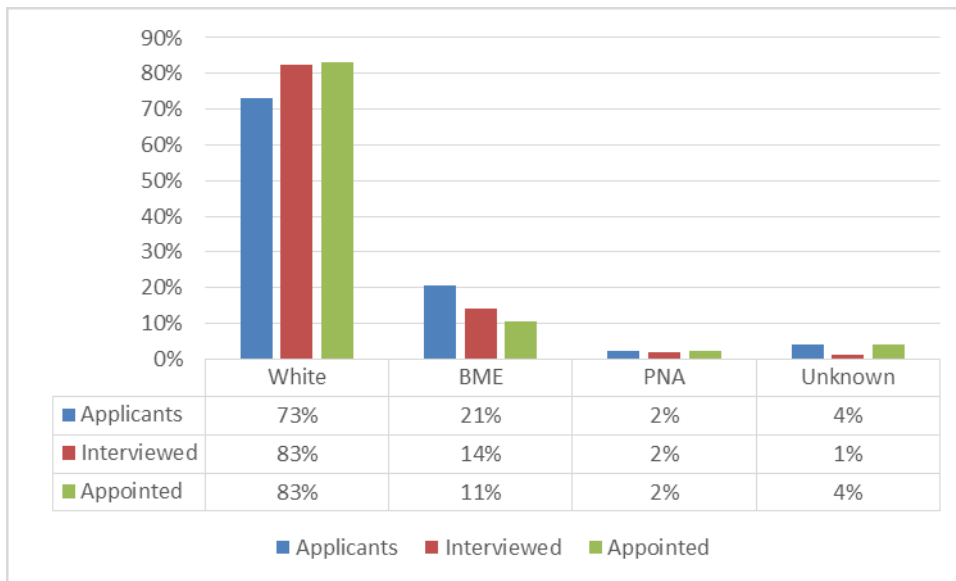


Commentary

6% of **applicants** declared a disability (5%, 2013-14). 4% of those **appointed** declared a disability (5%, 2013-14).

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

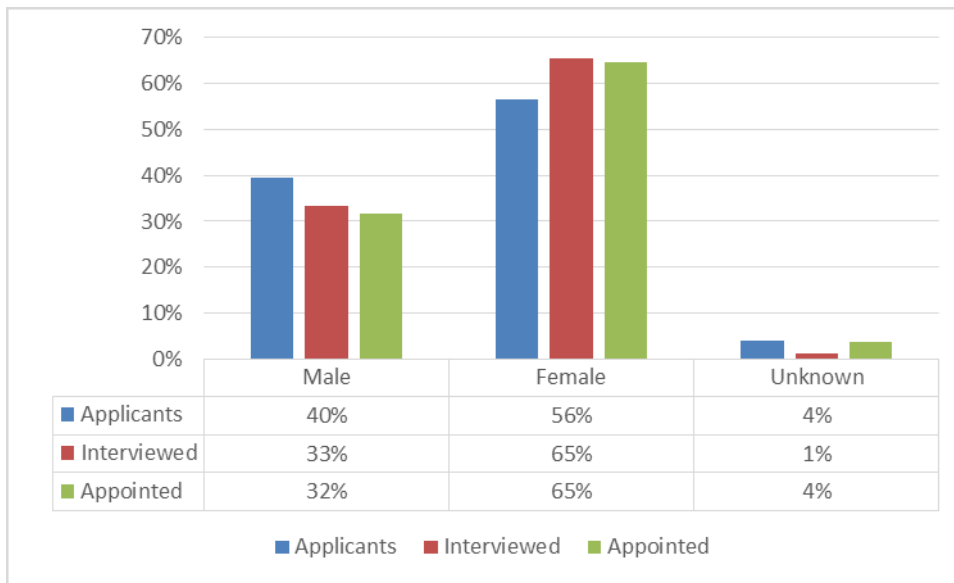


Commentary

21% of **applicants** declared they were from a BME background (18%, 2013-14). 11% of those **appointed** were from a BME background (9%, 2013-14).

BME = Black and minority ethnic

Gender

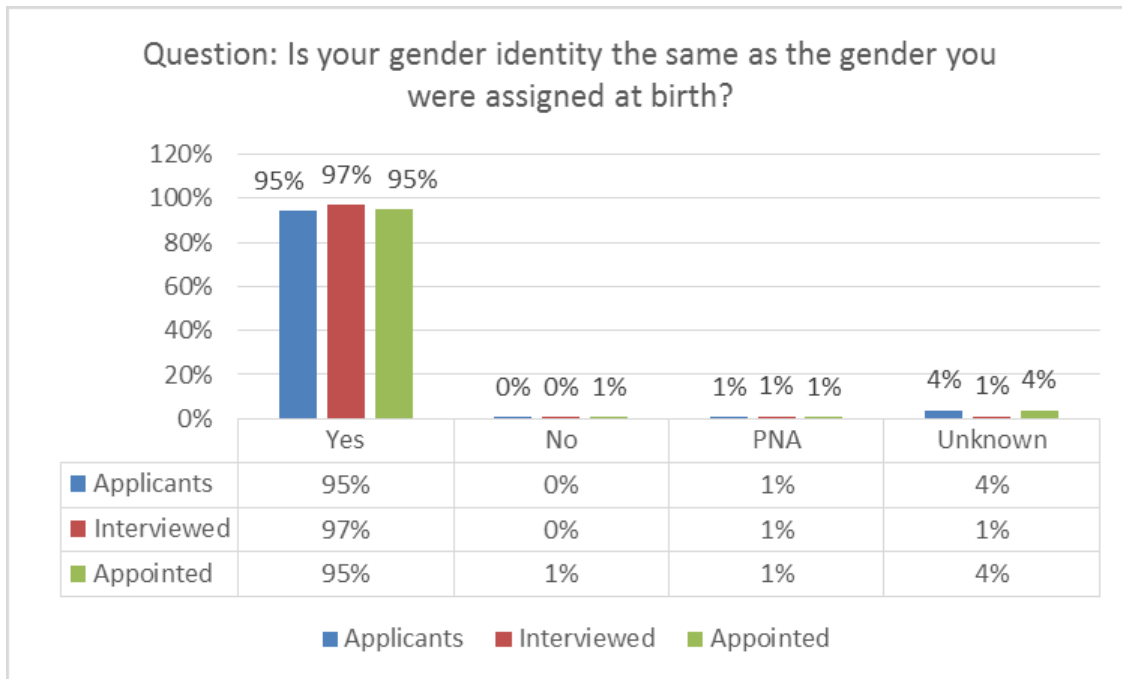


Commentary

56% of **applicants** were female (49%, 2013-14). 65% of those **appointed** were female (66%, 2013-14).

40% of **applicants** were male (32%, 2013-14). 32% of those **appointed** were male (24%, 2013-14).

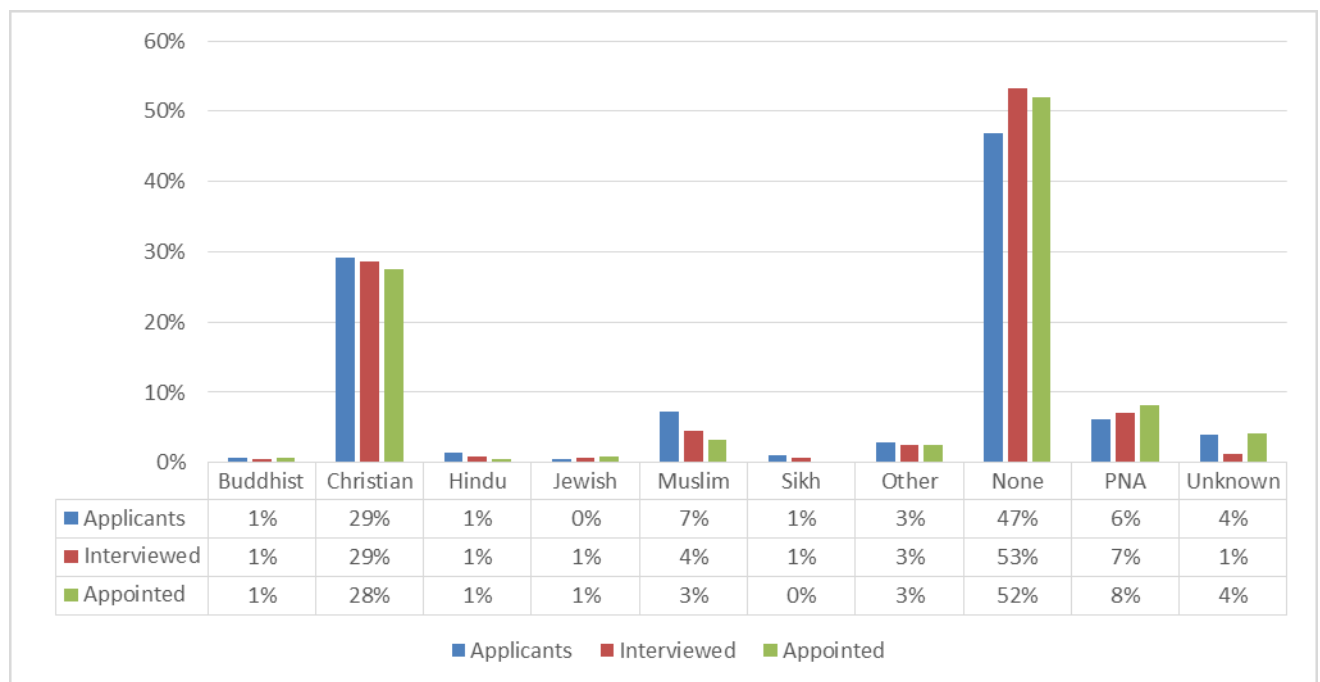
Gender identity



Commentary

There were 77 applicants and 13 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

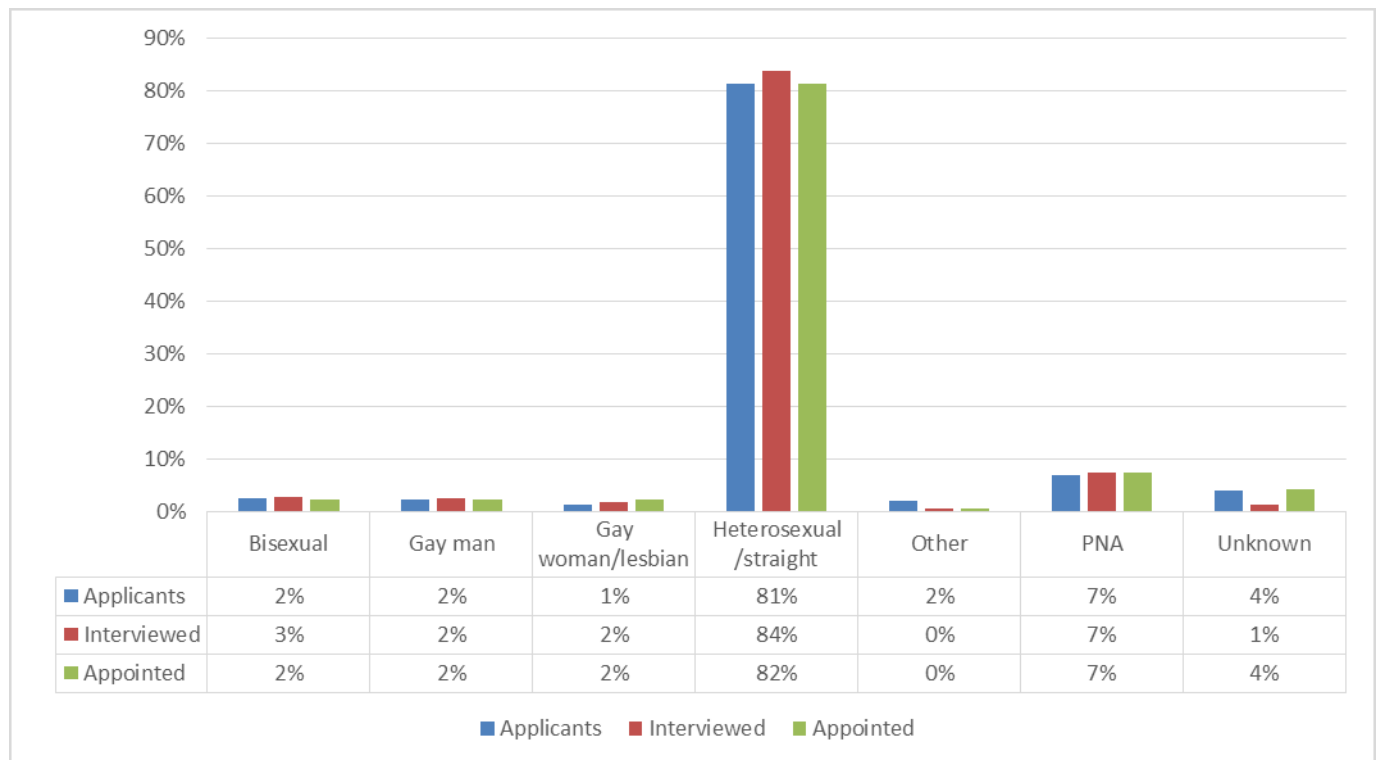


Commentary

47% of applicants stated that they had no religion (37%, 2013-14), 29% were Christian (27%, 2013-14), 7% were Muslim (same as 2013-14).

Of those appointed, 52% declared that they had no religion (same as 2013-14), 28% Christian (29%, 2013-14), 3% were Muslim (2%, 2013-14)

Sexual Orientation



Commentary

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

Of those **appointed**, 6% stated they were gay, lesbian or bisexual (7%, 2013-14).

There were 13 people interviewed and 3 appointed who declared their sexual orientation as 'other', however, this is not shown in the above chart due to rounding of data to the nearest whole %.