

# University of Leeds – Academic<sup>1</sup> staff recruitment data 1 August 2015 – 31 July 2016

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The following information provides academic staff recruitment data August 2015 – July 2016. 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:

- 11,723 applications
- 2,040 candidates interviewed
- 530 were appointed

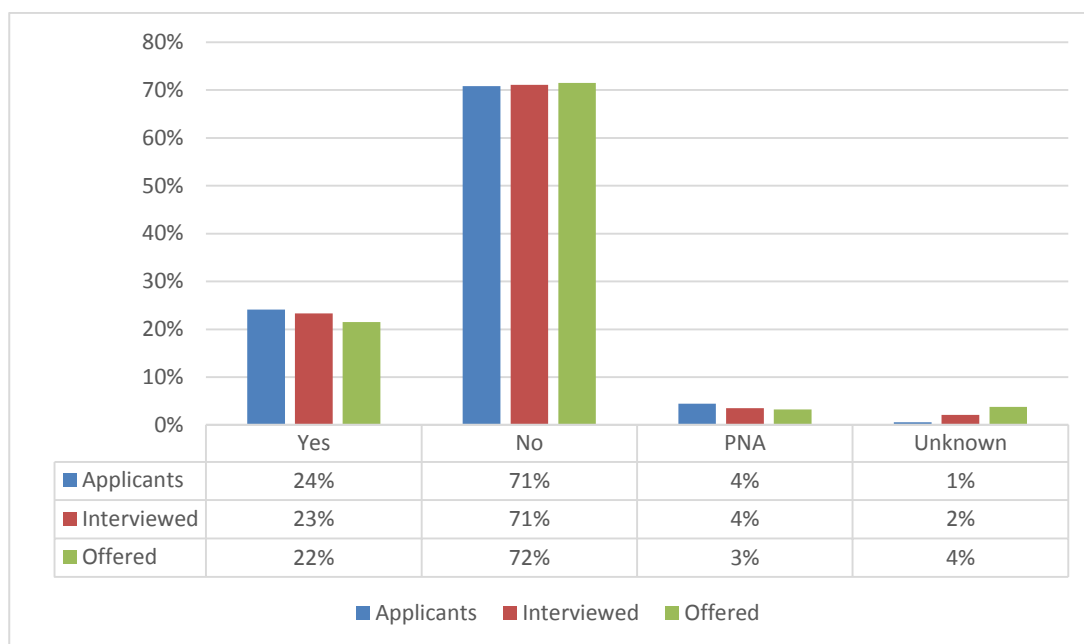
*Data is rounded to the nearest whole percent and therefore may not always total 100%.*

**PNA = Prefer not to answer.**

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<sup>1</sup> Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc.

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



### Commentary

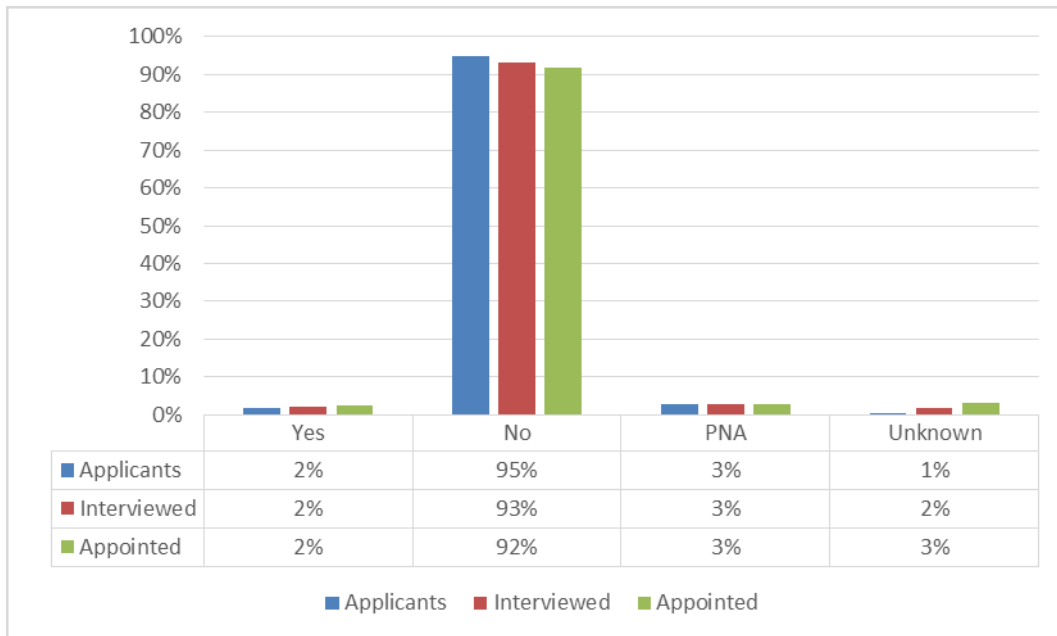
24% of **applicants** (23%, 2014-15) and 22% of those **appointed** (same % as previous year) declared they had caring responsibilities.

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>

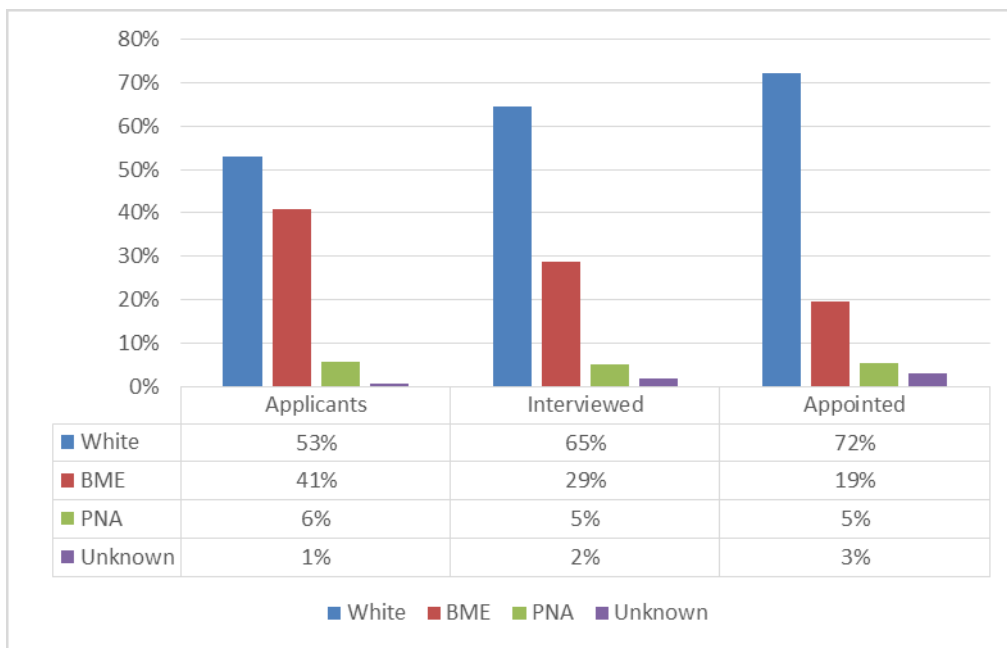


### Commentary

2% of **applicants** declared a disability (same as 2014-15). 2% of those **appointed** declared a disability (2%, 2014-15)

<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

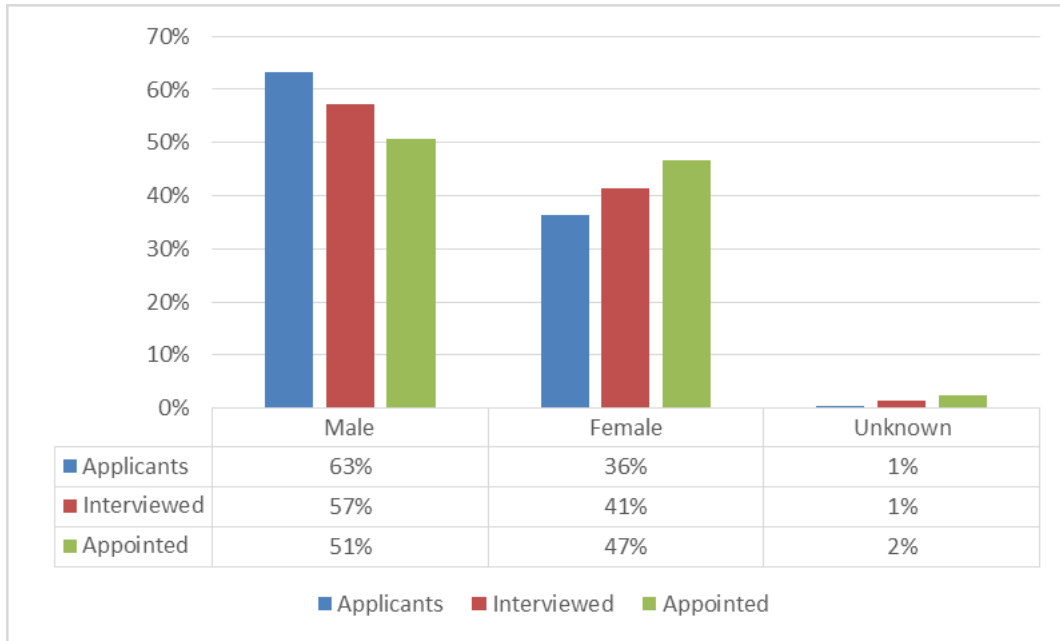


### Commentary

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

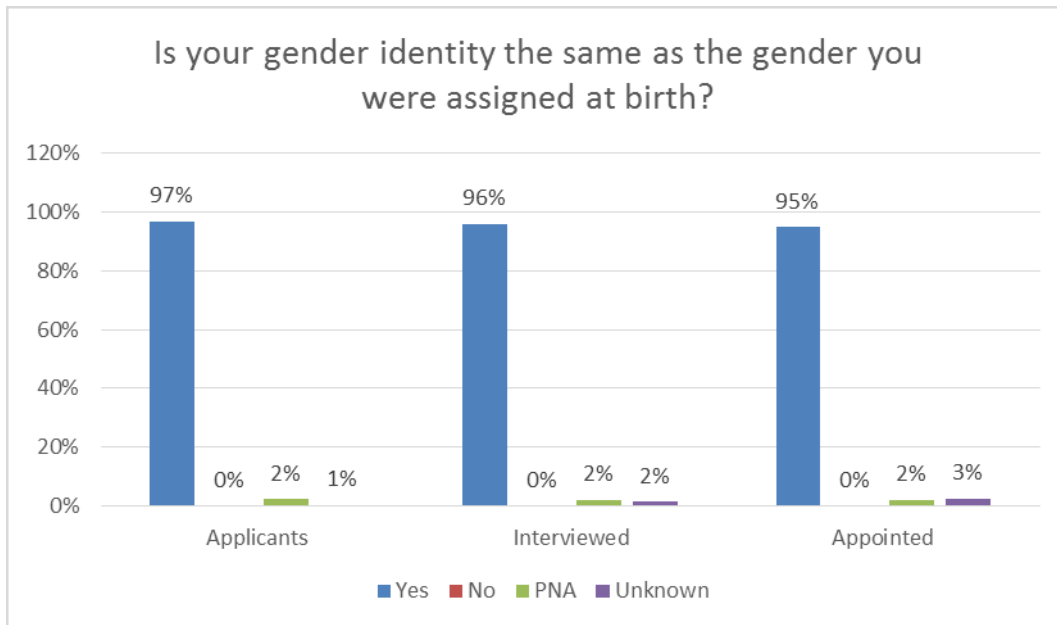


### Commentary

36% of **applicants** were female (same as 2014-15). 47% of those **appointed** were female (45%, 2014-15).

63% of **applicants** were male (61%, 2014-15). 51% of those **appointed** were male (49%, 2014-15).

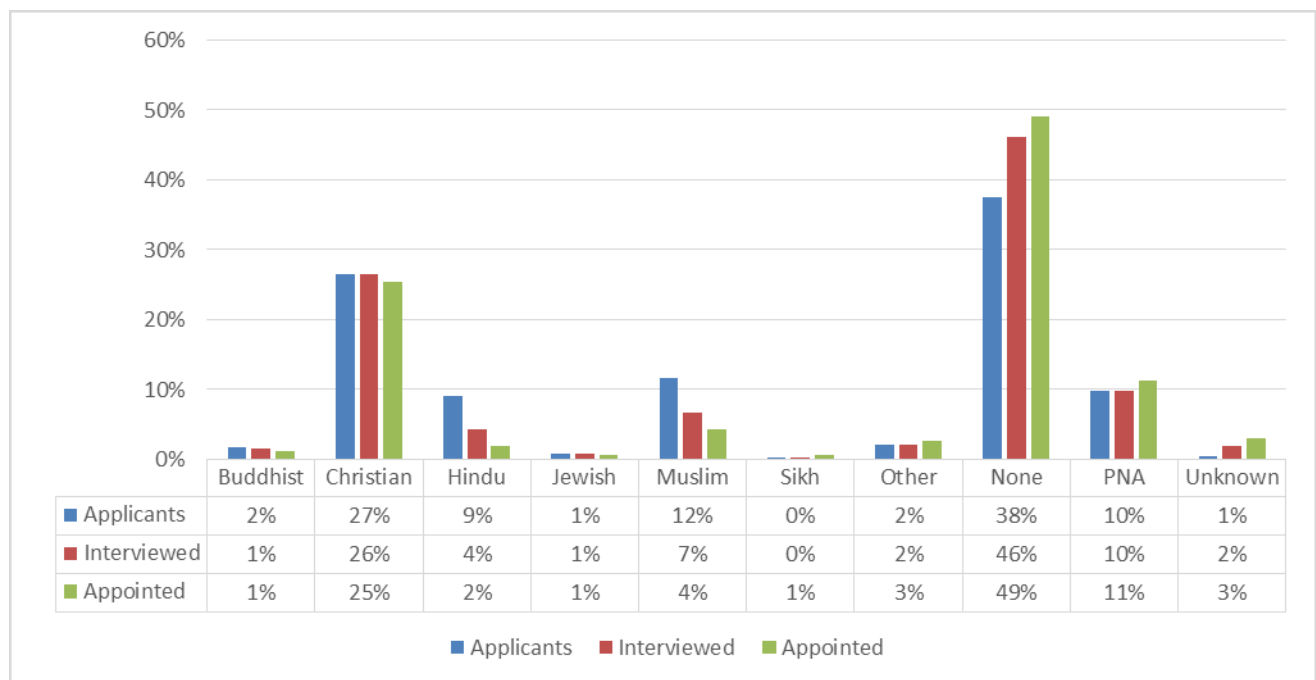
## Gender identity



### Commentary

There were 41 applicants, 3 who were interviewed and 2 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



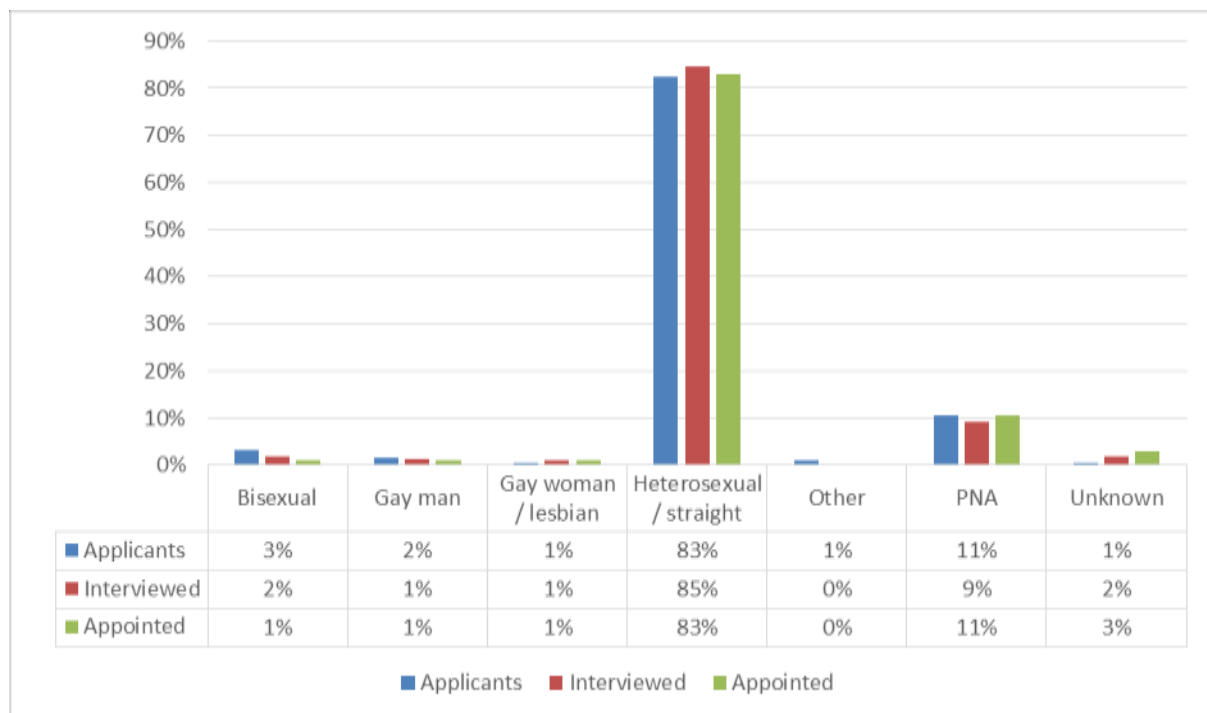
### Commentary

38% of **applicants** stated that they had no religion (same as previous year), 27% were Christian (26%, 2014-15), 12% were Muslim (11%, 2014-15).

Of those **appointed**, 49% declared that they had no religion (49%, 2014-15), 25% Christian (24%, 2014-15), 4% were Muslim (4%, 2014-15).

There were 29 applications and 6 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

6% of **applicants** stated they were either gay, lesbian or bisexual (6%, 2014-15). 11% of applicants preferred not answer this question (11%, 2014-15).

Of those **appointed**, 3% stated they were either gay, lesbian or bisexual (5%, 2014-15).

There were 4 people interviewed and 1 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 %.