

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

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The following information provides professional and managerial 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:

- 2,885 applications
- 834 candidates interviewed
- 197 were appointed

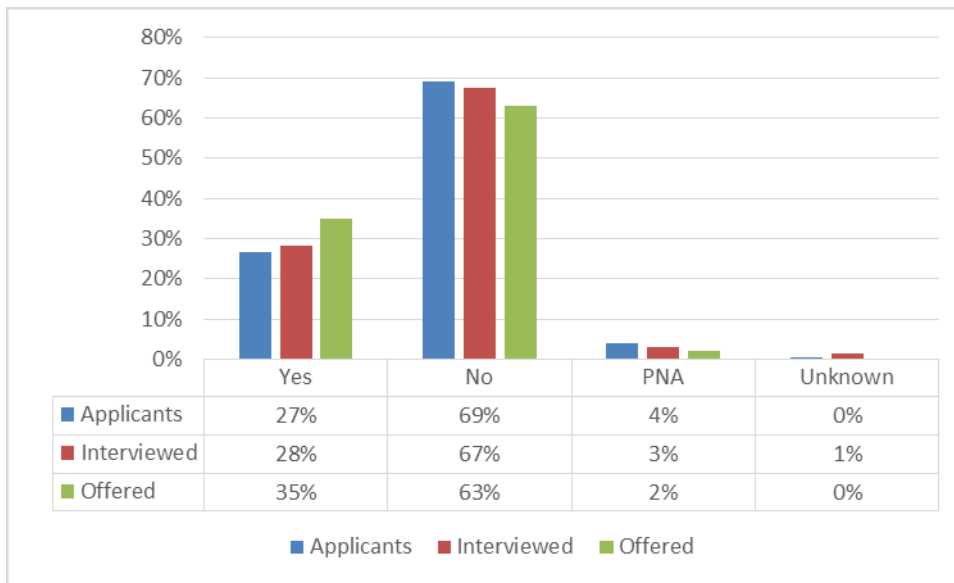
*Data is rounded to the nearest whole percent and therefore may not always total 100%.*

**PNA = Prefer not to answer.**

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

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



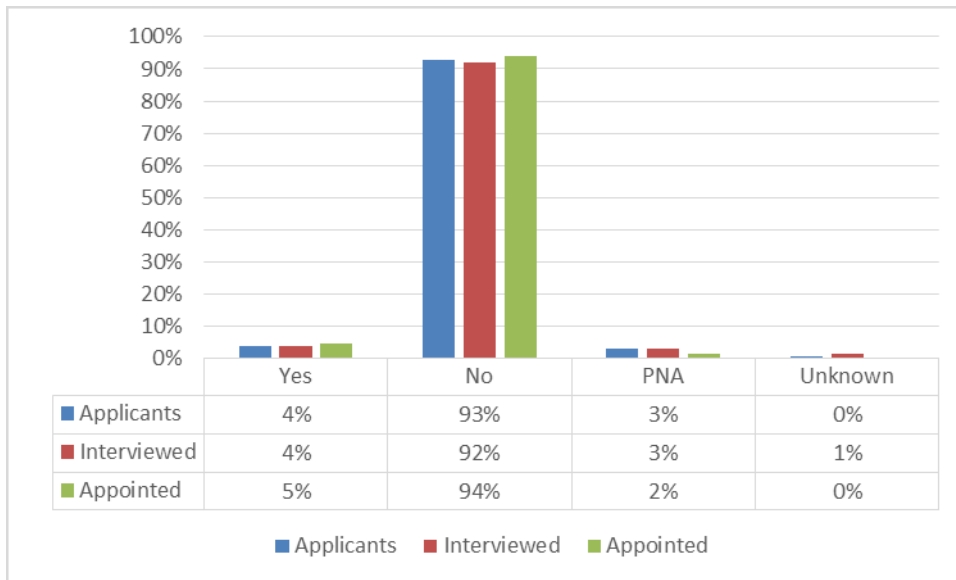
### Commentary

27% of **applicants** and 35% of those **appointed** declared they had caring responsibilities (25% of applicants and 24% appointed, 2014-15).

PNA = Prefer not to answer

<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>

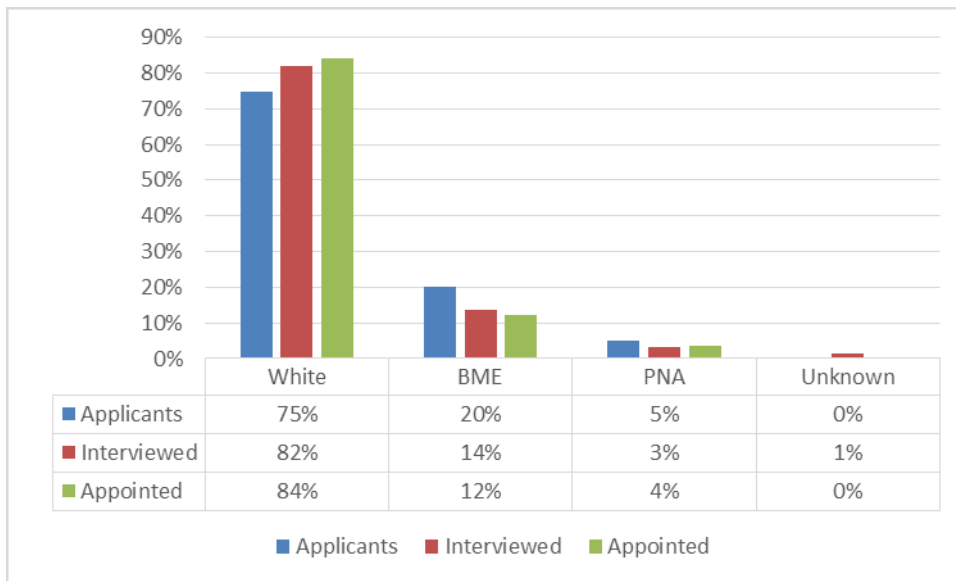


### Commentary

4% of **applicants** declared a disability (same as 2014-15). 5% 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

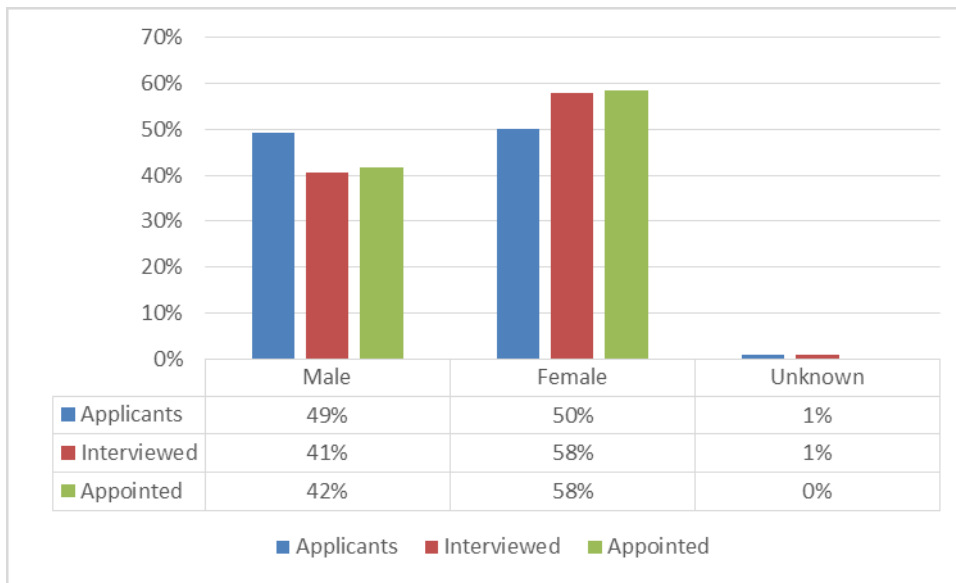


### Commentary

20% of **applicants** declared they were from a BME background (21%, 2014-15). 12% of those **appointed** were from a BME background (10%, 2014-15).

BME = Black and minority ethnic

## Gender

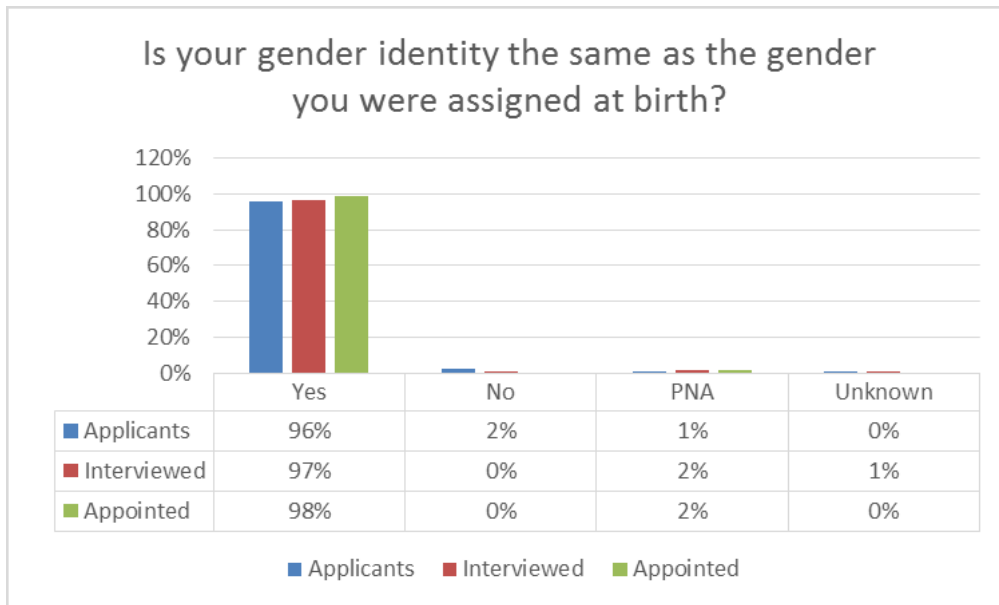


### Commentary

50% of **applicants** were female (46%, 2014-15). 58% of those **appointed** were female (52%, 2014-15).

49% of **applicants** were male (51%, 2014-15). 42% of those **appointed** were male (41%, 2014-15).

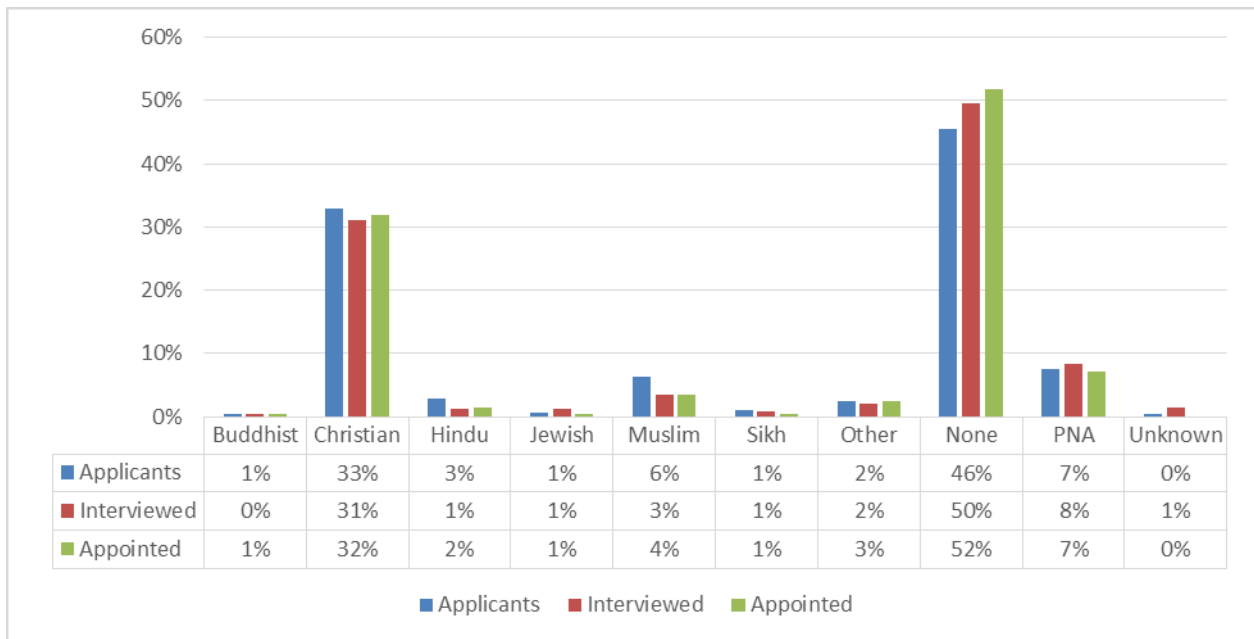
## Gender identity



### Commentary

There was 1 person who was 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 % (this candidate was not appointed).

## Religion



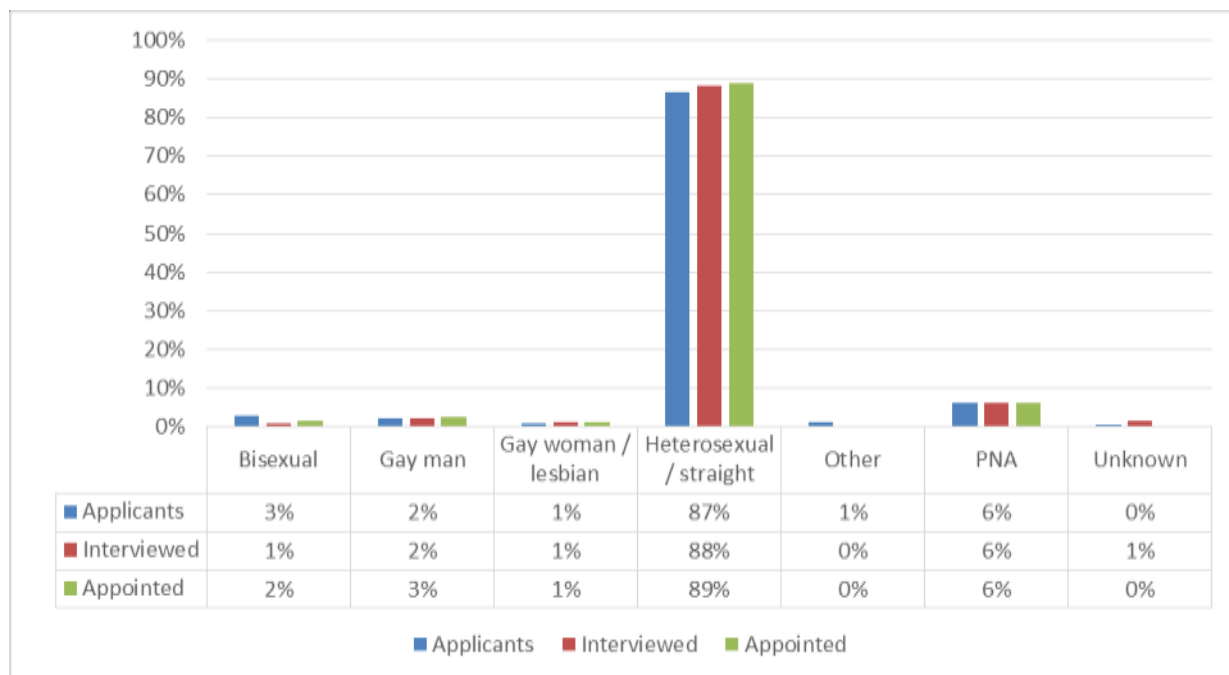
### Commentary

46% of **applicants** stated that they had no religion (39%, 2014-15), 33% were Christian (36%, 2014-15), 6% were Muslim (7%, 2014-15).

Of those **appointed**, 52% declared that they had no religion (43%, 2014-15), 32% Christian (31%, 2014-15), 4% were Muslim (4%, 2014-15).

There were 4 people interviewed who were Buddhist, 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 (4%, 2014-15). 6% of **applicants** preferred not answer this question (6%, 2014-15),

Of those **appointed**, 6% stated they were gay, lesbian or bisexual (4%, 2014-15).

There was 1 person interviewed 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 %.