

# University of Leeds Recruitment data

## 1 August 2015 – 31 July 2016

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The following information provides university level recruitment data August 2015 – July 2016. The data is presented for the general stages of the recruitment cycle, which are the stages of application, selection for interviews and appointment, which help track and identify success rates for staff by protected characteristic.

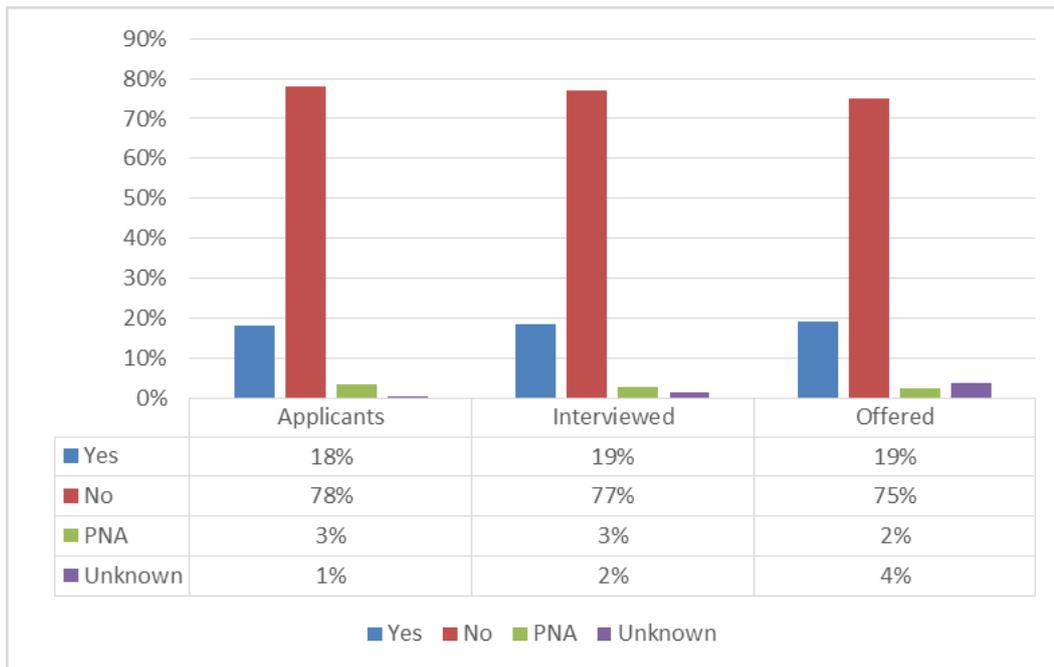
A basic summary of recruitment information for all roles across the University includes:

- 30,129 applications
- 5,920 candidates interviewed
- 1,369 were appointed

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

**PNA = Prefer not to answer.**

## Caring responsibilities<sup>1</sup>



### Commentary

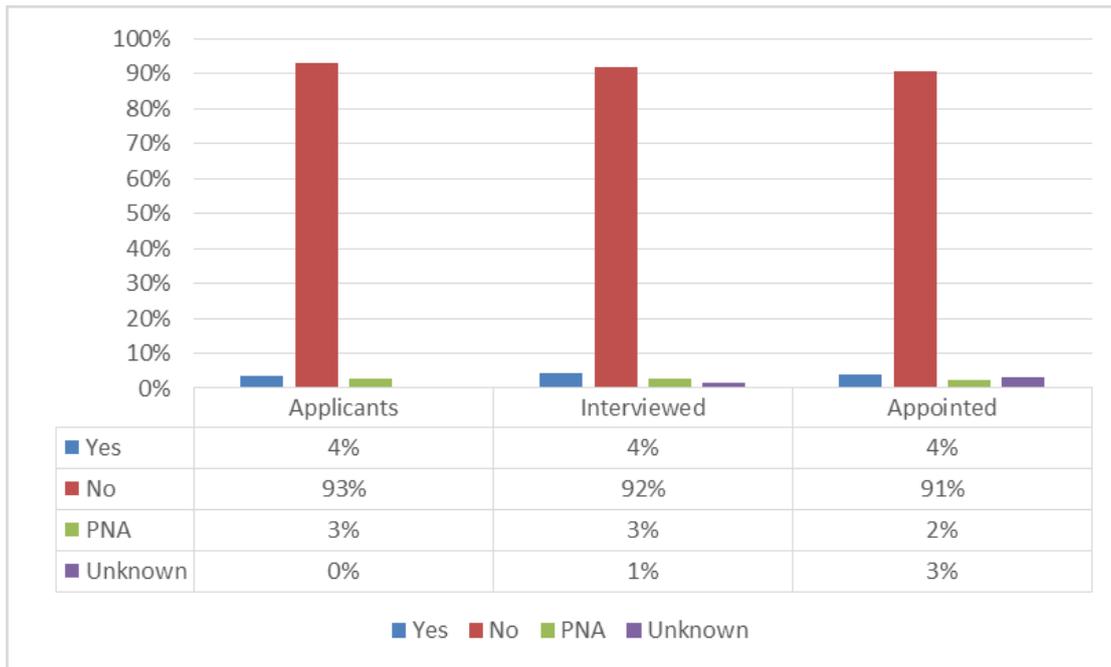
18% of **applicants** declared they had caring responsibilities (17%, 2014-15).

19% of those **appointed** declared they had caring responsibilities (18%, 2014-15).

PNA = Prefer not to answer

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

## Disability<sup>2</sup>

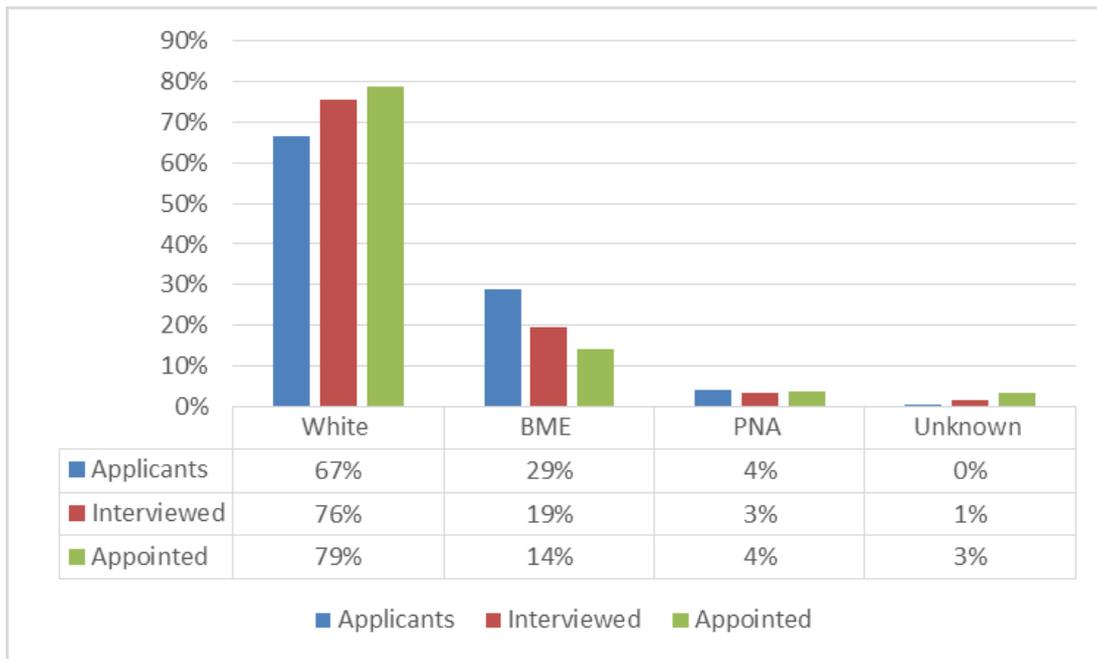


### Commentary

4% of **applicants** declared a disability (same as 2014-15). 4% of those **appointed** declared a disability (3%, 2014-15)

<sup>2</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

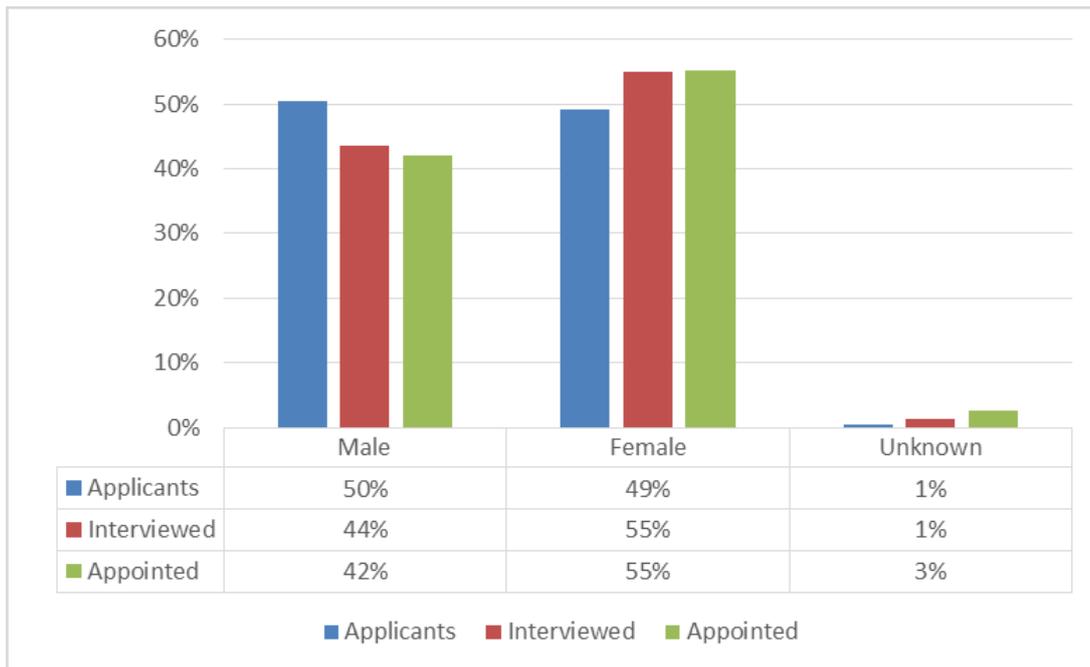


### Commentary

29% of **applicants** declared they were from a BME background (26%, 2014-15). 14% of those **appointed** were from a BME background (14%, 2014-15).

BME = Black and minority ethnic

## Gender

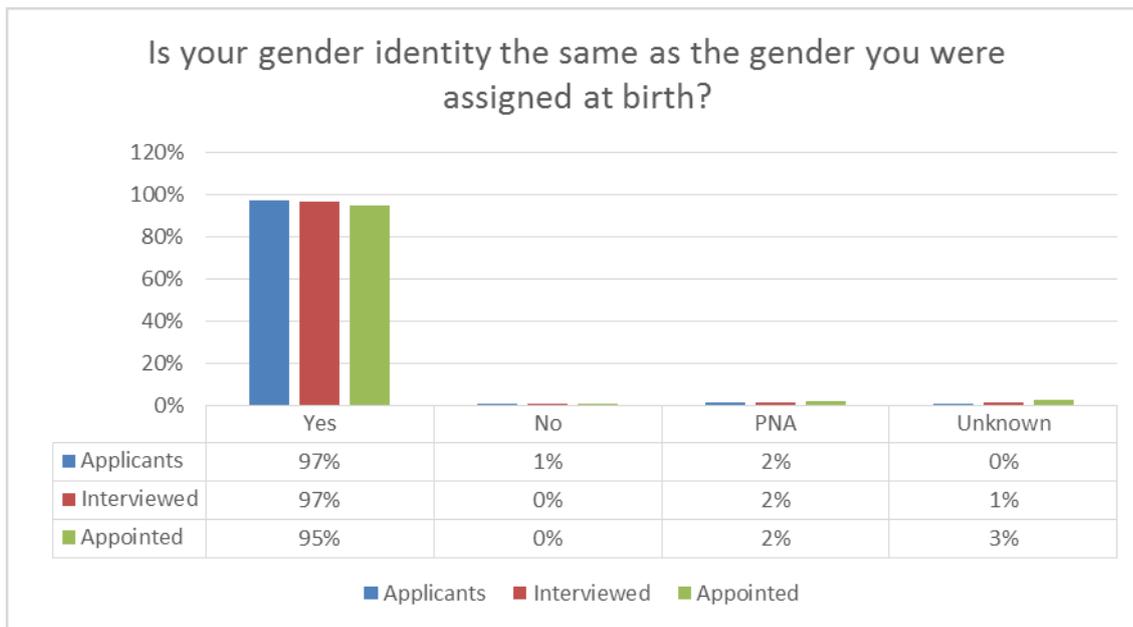


### Commentary

50% of **applicants** were male and 49% were female (48% male, 48% female, 2014-15)

42% of those **appointed** were male (40%, 2014-15) and 55% female (55%, 2014-15)

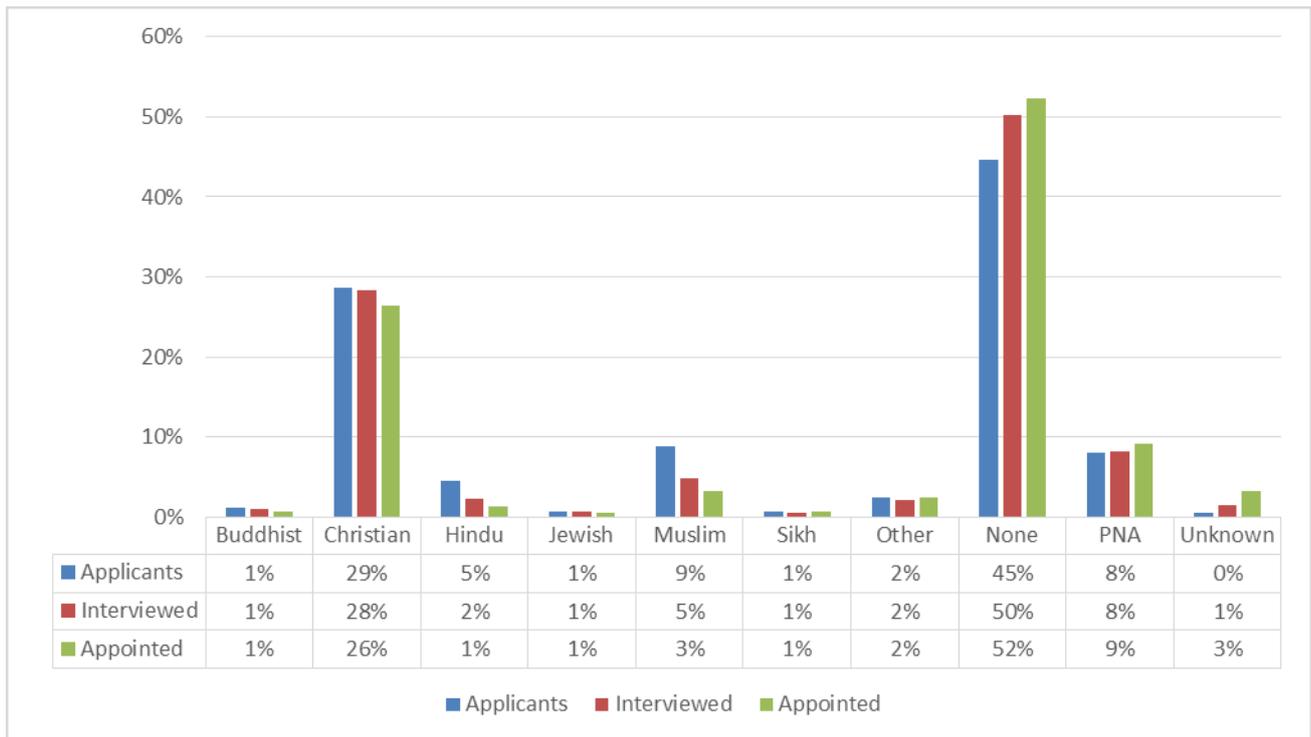
## Gender identity



### Commentary

There were 15 applicants **interviewed** and 3 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

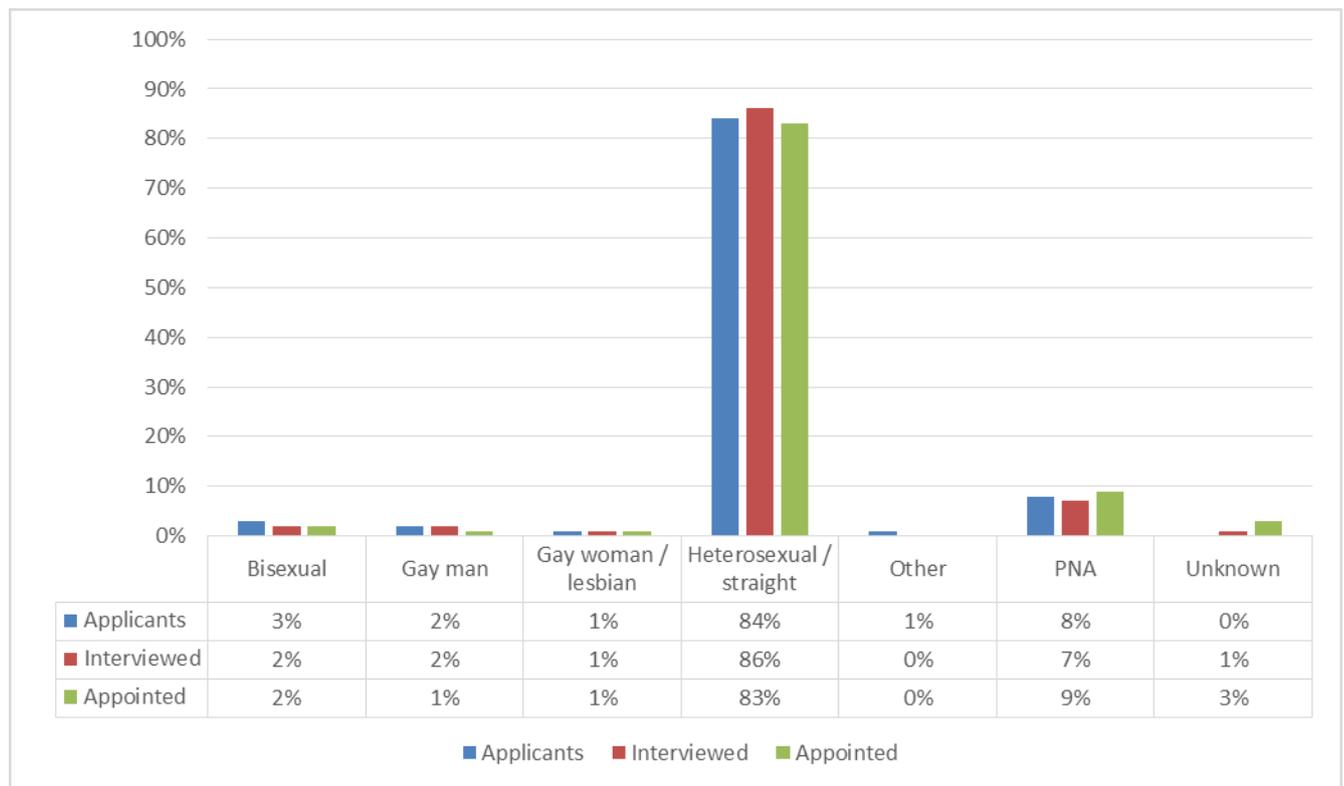


### Commentary

45% of **applicants** stated that they had no religion (43%, 2014-15), 29% were Christian (same as previous year), 9% were Muslim (same as previous year).

Of those **appointed**, 52% declared that they had no religion (50%, 2014-15), 26% Christian (27%, 2014-15), 3% were Muslim (4%, 2014-15)

## Sexual Orientation



### Commentary

6% of **applicants** stated they were gay, lesbian or bisexual (same as previous year). 8% of **applicants** preferred not answer this question (same as previous year).

Of those **appointed**, 4% stated they were gay, lesbian or bisexual (5%, 2014-15). 9.6% of those appointed preferred not to answer this question.

There were 18 people interviewed and 4 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 %.