

University of Leeds – Support¹ staff recruitment data 1 August 2015 – 31 July 2016

The following information provides support 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:

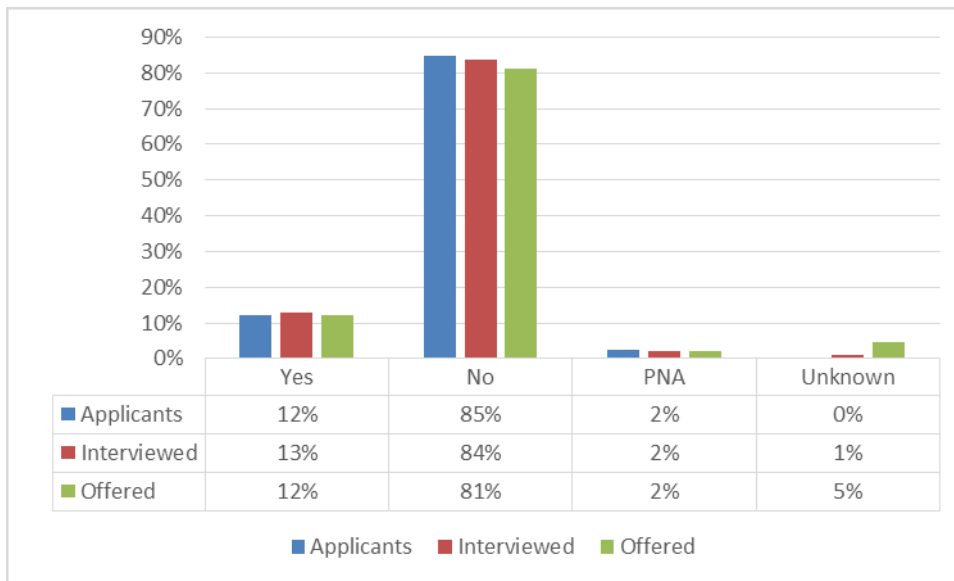
- 15,521 applications
- 3,046 candidates interviewed
- 642 were appointed

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



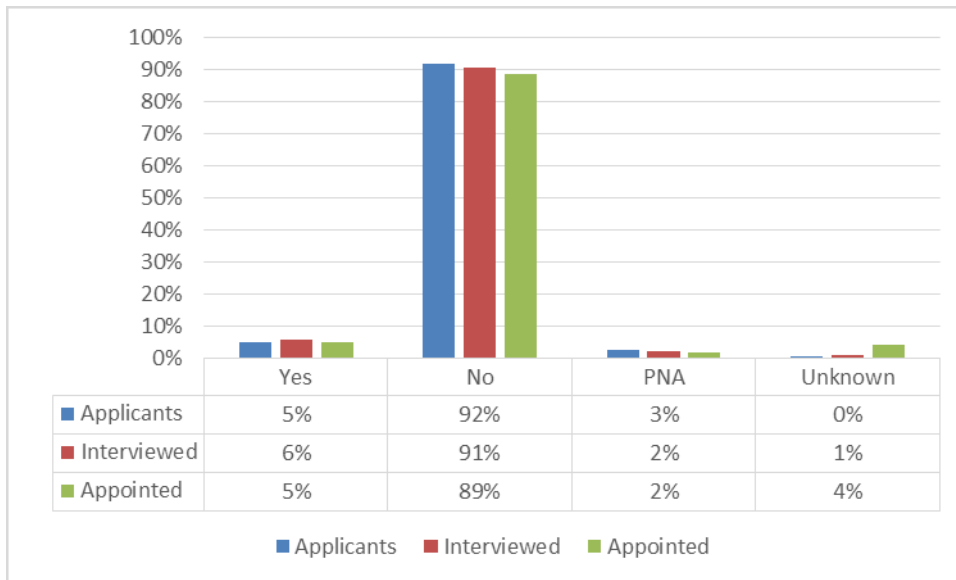
Commentary

12% of those **appointed** declared they had caring responsibilities (13%, 2014-15).

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

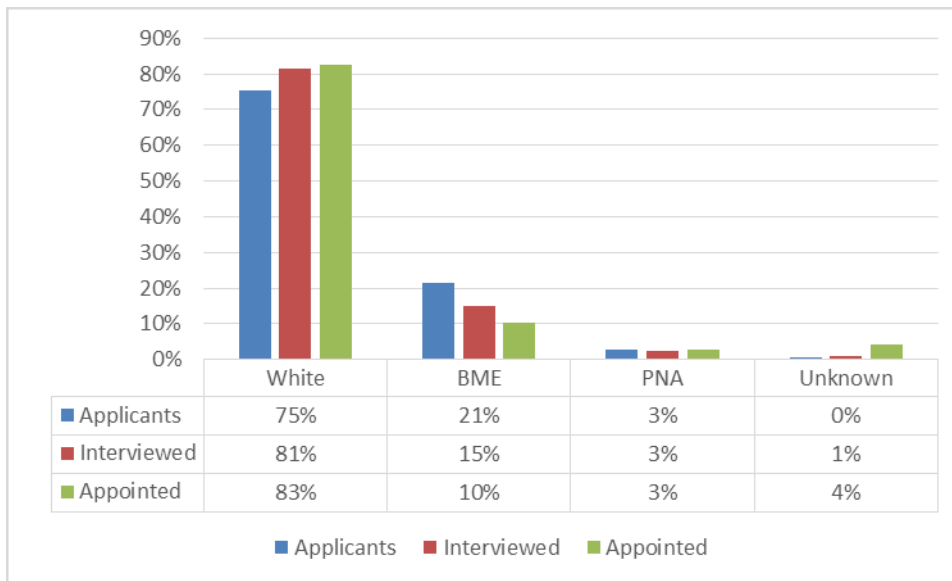


Commentary

5% of **applicants** declared a disability (6%, 2014-15). 5% of those **appointed** declared a disability (4%, 2014-15).

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

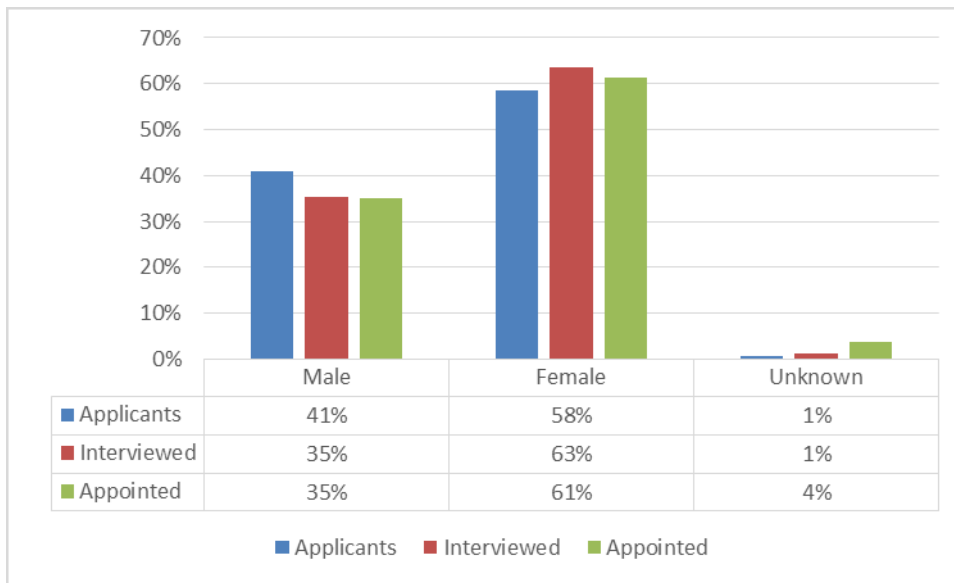


Commentary

21% of **applicants** declared they were from a BME background (same as previous year). 10% of those **appointed** were from a BME background (11%, 2014-15).

BME = Black and minority ethnic

Gender

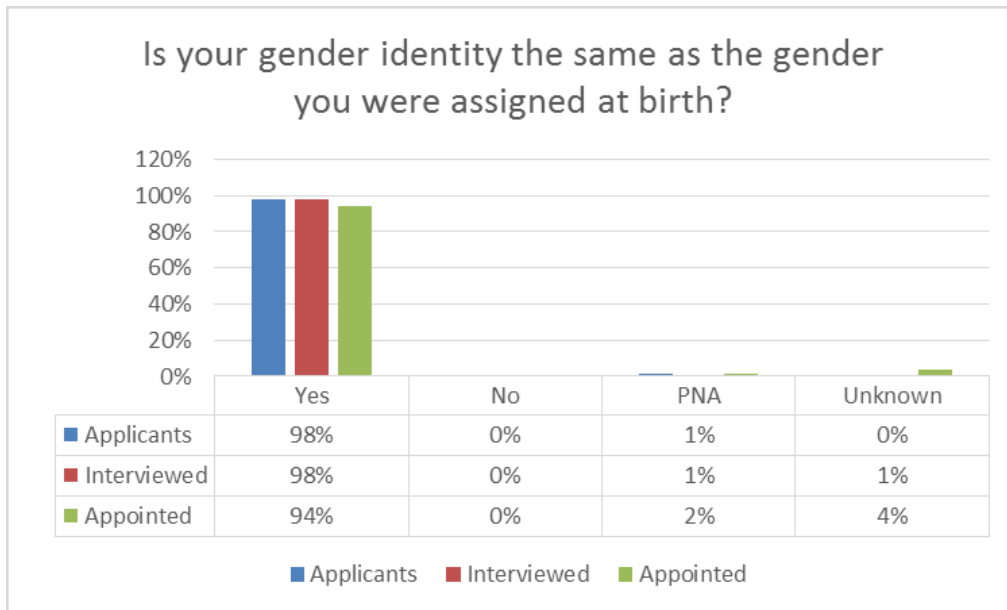


Commentary

58% of **applicants** were female (56%, 2014-15). 61% of those **appointed** were female (65%, 2014-15).

41% of **applicants** were male (40%, 2014-15). 35% of those **appointed** were male (32%, 2014-15).

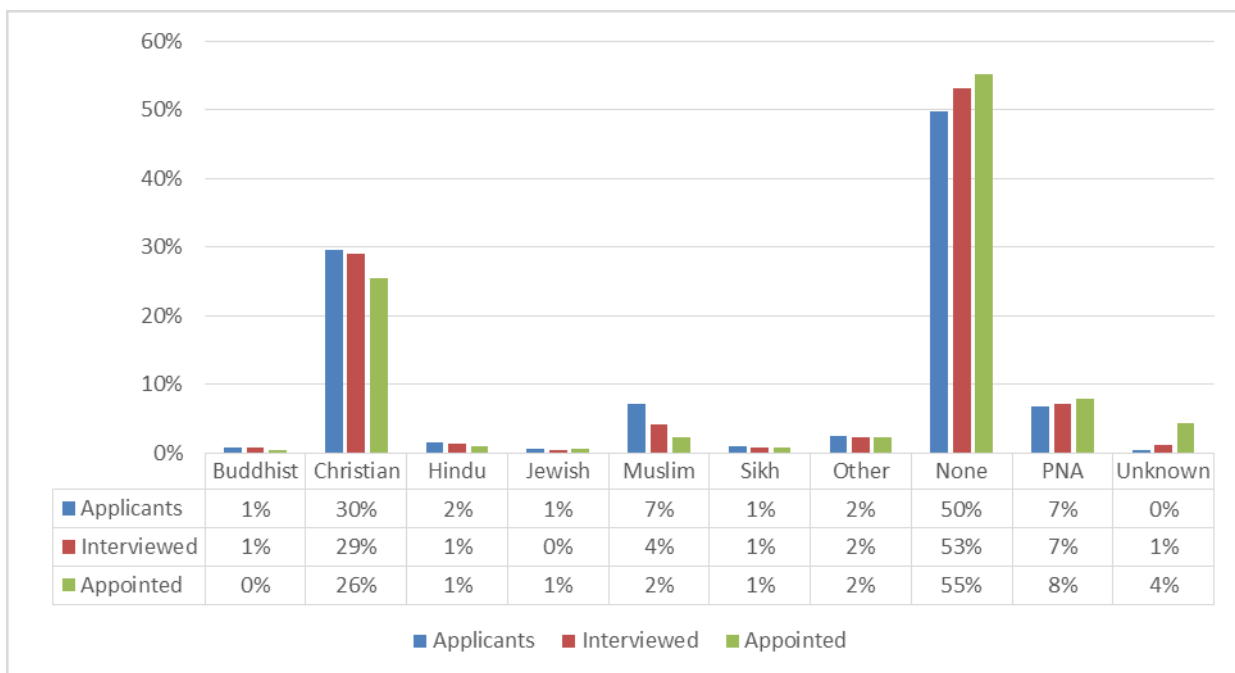
Gender identity



Commentary

There were 74 applicants and 11 people who were interviewed and 1 person 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

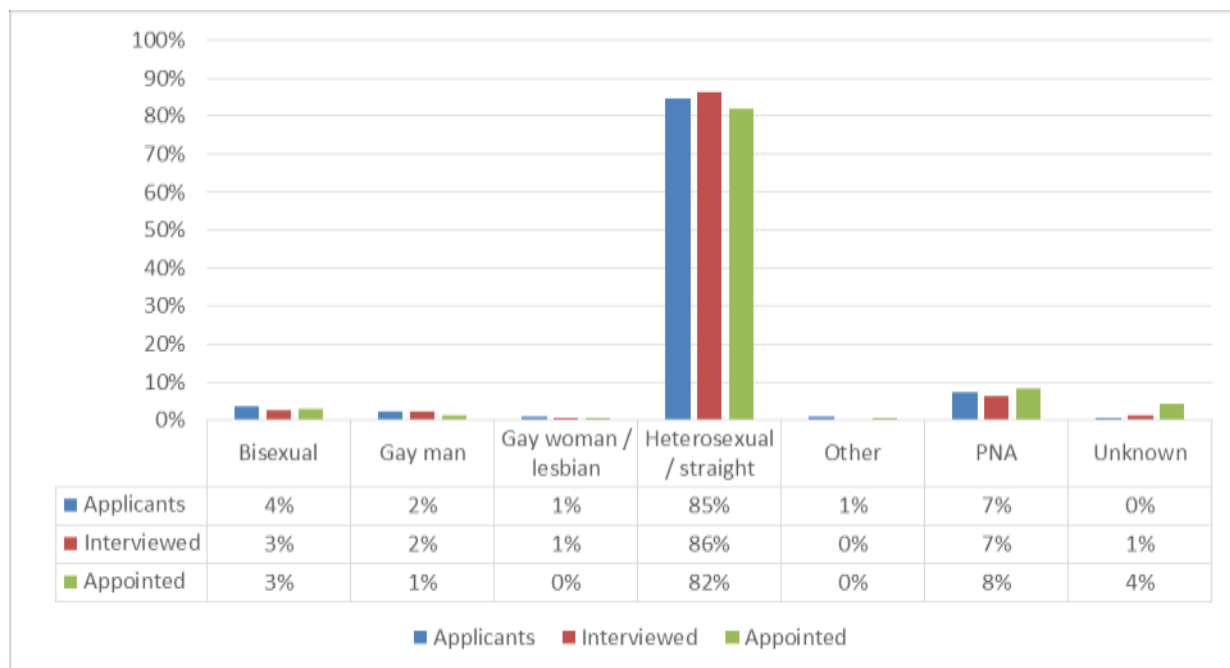


Commentary

50% of applicants stated that they had no religion (47%, 2014-15), 30% were Christian (29%, 2014-15), 7% were Muslim (same as 2014-15).

Of those appointed, 55% declared that they had no religion (52%, 2014-15), 26% Christian (28%, 2014-15), 2% were Muslim (3%, 2014-15)

Sexual Orientation



Commentary

7% of **applicants** stated they were either gay, lesbian or bisexual (5%, 2014-15).

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

There were 3 appointed who declared their sexual orientation as 'other' and 3 who declared they were a gay woman/lesbian, however, this is not shown in the above chart due to rounding of data to the nearest whole %.