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 responsibilities

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
Disability

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

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**

Is your gender identity the same as the gender you were assigned at birth?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>PNA</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Applicants</strong></td>
<td>98%</td>
<td>0%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Interviewed</strong></td>
<td>98%</td>
<td>0%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Appointed</strong></td>
<td>94%</td>
<td>0%</td>
<td>2%</td>
<td>4%</td>
</tr>
</tbody>
</table>

**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

![Graph showing religion distribution for applicants, interviewed, and appointed individuals.]

**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

<table>
<thead>
<tr>
<th></th>
<th>Applicants</th>
<th>Interviewed</th>
<th>Appointed</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bisexual</strong></td>
<td>4%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Gay man</strong></td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Gay woman/lesbian</strong></td>
<td>1%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Heterosexual/straight</strong></td>
<td>85%</td>
<td>86%</td>
<td>82%</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>PNA</strong></td>
<td>7%</td>
<td>7%</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Unknown</strong></td>
<td>0%</td>
<td>1%</td>
<td>4%</td>
</tr>
</tbody>
</table>

**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 %.