University of Leeds – Professional & managerial[1] staff recruitment data
1 August 2016 – 31 July 2017

The following information provides professional and managerial staff recruitment data August 2016– July 2017. 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.

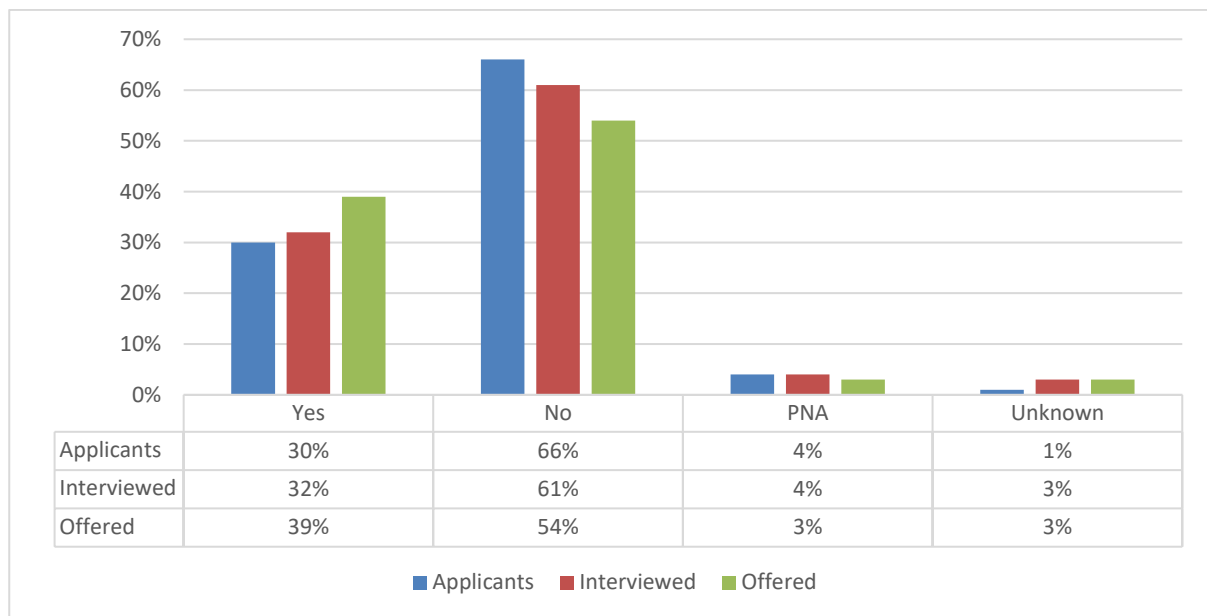A basic summary of recruitment information includes:
- 2,941 applications
- 863 candidates interviewed
- 185 were appointed

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

PNA = Prefer not to answer.

---

[1] 'Professional & managerial' staff is comprised of more senior administrative staff roles.

Caring responsibilities[2]

	Yes	No	PNA	Unknown
Applicants	30%	66%	4%	1%
Interviewed	32%	61%	4%	3%
Offered	39%	54%	3%	3%

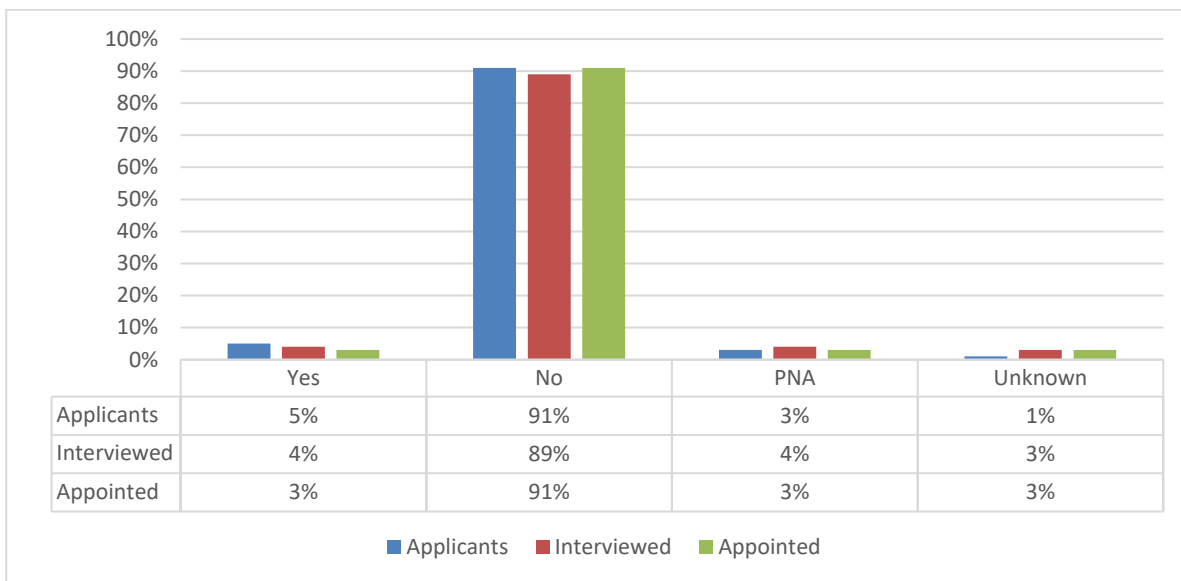■ Applicants ■ Interviewed ■ Offered

Commentary

30% of **applicants** and 39% of those **appointed** declared they had caring responsibilities (27% of applicants and 35% appointed, 2015-16).

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[3]

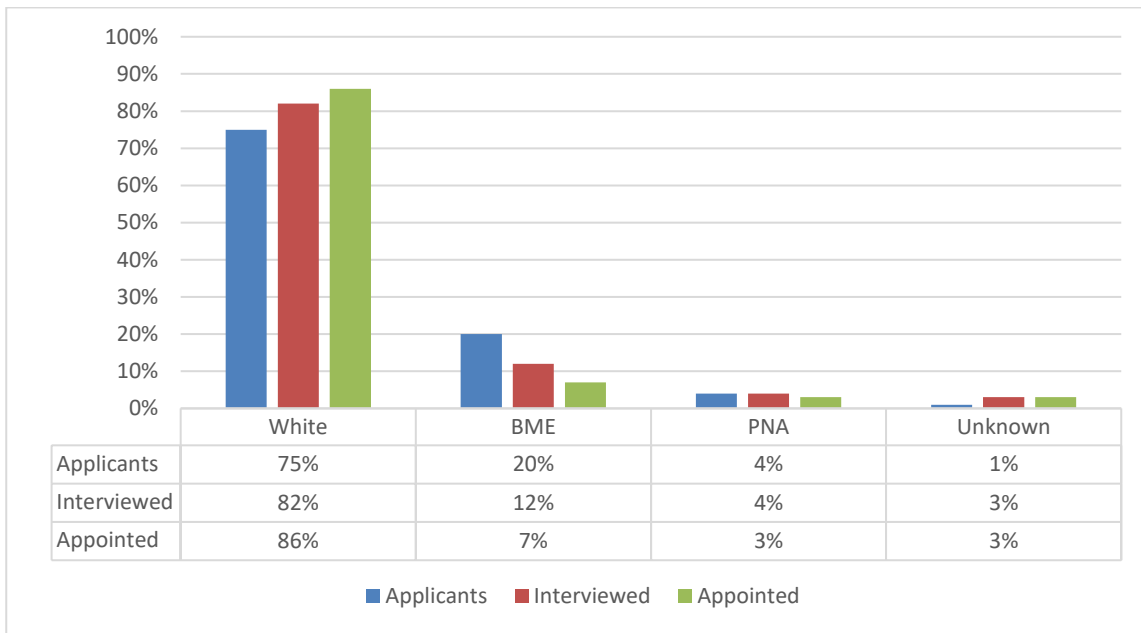|	Yes	No	PNA	Unknown
Applicants	5%	91%	3%	1%
Interviewed	4%	89%	4%	3%
Appointed	3%	91%	3%	3%

■ Applicants ■ Interviewed ■ Appointed

Commentary

5% of **applicants** declared a disability (4%, 2015-16). 3% of those **appointed** declared a disability (5%, 2015-16).

---

[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

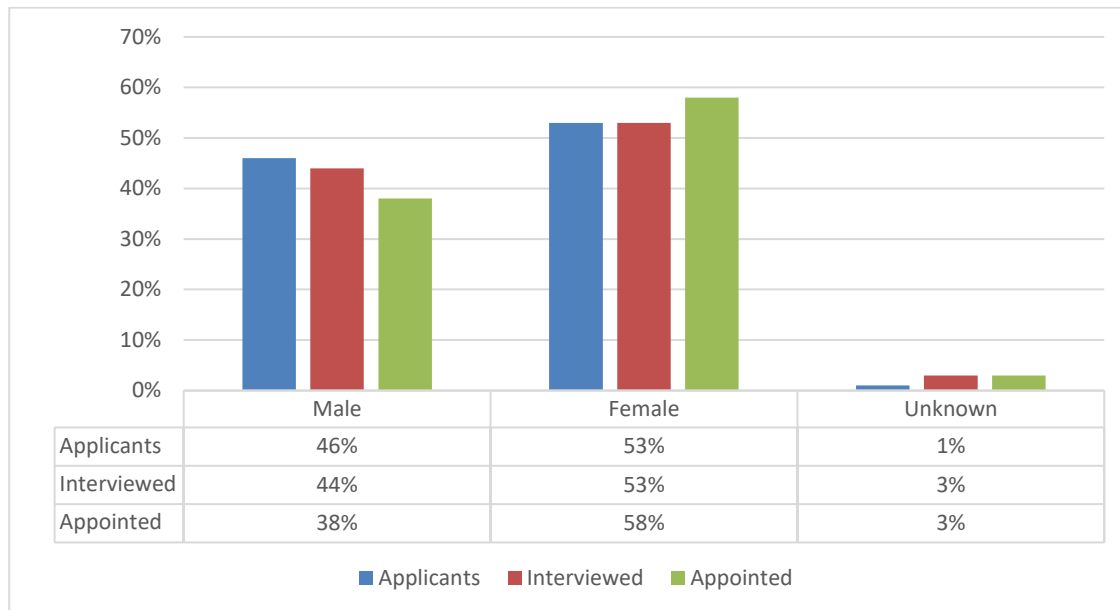|	White	BME	PNA	Unknown
Applicants	75%	20%	4%	1%
Interviewed	82%	12%	4%	3%
Appointed	86%	7%	3%	3%

■ Applicants ■ Interviewed ■ Appointed

Commentary

20% of **applicants** declared they were from a BME background (20%, 2015-16). 7% of those **appointed** were from a BME background (12%, 2015-16).

BME = Black and minority ethnic

Gender

	Male	Female	Unknown
Applicants	46%	53%	1%
Interviewed	44%	53%	3%
Appointed	38%	58%	3%

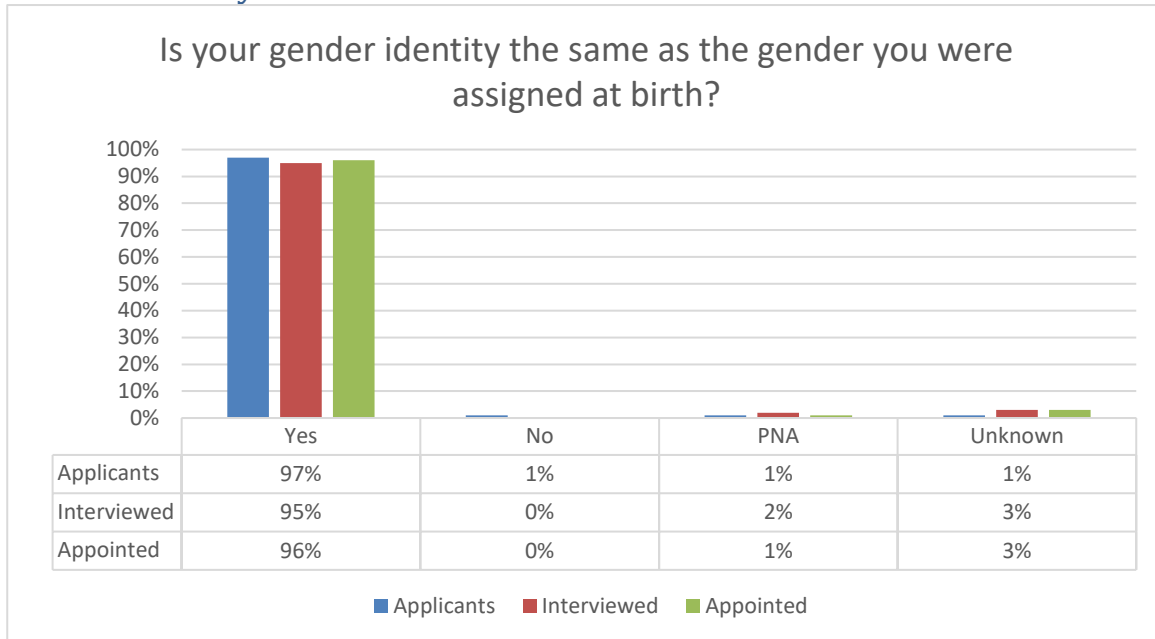■ Applicants ■ Interviewed ■ Appointed

Commentary

53% of **applicants** were female (50%, 2015-16). 58% of those **appointed** were female (58%, 2015-16).

46% of **applicants** were male (49%, 2015-16). 38% of those **appointed** were male (42%, 2015-16).

Gender identity

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

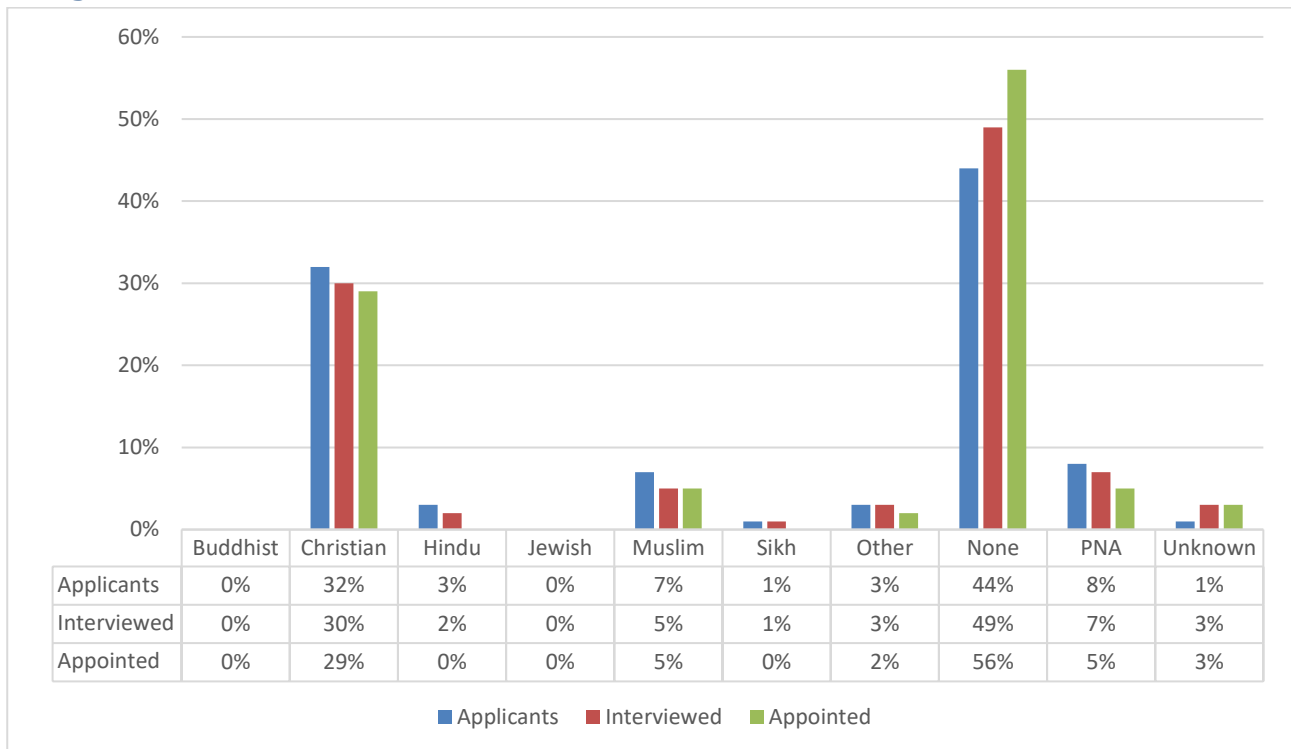|	Yes	No	PNA	Unknown
Applicants	97%	1%	1%	1%
Interviewed	95%	0%	2%	3%
Appointed	96%	0%	1%	3%

■ Applicants ■ Interviewed ■ Appointed

Commentary

There were 15 applicants who declared that their gender identity was not the same as the gender they were assigned at birth. None of these applicants were interviewed.

Of 40 applicants who preferred not to answer, 14 were interviewed and 2 were appointed.

Religion

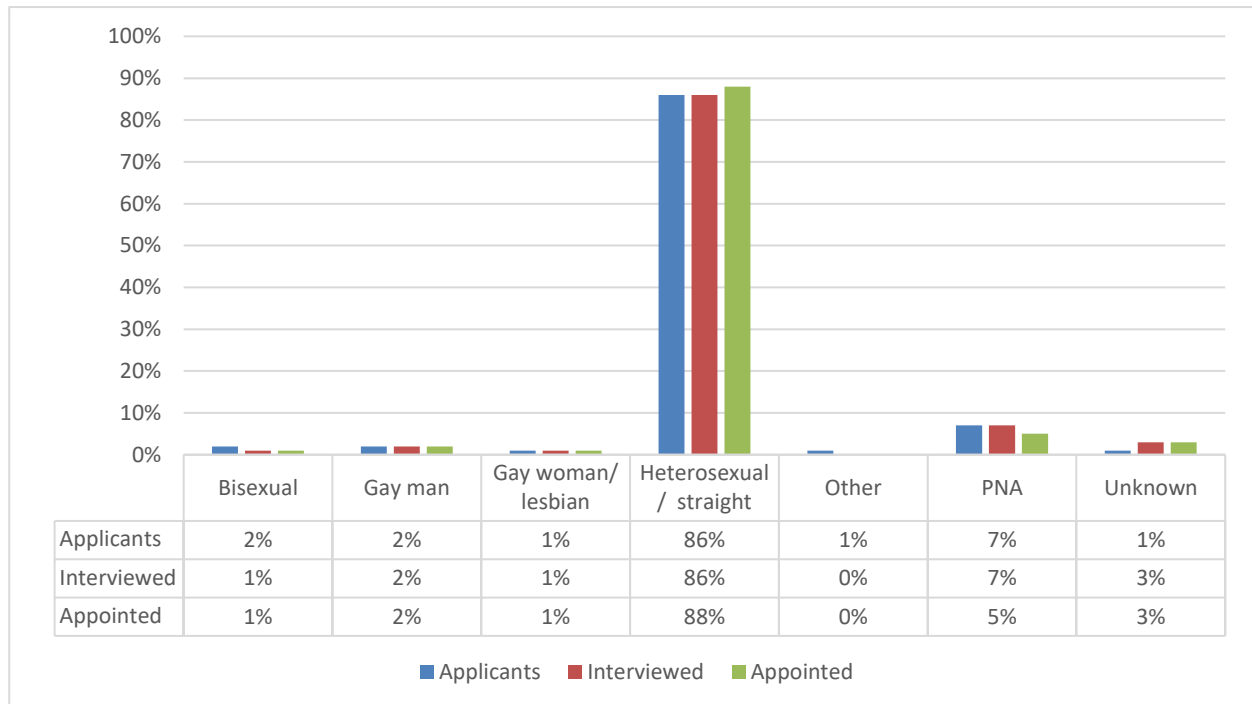|	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	PNA	Unknown
Applicants	0%	32%	3%	0%	7%	1%	3%	44%	8%	1%
Interviewed	0%	30%	2%	0%	5%	1%	3%	49%	7%	3%
Appointed	0%	29%	0%	0%	5%	0%	2%	56%	5%	3%

■ Applicants ■ Interviewed ■ Appointed

Commentary

44% of **applicants** stated that they had no religion (46%, 2015-16), 32% were Christian (33%, 2015-16), 7% were Muslim (6%, 2015-16).

Of those **appointed**, 56% declared that they had no religion (52%, 2015-16), 29% Christian (32%, 2015-16), 5% were Muslim (4%, 2015-16).

There were 13 applicants and 1 interviewed who were Buddhist, and 9 applicants and 4 interviewed who were Jewish, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

Sexual Orientation

	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual / straight	Other	PNA	Unknown
Applicants	2%	2%	1%	86%	1%	7%	1%
Interviewed	1%	2%	1%	86%	0%	7%	3%
Appointed	1%	2%	1%	88%	0%	5%	3%

■ Applicants ■ Interviewed ■ Appointed

Commentary

5% of **applicants** stated they were either gay, lesbian or bisexual (6%, 2015-16). 7% of **applicants** preferred not answer this question (6%, 2015-16),

Of those **appointed**, 4% stated they were gay, lesbian or bisexual (6%, 2015-16).

There were 4 people 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 %.