

University of Leeds staff recruitment data

1 August 2016 – 31 July 2017

The following information provides university level staff recruitment data August 2016 – July 2017. 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.

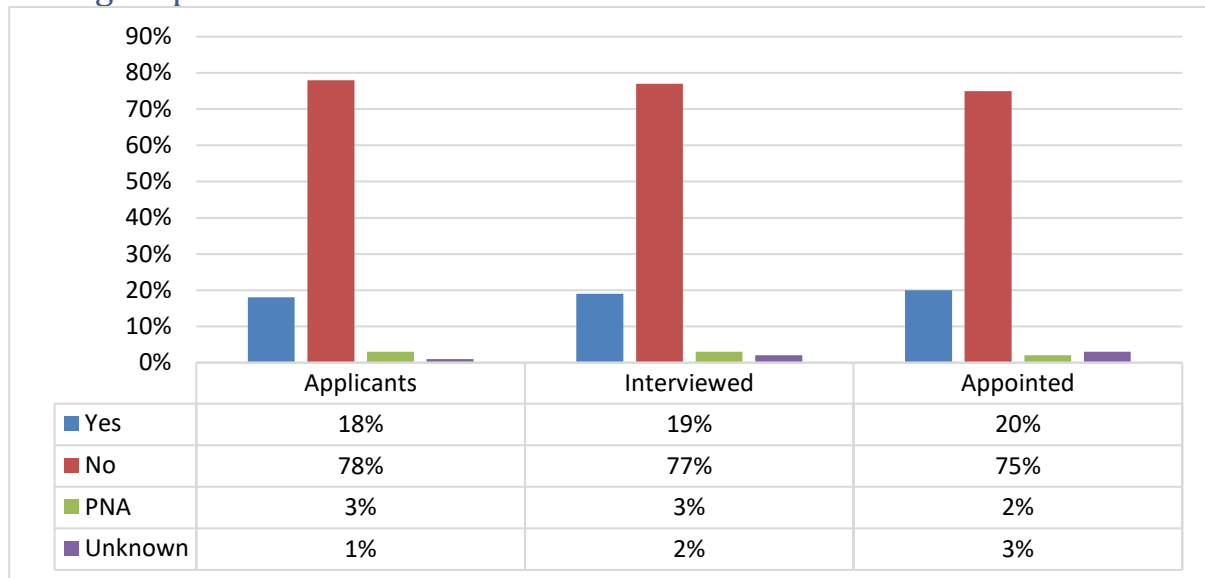
A basic summary of recruitment information for all roles across the University includes:

- 27,940 applications
- 5,907 candidates interviewed
- 1,460 were appointed

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

PNA = Prefer not to answer.

Caring responsibilities¹



Commentary

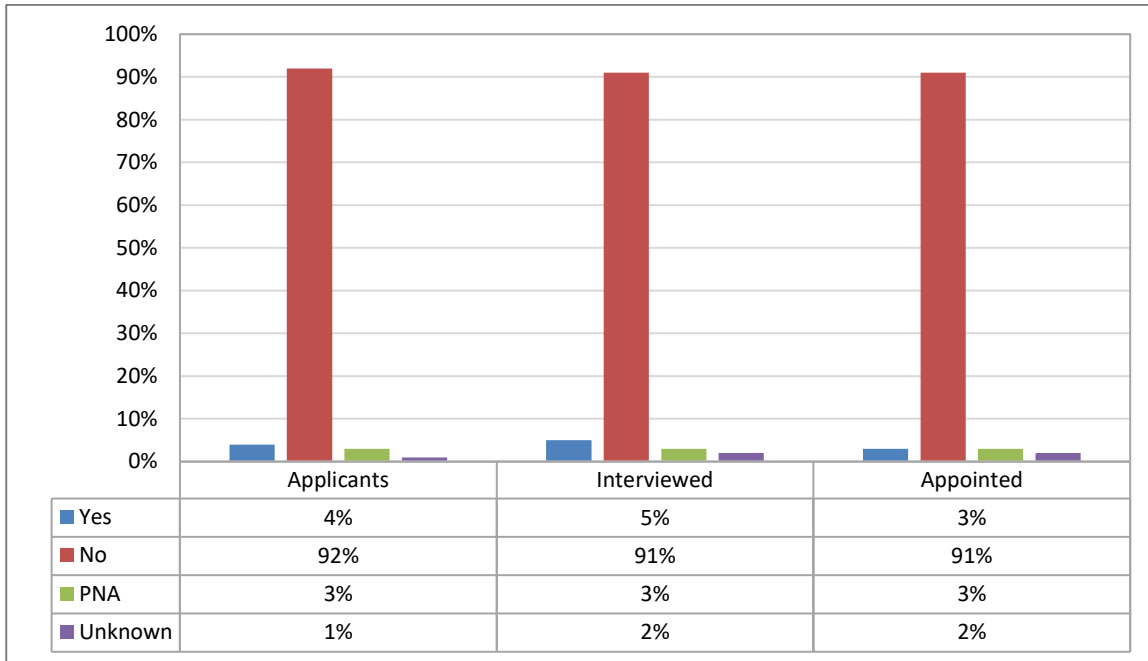
18% of **applicants** declared they had caring responsibilities (18%, 2015-16).

20% of those **appointed** declared they had caring responsibilities (19%, 2015-16).

PNA = Prefer not to answer

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

Disability²

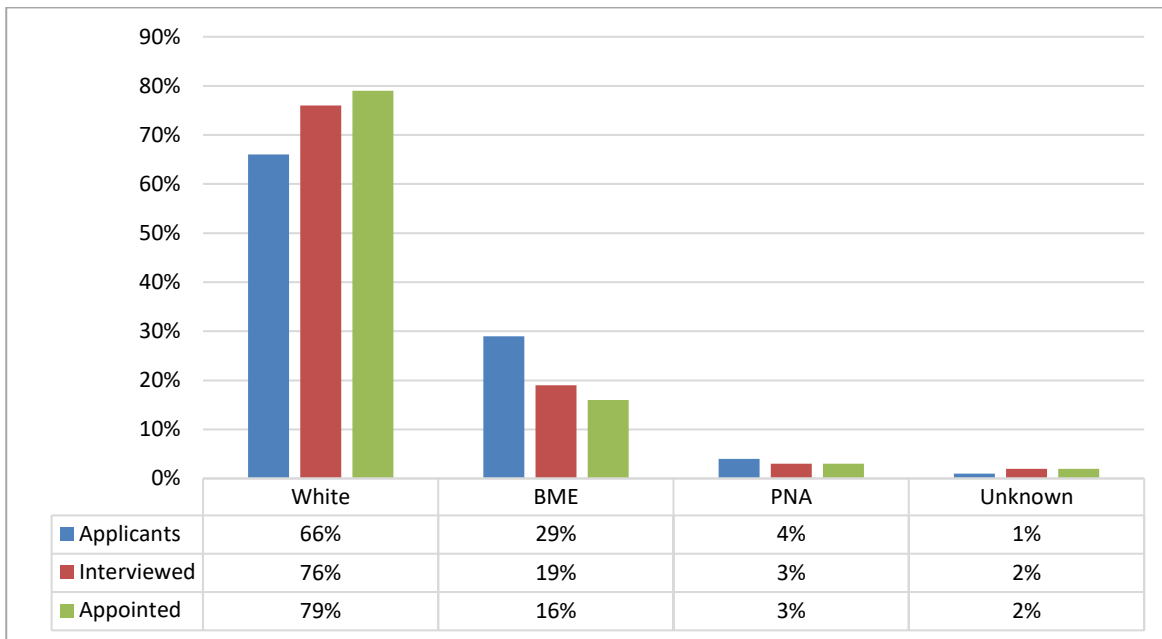


Commentary

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

² 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

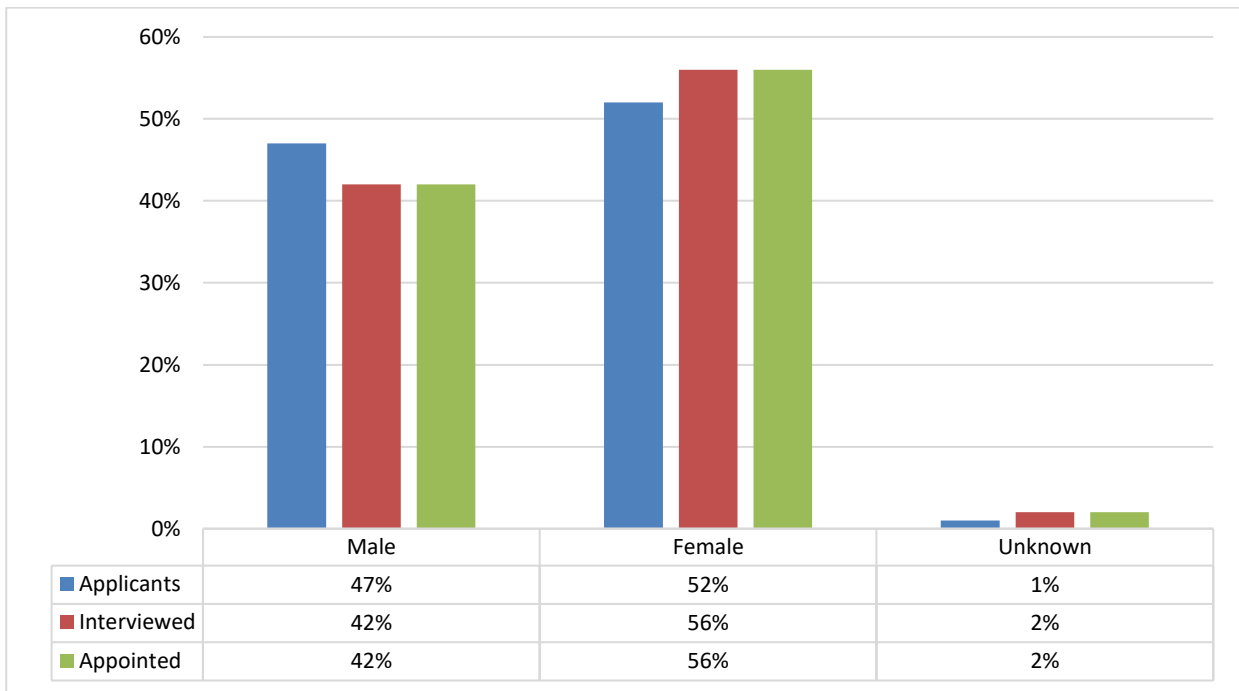


Commentary

29% of **applicants** declared they were from a BME background (29%, 2015-16). 16% of those **appointed** were from a BME background (14%, 2015-16).

BME = Black and minority ethnic

Gender

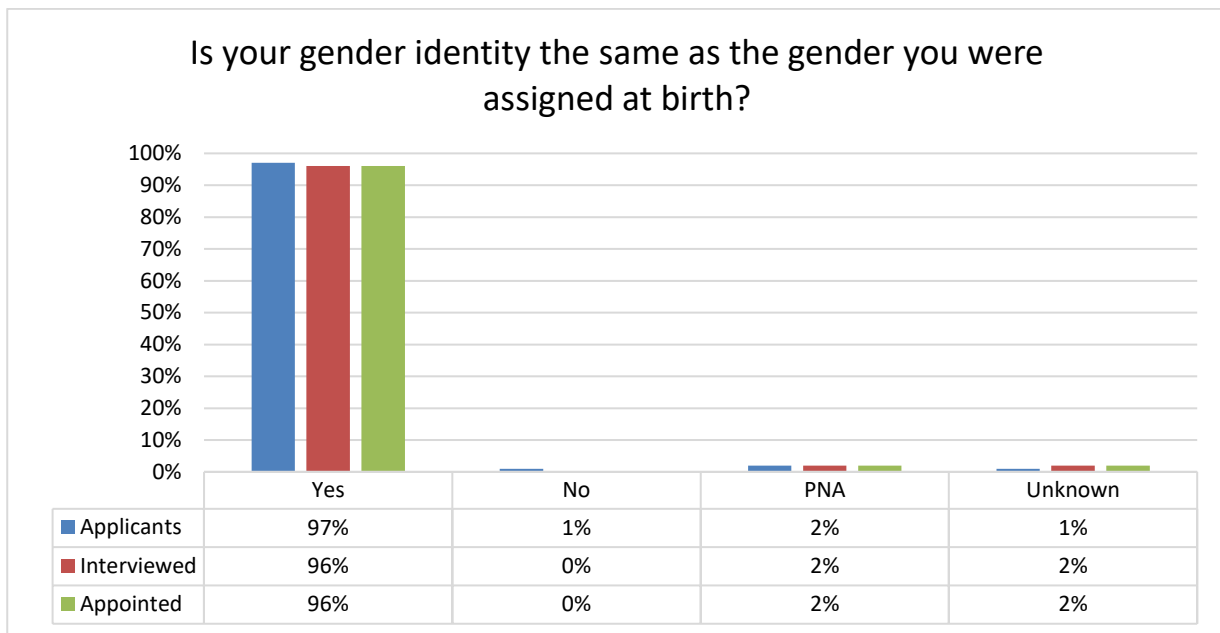


Commentary

47% of **applicants** were male and 52% were female (50% male, 49% female, 2015-16)

42% of those **appointed** were male (42%, 2015-16) and 56% female (55%, 2015-16)

Gender identity

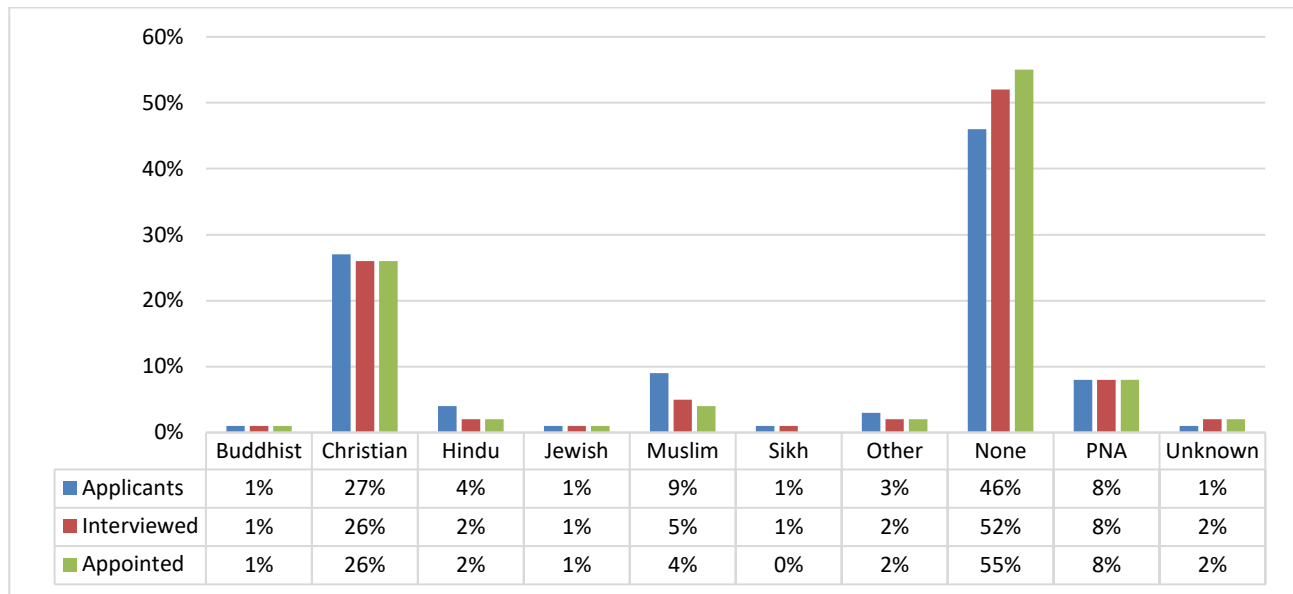


Commentary

There were 28 applicants **interviewed** and 6 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 %.

This compares with 2015-16, when 15 applicants were **interviewed** and 3 staff **appointed** who declared that their gender identity was not the same as the gender they were assigned at birth.

Religion

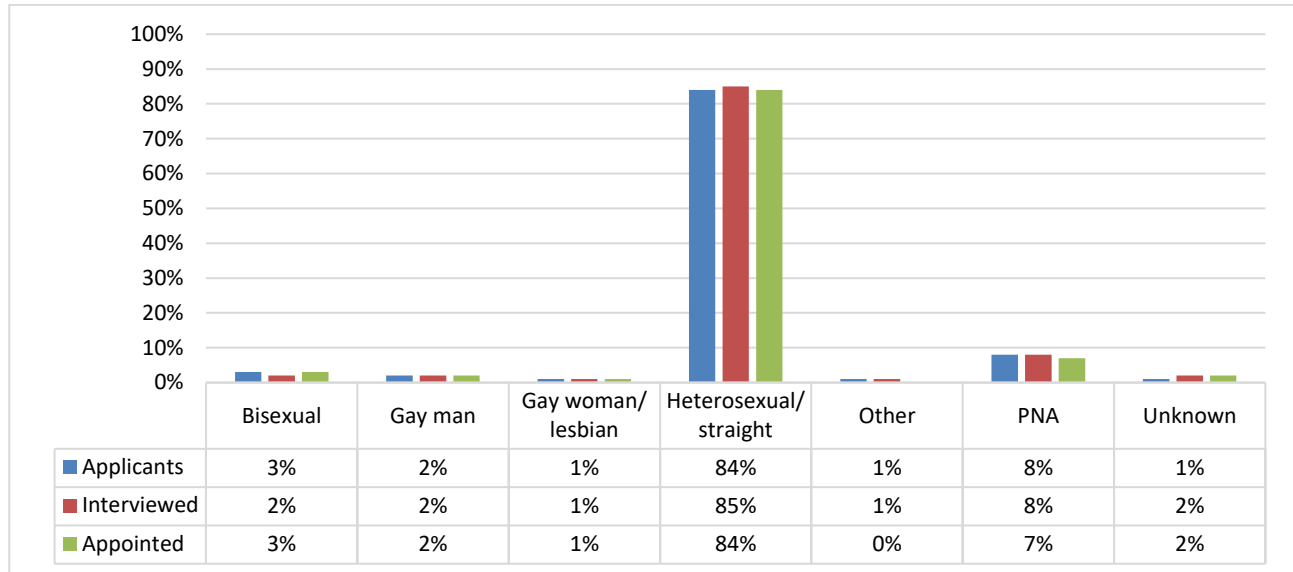


Commentary

46% of **applicants** stated that they had no religion (45%, 2015-16), 27% were Christian (29%, 2015-16), 9% were Muslim (same as previous year).

Of those **appointed**, 55% declared that they had no religion (52%, 2015-16), 26% Christian (26%, 2015-16), 4% were Muslim (3%, 2015-16).

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**, 6% stated they were gay, lesbian or bisexual (4%, 2015-16). 7% of those appointed preferred not to answer this question.

There were 3 people **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 whole %.