

# University of Leeds – Support<sup>1</sup> staff recruitment data

## 1 August 2016 – 31 July 2017

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The following information provides support 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:

- 15,697 applications
- 3,262 candidates interviewed
- 719 were appointed

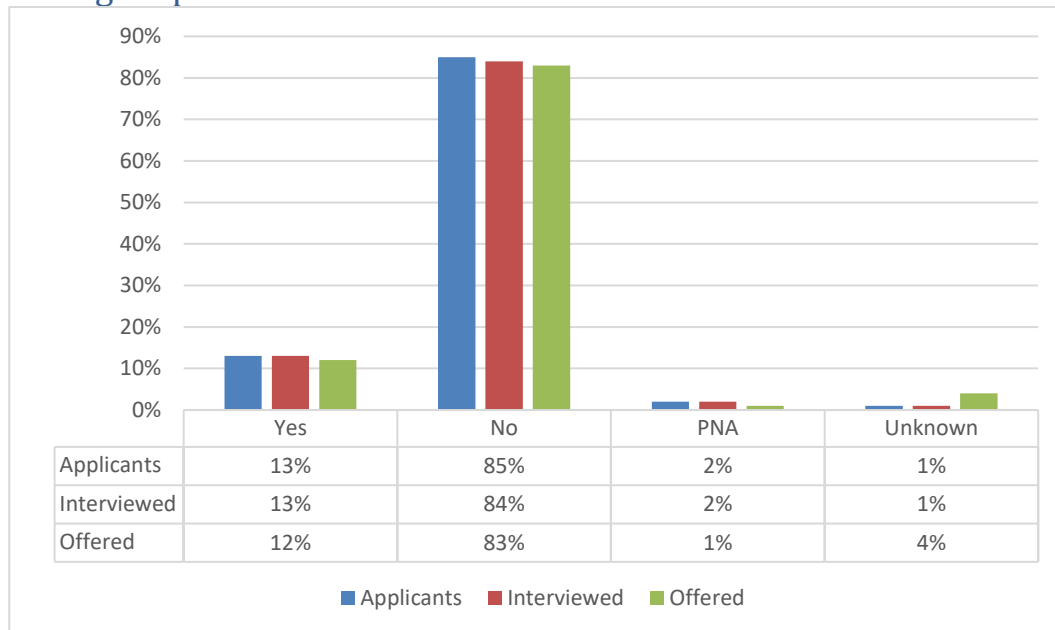
*Data is rounded to the nearest whole percent and therefore may not always total 100%.*

**PNA = Prefer not to answer.**

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<sup>1</sup> 'Support staff' is comprised of clerical staff, technicians and operational support roles.

## Caring responsibilities<sup>2</sup>



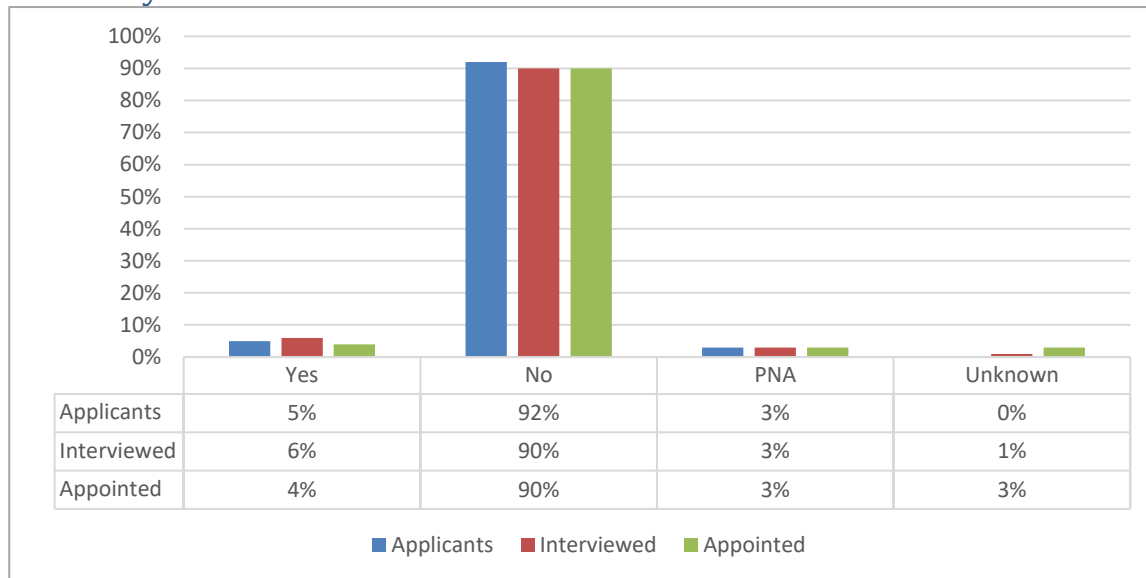
### Commentary

12% of those **appointed** declared they had caring responsibilities (12%, 2015-16).

PNA = Prefer not to answer

<sup>2</sup> Defined as: caring for either one or more children, one or more disabled children, a relative or family member

## Disability<sup>3</sup>

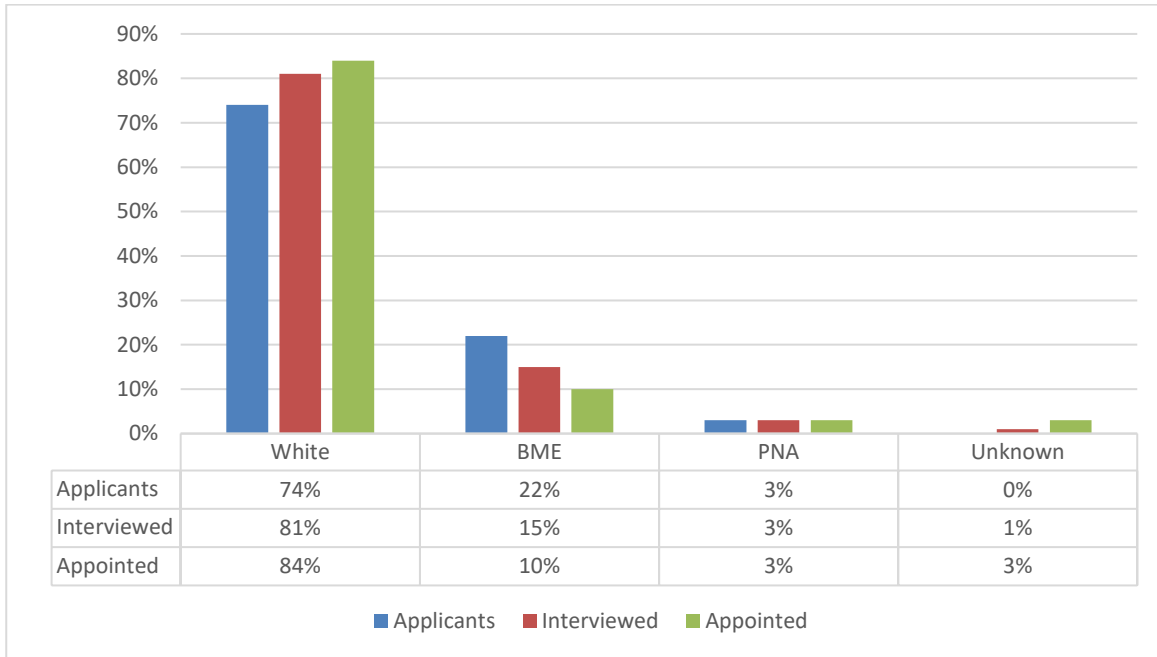


### Commentary

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

<sup>3</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

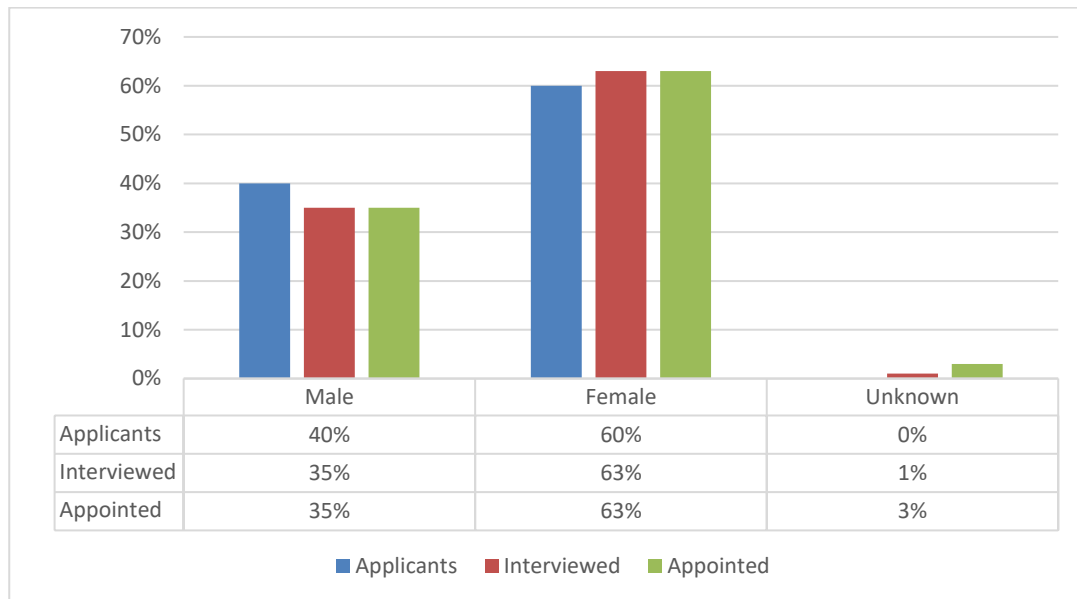


### Commentary

22% of **applicants** declared they were from a BME background (21%, 2015-16). 10% of those **appointed** were from a BME background (10%, 2015-16).

BME = Black and minority ethnic

## Gender

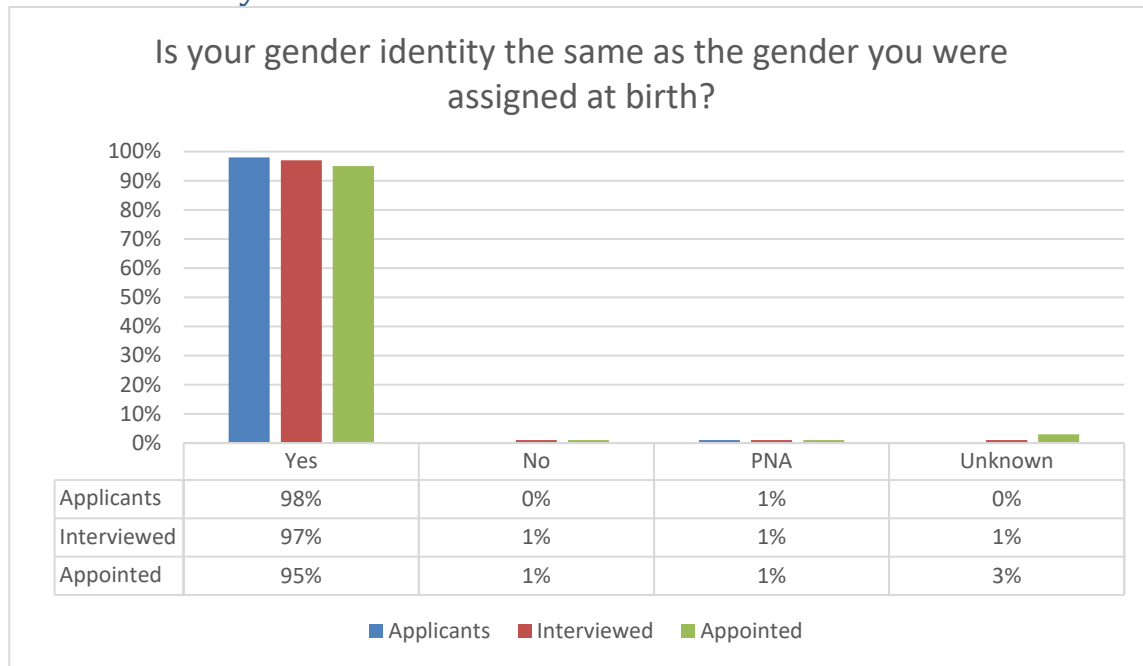


### Commentary

60% of **applicants** were female (58%, 2015-16). 63% of those **appointed** were female (61%, 2015-16).

40% of **applicants** were male (41%, 2015-16). 35% of those **appointed** were male (35%, 2015-16).

## Gender identity

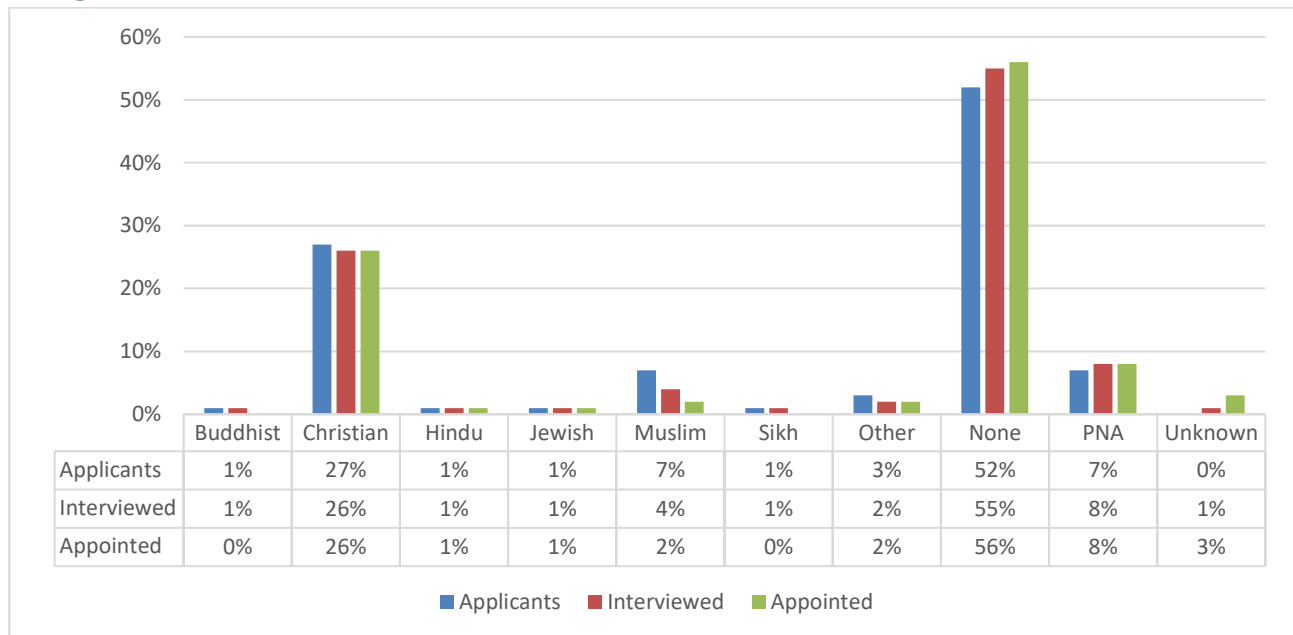


### Commentary

There were 75 applicants and 18 people who were interviewed and 4 people appointed who declared that their gender identity was not the same as the gender they were assigned at birth, however in the case of applicants, this is not shown in the above chart due to rounding of data to the nearest whole %.

There were also 70 applicants with unknown data that is not shown in the above chart due to rounding of data to the nearest whole %.

## Religion

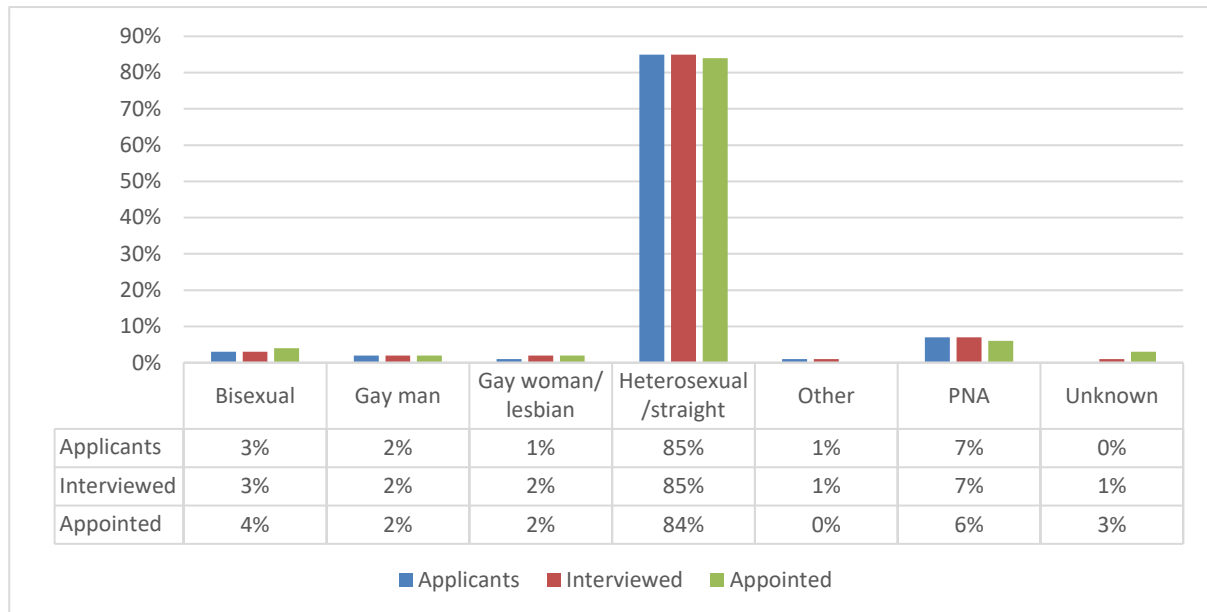


### Commentary

52% of applicants stated that they had no religion (50%, 2015-16), 27% were Christian (30%, 2015-16), 7% were Muslim (same as 2015-16).

Of those appointed, 56% declared that they had no religion (55%, 2015-16), 26% Christian (26%, 2015-16), 2% were Muslim (2%, 2015-16).

## Sexual Orientation



### Commentary

6% of **applicants** stated they were either gay, lesbian or bisexual (7%, 2015-16).

Of those **appointed**, 8% stated they were gay, lesbian or bisexual (4%, 2015-16).

There were 2 appointed 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 %.