

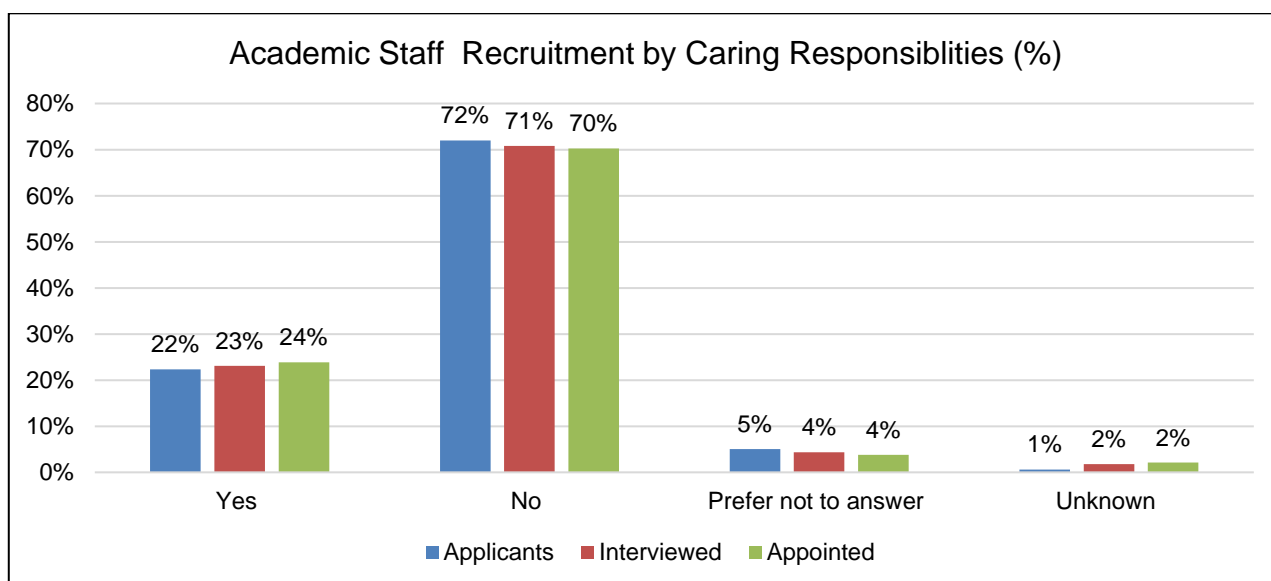
University of Leeds – Academic¹ staff recruitment data 1 August 2017 – 31 July 2018

The following information provides academic staff recruitment data for the period August 2017 – July 2018. The data is provided by the following protected characteristics: caring responsibility; disability; ethnicity; gender; gender identity; religion or belief; and sexual orientation. For each protected characteristic, the data is broken down by the following three stages of the University’s recruitment process: application; interview; and appointment.

During the period August 2017- July 2018, 10,874 applications were received for academic positions at the University of Leeds. Of these applicants 2,031 were interviewed and 709 were appointed.

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

Caring responsibilities²



	Yes	No	Prefer not to answer	Unknown
Applicants	22%	72%	5%	1%
Interviewed	23%	71%	4%	2%
Appointed	24%	70%	4%	2%

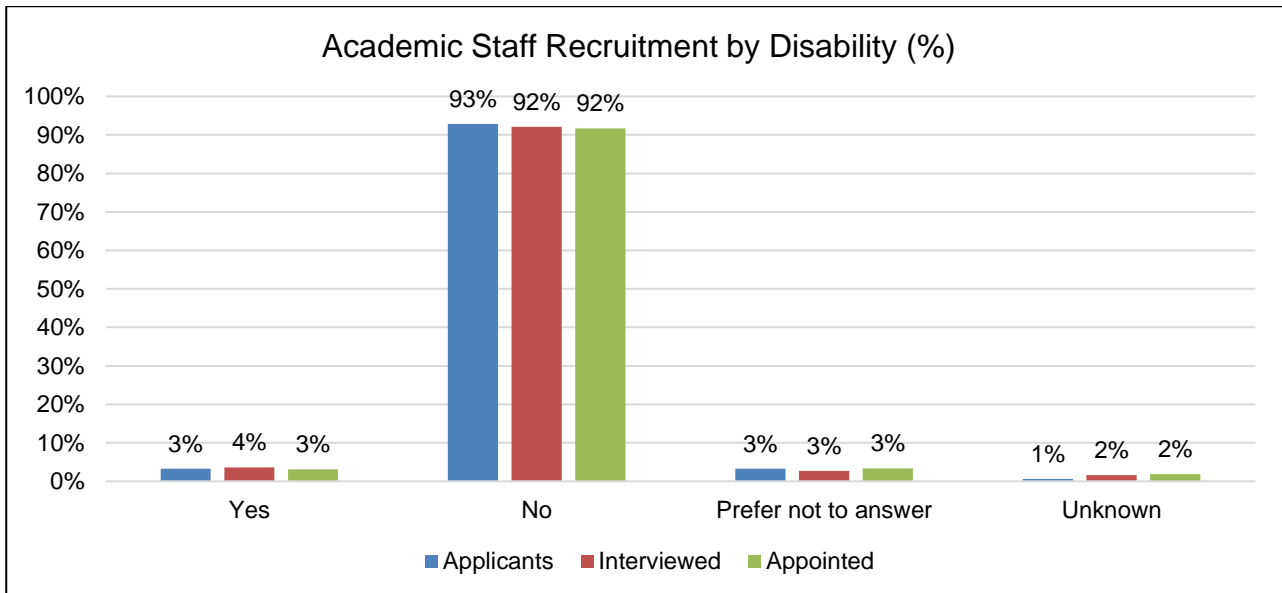
¹ ‘Academic staff’ includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc.

² Defined as: caring for either one or more children, one or more disabled children, or somebody else

Commentary

During the 2017-18 academic year 22% of academic **applicants** (24%, 2016-17), 23% of academic **interviewees** (22%, 2016-17) and 24% of those **appointed** (24%, 2016-17) declared they had caring responsibilities.

Disability³



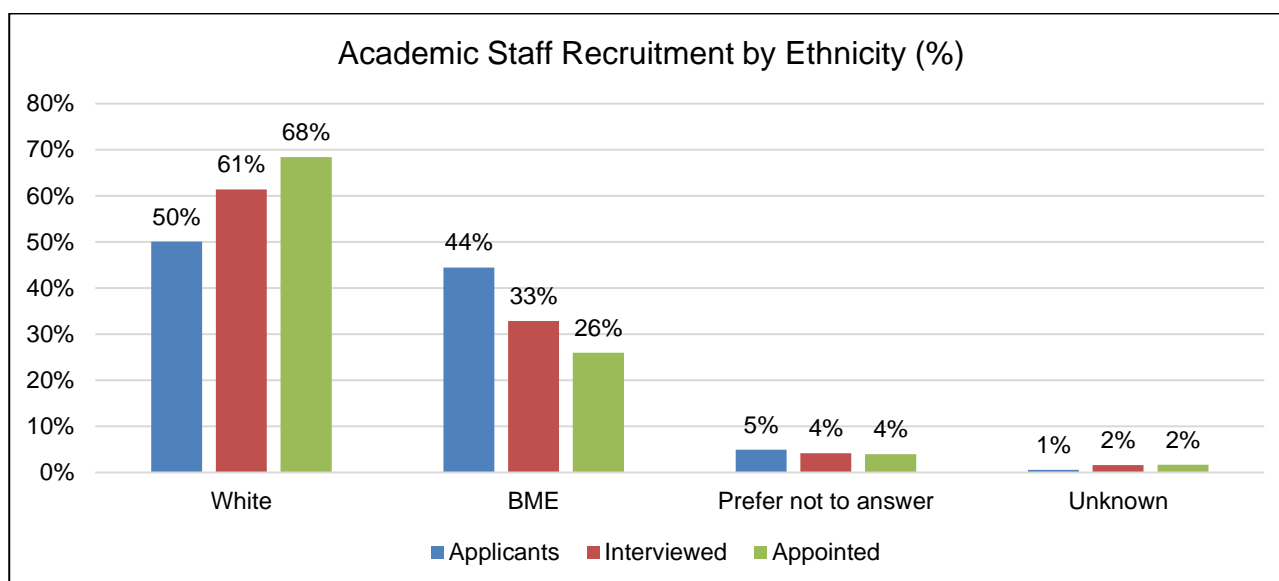
	Yes	No	Prefer not to answer	Unknown
Applicants	3%	93%	3%	1%
Interviewed	4%	92%	3%	2%
Appointed	3%	92%	3%	2%

Commentary

During the 2017-18 academic year 3% of academic **applicants** declared a disability (2%, 2016-17), 4% of academic **interviewees** declared a disability (3%, 2016-17) and 3% of those **appointed** declared a disability (3%, 2016-17).

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



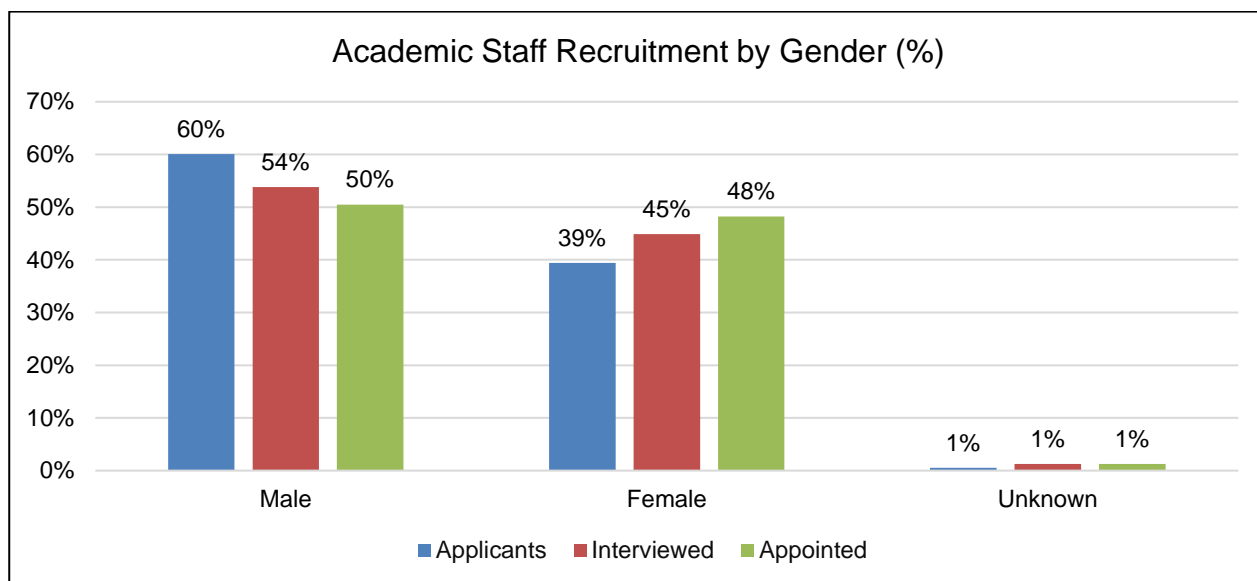
	White	BME ⁴	Prefer not to answer	Unknown
Applicants	50%	44%	5%	1%
Interviewed	61%	33%	4%	2%
Appointed	68%	26%	4%	2%

Commentary

During the 2017-18 academic year 44% of academic **applicants** (44%, 2016-17), 33% of academic **interviewees** (29%, 2016-17) and those 26% of those **appointed** (26% 2016-17) declared their ethnicity as BME.

⁴ BME – Black and minority ethnic

Gender



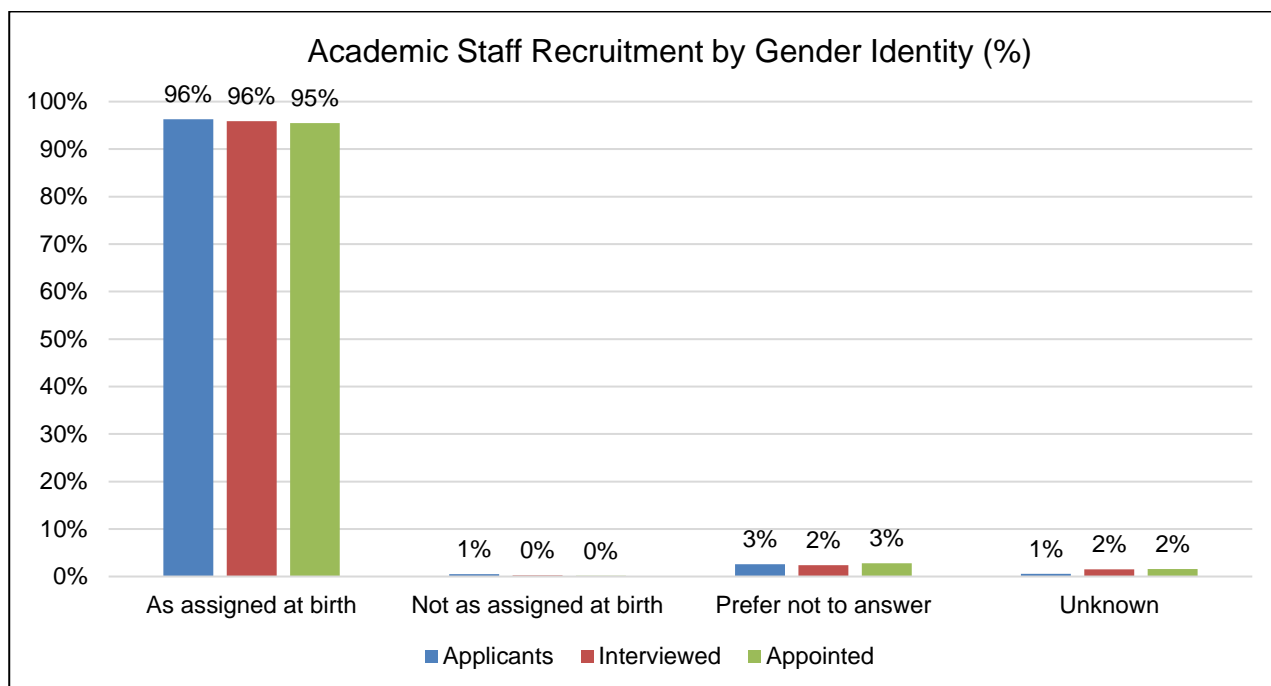
	Male	Female	Unknown
Applicants	60%	39%	1%
Interviewed	54%	45%	1%
Appointed	50%	48%	1%

Commentary

During the academic year 2017-18, 39% of academic **applicants** (39%, 2016-17), 45% of academic **interviewees** (44%, 2016-17) and 48% of academics **appointed** (47%, 2016-17) were female.

60% of academic **applicants** (60%, 2016-17), 54% of academic **interviewees** (55%, 2016-17) and 50% of academics **appointed** (52%, 2016-17) were male.

Gender identity

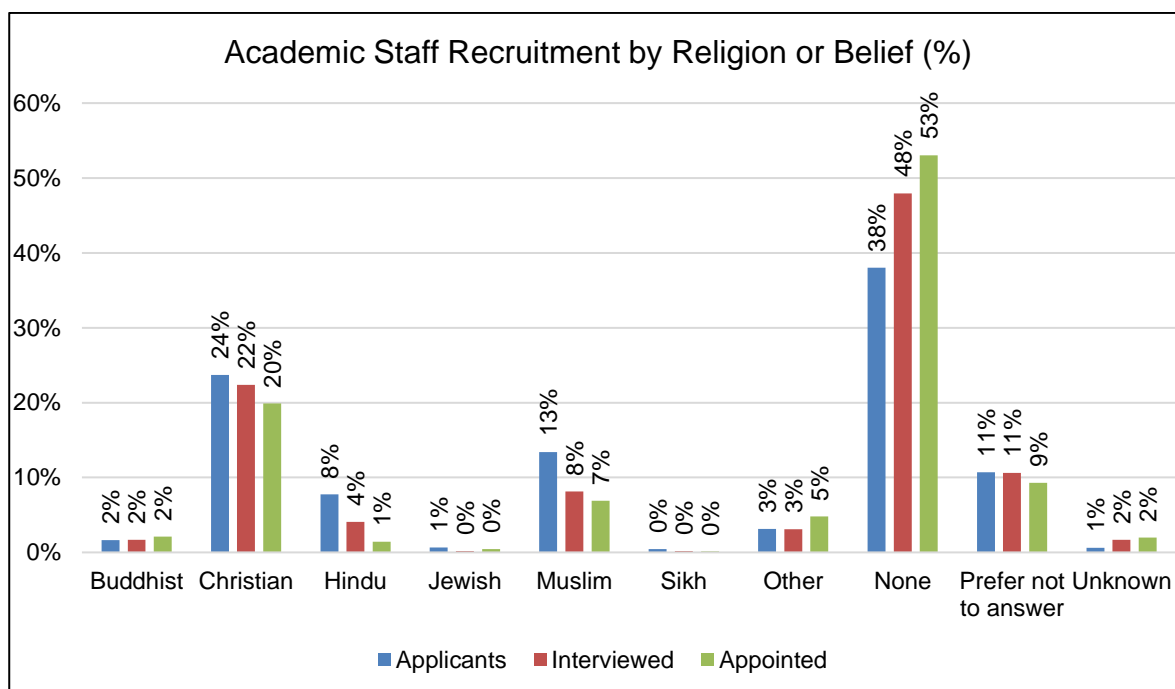


	As assigned at birth	Not as assigned at birth	Prefer not to answer	Unknown
Applicants	96%	1%	3%	1%
Interviewed	96%	0%	2%	2%
Appointed	95%	0%	3%	2%

Commentary

During the academic year 2017-18 there were 56 academic **applicants** (66, 2016-17) who declared that their gender identity was not the same as the gender that they were assigned at birth. Of these 56 applicants, five were **interviewed** (10, 2016-17) and one was **appointed** (2, 2016-17). However, the five interviewees and one appointment do not show in the above chart or table due to the rounding of data to the nearest whole percent.

Religion or Belief



	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer	Unknown
Applicants	2%	24%	8%	1%	13%	0%	3%	38%	11%	1%
Interviewed	2%	22%	4%	0%	8%	0%	3%	48%	11%	2%
Appointed	2%	20%	1%	0%	7%	0%	5%	53%	9%	2%

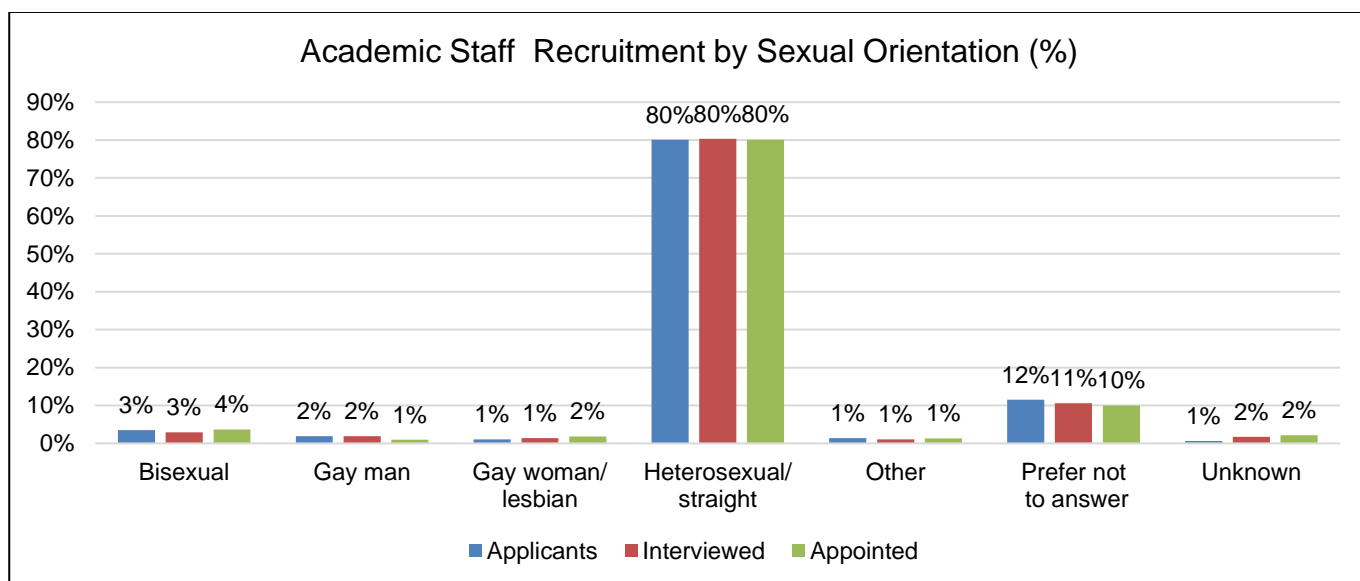
Commentary

During the academic year 2017-18, 38% of academic **applicants** (38% 2016-17) stated that they had no religion, 24% were Christian (26%, 2016-17), 13% were Muslim (13%, 2016-17). The percentage of **applicants** who declared that they were Buddhist, Hindu, Jewish, Sikh, or Other religion remained the same in 2017-18 as for the previous year.

Of those academics **appointed**, 53% declared that they had no religion (52%, 2016-17), 20% were Christian (24%, 2016-17) and 7% were Muslim (7%, 2016-17).

Of the 70 academic applicants who were Jewish, four were interviewed and three were appointed. However, the Jewish interviewees and appointments do not show in the above chart or table due to the rounding of data to the nearest whole percent. There were also 49 academic applicants who were Sikh, of which four people were interviewed and one was appointed. Again, this is not reflected in the above chart or table due to the rounding of data.

Sexual Orientation



	Bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to answer	Unknown
Applicants	3%	2%	1%	80%	1%	12%	1%
Interviewed	3%	2%	1%	80%	1%	11%	2%
Appointed	4%	1%	2%	80%	1%	10%	2%

Commentary

During the academic year 2017-18, 6% of academic **applicants** stated they were either gay, lesbian or bisexual (5%, 2016-17).

Of those academics **appointed** in 2017-18, 7% stated they were either gay, lesbian or bisexual (4%, 2016-17).

1% of academic **applicants** (1%, 2016-17), **interviewees** (1%, 2016-17) and **appointments** (0%, 2016-17) declared their sexual orientation as Other.