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 responsibilities

<table>
<thead>
<tr>
<th></th>
<th>Applicants</th>
<th>Interviewed</th>
<th>Appointed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>22%</td>
<td>72%</td>
<td>70%</td>
</tr>
<tr>
<td>No</td>
<td>72%</td>
<td>23%</td>
<td>4%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>5%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Unknown</td>
<td>1%</td>
<td>2%</td>
<td>2%</td>
</tr>
</tbody>
</table>

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.

Disability\(^3\)

![Academic Staff Recruitment by Disability (%)](image)

### Academic Staff Recruitment by Disability (%)

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).

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).

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\(^3\) 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.
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.
Gender

### Academic Staff Recruitment by Gender (%)

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants</td>
<td>60%</td>
<td>39%</td>
<td>1%</td>
</tr>
<tr>
<td>Interviewed</td>
<td>54%</td>
<td>45%</td>
<td>1%</td>
</tr>
<tr>
<td>Appointed</td>
<td>50%</td>
<td>48%</td>
<td>1%</td>
</tr>
</tbody>
</table>

**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

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.
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

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.