

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

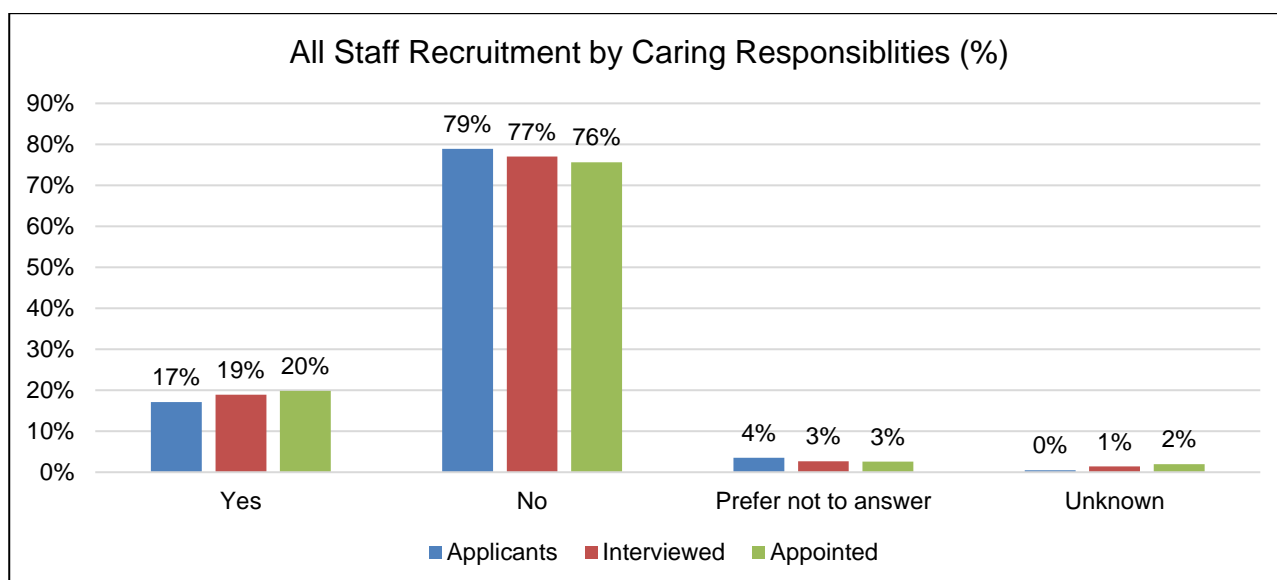
The following information provides data on all (academic, professional and managerial, and support) staff recruited during the period August 2017 – July 2018. The data is provided by the following protected characteristics: caring responsibility; disability; ethnicity; gender; gender identity; religion 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, 30,752 applications were received for positions at the University of Leeds. Of these applicants 6,628 were interviewed and 1,981 were appointed.

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

Caring responsibilities¹

	Yes	No	Prefer not to answer	Unknown
Applicants	17%	79%	4%	0%
Interviewed	19%	77%	3%	1%
Appointed	20%	76%	3%	2%



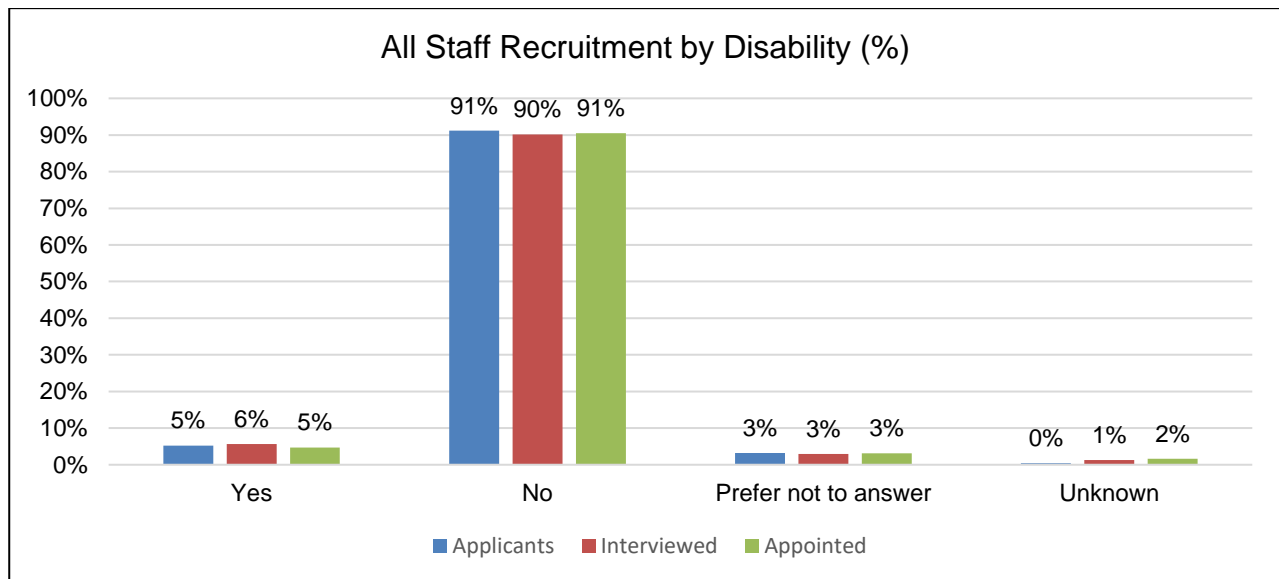
Commentary

During the academic year 2017-18, 17% of **applicants** (18%, 2016-17), 19% of those

¹ Defined as: caring for either one or more children, one or more disabled children, or somebody else

interviewed (19%, 2016-17) and 20% of those **appointed** (20% 2016-17) declared they had caring responsibilities.

Disability²



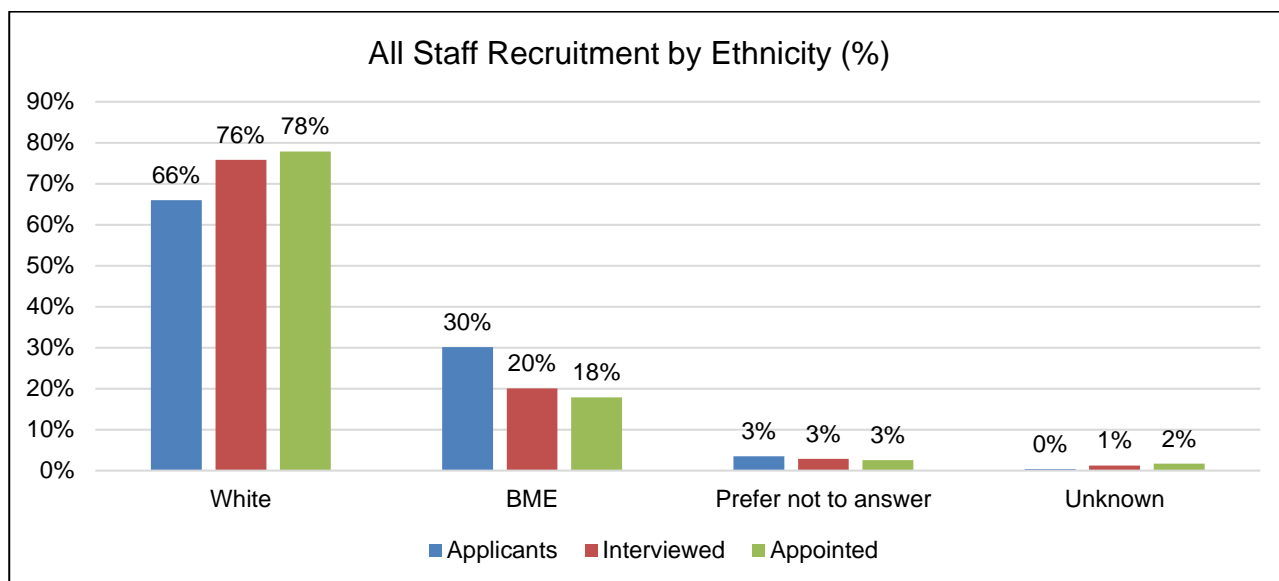
	Yes	No	Prefer not to answer	Unknown
Applicants	5%	91%	3%	0%
Interviewed	6%	90%	3%	1%
Appointed	5%	91%	3%	2%

Commentary

During the academic year 2017-18, 5% of **applicants** (4%, 2016-17), 6% of those **interviewed** (5%, 2016-17) and 5% of those **appointed** (3%, 2016-17) declared a disability.

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



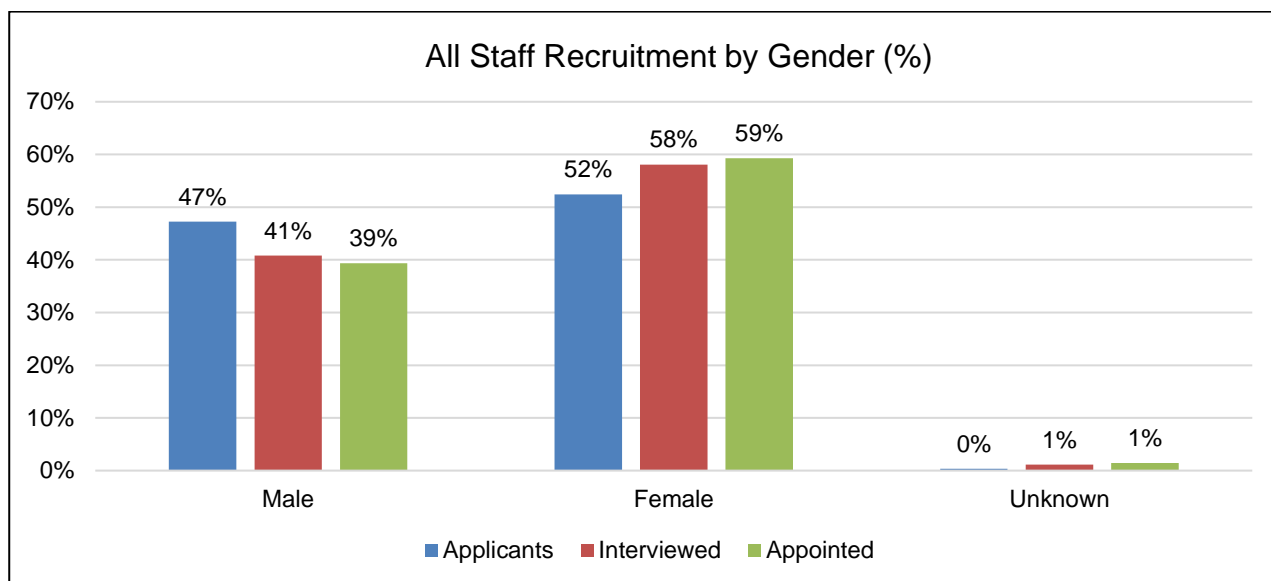
	White	BME ³	Prefer not to answer	Unknown
Applicants	66%	30%	3%	0%
Interviewed	76%	20%	3%	1%
Appointed	78%	18%	3%	2%

Commentary

During the 2017-18 academic year, 30% of **applicants** (29%, 2016-17), 20% of **interviewees** (19%, 2016-17) and 18% of those **appointed** (16% 2016-17) declared their ethnicity as BME.

³ BME - Black and minority ethnic

Gender



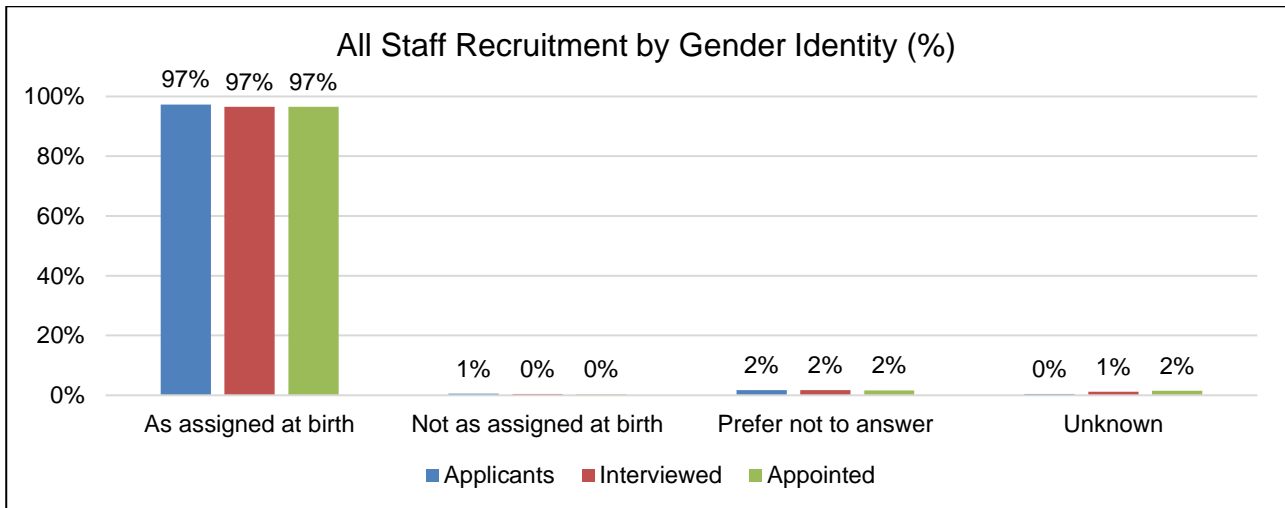
	Male	Female	Unknown
Applicants	47%	52%	0%
Interviewed	41%	58%	1%
Appointed	39%	59%	1%

Commentary

During the academic year 2017-18, 52% of **applicants** (52%, 2016-17), 58% of those **interviewed** (56%, 2016-17) and 59% of those **appointed** (56%, 2016-17) were female.

47% of **applicants** (47%, 2016-17), 41% of those **interviewed** (42%, 2016-17) and 39% of **appointments** (42%, 2016-17) were male.

Gender identity

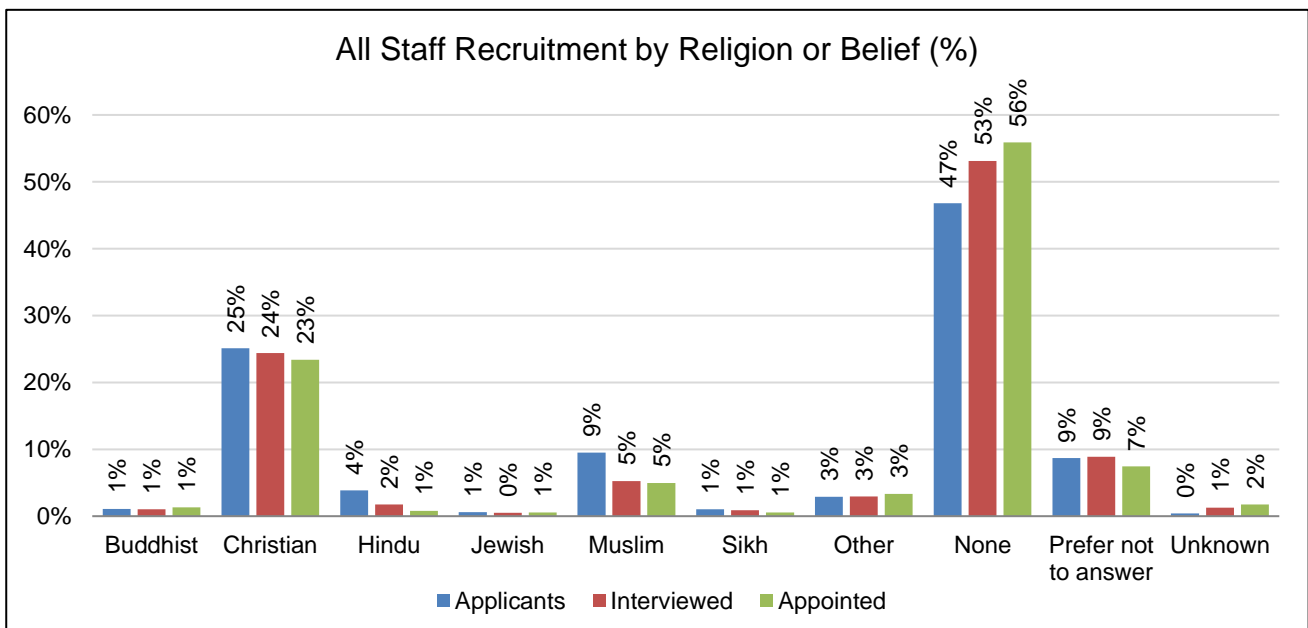


	As assigned at birth	Not as assigned at birth	Prefer not to answer	Unknown
Applicants	97%	1%	2%	0%
Interviewed	97%	0%	2%	1%
Appointed	97%	0%	2%	2%

Commentary

During the academic year 2017-18 there were 165 **applications** (156, 2016-17) from individuals who declared that their gender identity was not the same as the gender they were assigned at birth. Of these applicants, 32 were **interviewed** (28, 2016-17) and seven staff were **appointed** (six, 2016-17). However, the interviewees and appointments are not shown in the above chart or table due to 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	1%	25%	4%	1%	9%	1%	3%	47%	9%	0%
Interviewed	1%	24%	2%	0%	5%	1%	3%	53%	9%	1%
Appointed	1%	23%	1%	1%	5%	1%	3%	56%	7%	2%

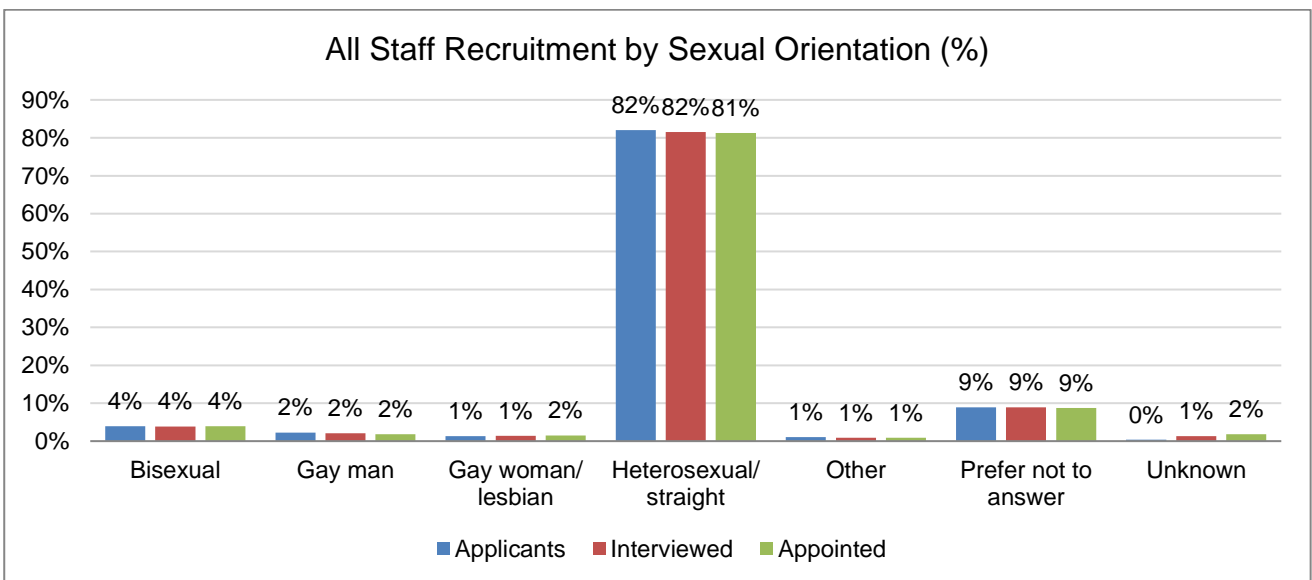
Commentary

During the academic year 2017-18, 47% of **applicants** stated that they had no religion (46%, 2016-17), 25% were Christian (27%, 2016-17) and 9% were Muslim (same as previous year). 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 **appointed**, 56% declared that they had no religion (55%, 2016-17), 23% were Christian (26%, 2016-17) and 5% were Muslim (4%, 2016-17).

Of the 186 applicants who were Jewish, 33 were interviewed and 11 people were appointed. However, the Jewish interviewees do not show in the above chart or table due to the rounding of data to the nearest whole percent.

Sexual Orientation



	Bi-sexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to answer	Unknown
Applicants	4%	2%	1%	82%	1%	9%	0%
Interviewed	4%	2%	1%	82%	1%	9%	1%
Appointed	4%	2%	2%	81%	1%	9%	2%

Commentary

During the academic year 2017-18, 7% of **applicants** stated they were either gay, lesbian or bisexual (6%, 2016-17). 9% of **applicants** preferred not answer this question (8%, 2016-17).

Of those **appointed** in 2016-17, 8% stated they were gay, lesbian or bisexual (6%, 2016-17). 9% of those **appointed** preferred not to answer this question (7%, 2016-17).

1% of **applicants, interviewees and appointees** stated their sexual orientation as Other.