

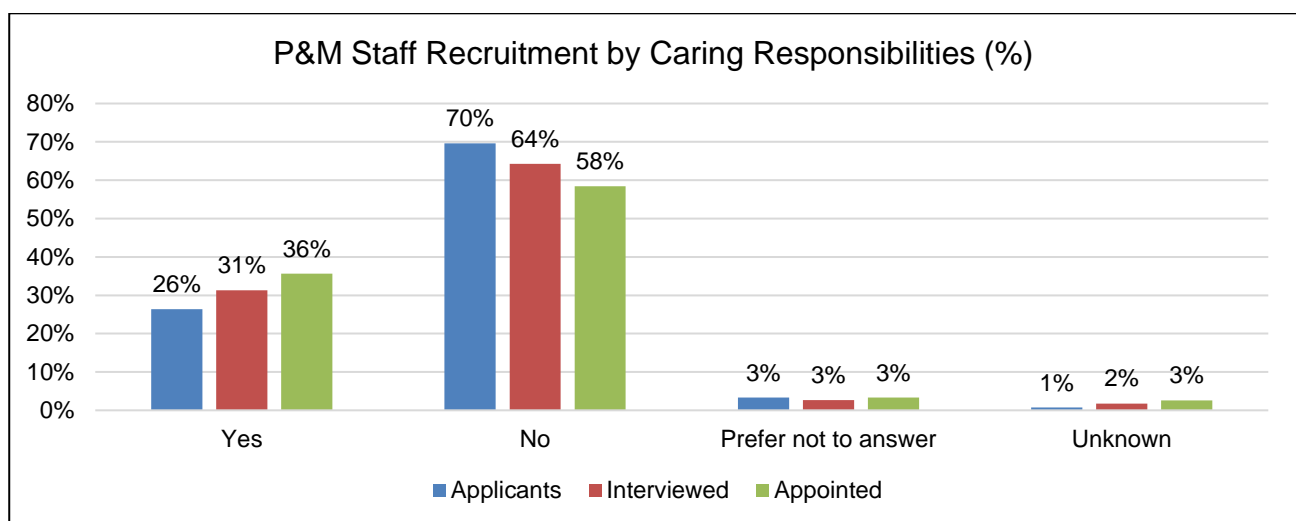
University of Leeds – Professional & managerial¹ staff recruitment data - 1 August 2017 – 31 July 2018

The following information provides Professional and Managerial (P&M) 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, 3,209 applications were received for P&M positions at the University of Leeds. Of these applicants 951 were interviewed and 272 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 | 26% | 70% | 3% | 1% |
| Interviewed | 31% | 64% | 3% | 2% |
| Appointed | 36% | 58% | 3% | 3% |

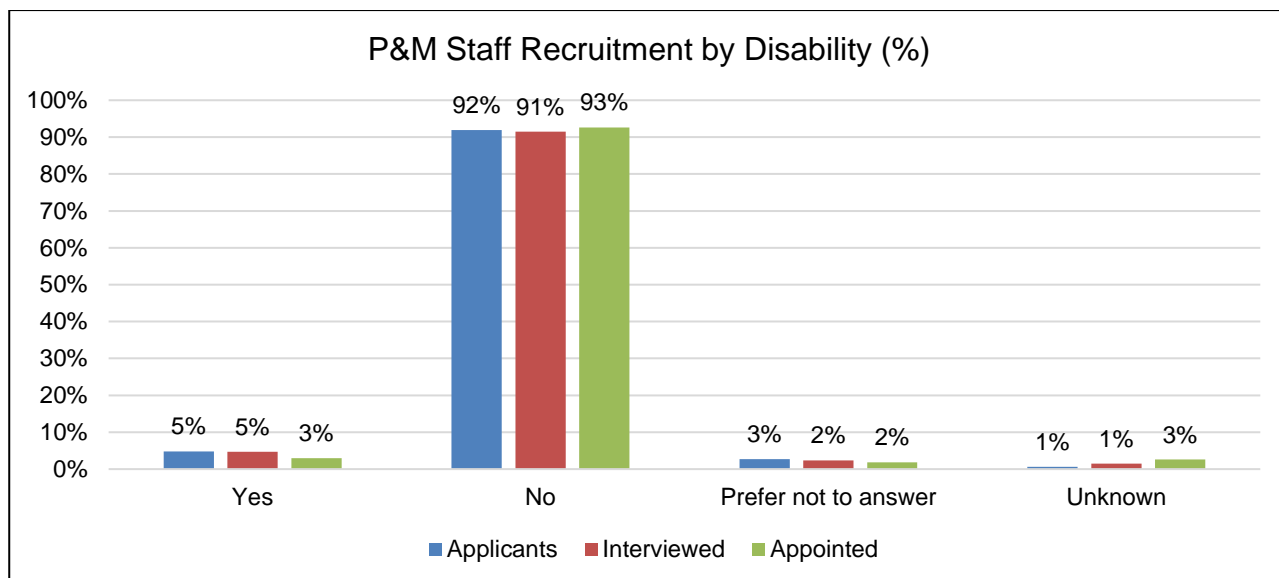
Commentary

During the academic year 2017-18, 26% of P&M **applicants** (30%, 2016-17) and 36% of P&M staff **appointed** (39%, 2016-17) declared they had caring responsibilities.

¹ ‘Professional & managerial staff’ comprises senior staff in non-academic roles.

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

Disability³



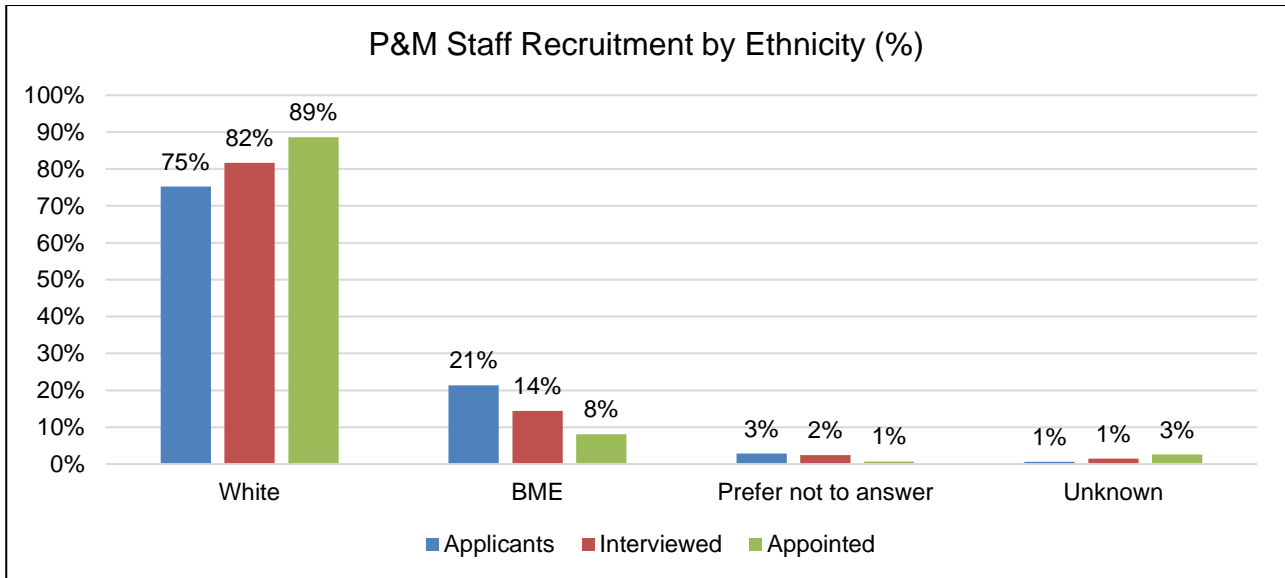
| | Yes | No | Prefer not to answer | Unknown |
|--------------------|-----|-----|----------------------|---------|
| Applicants | 5% | 92% | 3% | 1% |
| Interviewed | 5% | 91% | 2% | 1% |
| Appointed | 3% | 93% | 2% | 3% |

Commentary

During the academic year 2017-18, 5% of P&M **applicants** (5%, 2016-17), 5% of P&M staff **interviewees** (4% 2016-17) and 3% of P&M staff who were **appointed** (3%, 2016-17) declared a disability.

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

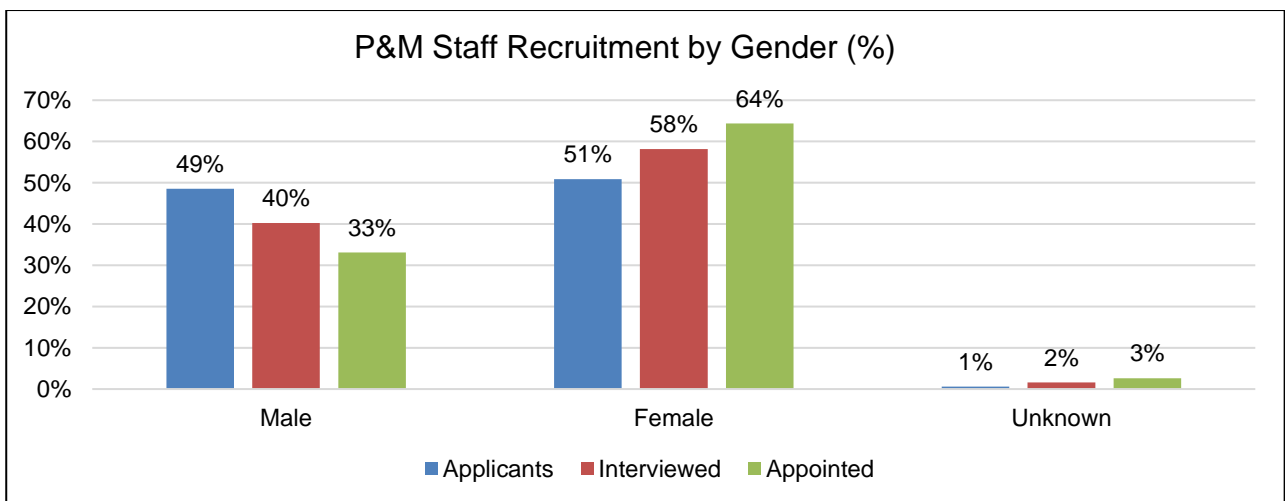


| | White | BME ⁴ | Prefer not to answer | Unknown |
|--------------------|-------|------------------|----------------------|---------|
| Applicants | 75% | 21% | 3% | 1% |
| Interviewed | 82% | 14% | 2% | 1% |
| Appointed | 89% | 8% | 1% | 3% |

Commentary

During the academic year 2017-18, 21% of P&M **applicants** (20%, 2016-17), 14% of those **interviewed** (12% 2016-17), and 8% of those **appointed** (7%, 2016-17) were BME.

Gender



⁴ BME – Black and minority ethnic

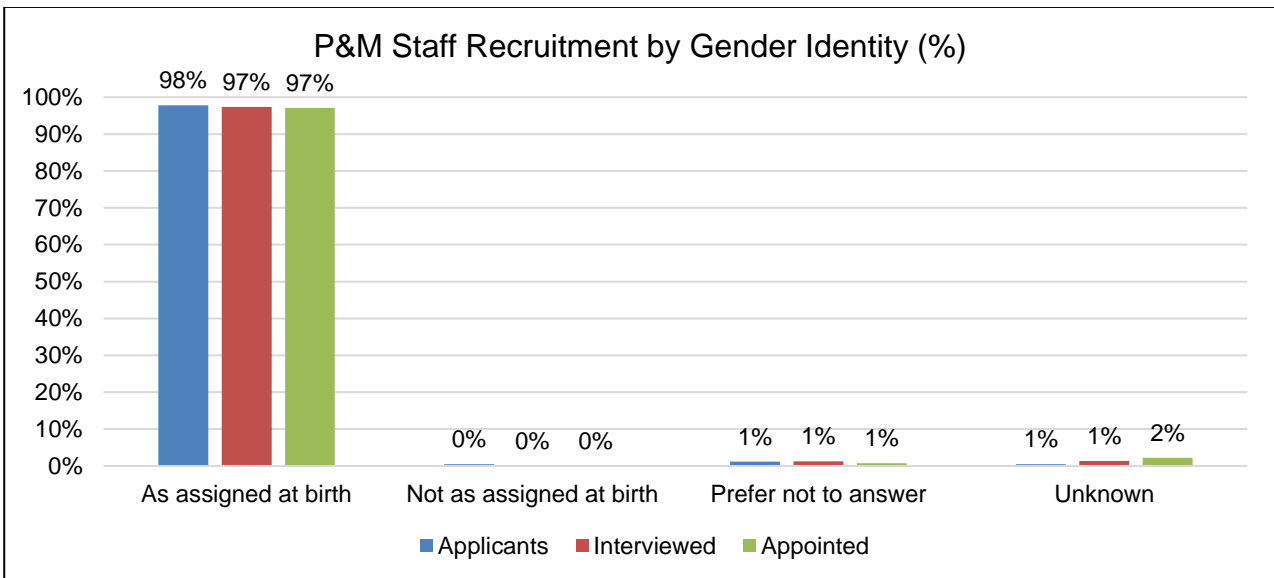
| | Male | Female | Unknown |
|--------------------|------|--------|---------|
| Applicants | 49% | 51% | 1% |
| Interviewed | 40% | 58% | 2% |
| Appointed | 33% | 64% | 3% |

Commentary

During the academic year 2017-18, 51% of P&M staff **applicants** (53%, 2016-17), and 64% of P&M staff who were **appointed** were female (58%, 2016-17).

49% of P&M staff **applicants** (46%, 2016-17) and 33% of P&M staff who were **appointed** were male (38%, 2016-17).

Gender identity



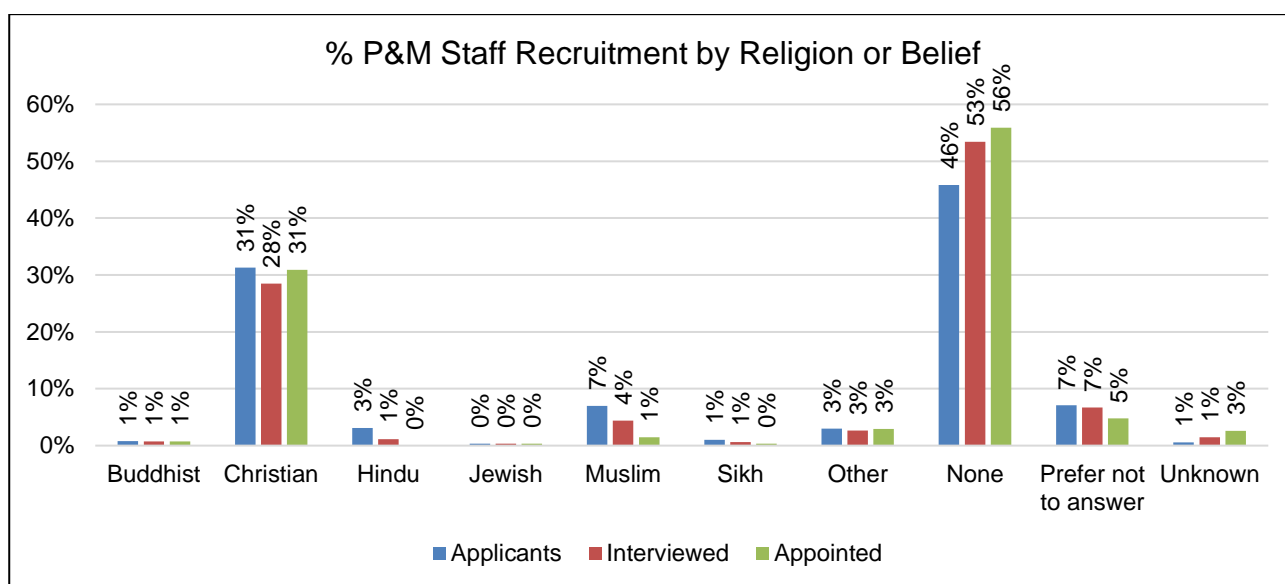
| | As assigned at birth | Not as assigned at birth | Prefer not to answer | Unknown |
|--------------------|----------------------|--------------------------|----------------------|---------|
| Applicants | 98% | 0% | 1% | 1% |
| Interviewed | 97% | 0% | 1% | 1% |
| Appointed | 97% | 0% | 1% | 2% |

Commentary

During the academic year 2017-18 there were 16 P&M staff **applicants** who declared that their gender identity was not the same as the gender they were assigned at birth. None of these applicants were **interviewed**.

Of the 37 P&M staff **applicants** who preferred not to answer whether their gender identity was the same as the gender they were assigned at birth, 12 were **interviewed** and two were **appointed**.

Religion or Belief



| | Buddhist | Christian | Hindu | Jewish | Muslim | Sikh | Other | None | Prefer not to answer | Unknown |
|--------------------|-----------------|------------------|--------------|---------------|---------------|-------------|--------------|-------------|-----------------------------|----------------|
| Applicants | 1% | 31% | 3% | 0% | 7% | 1% | 3% | 46% | 7% | 1% |
| Interviewed | 1% | 28% | 1% | 0% | 4% | 1% | 3% | 53% | 7% | 1% |
| Appointed | 1% | 31% | 0% | 0% | 1% | 0% | 3% | 56% | 5% | 3% |

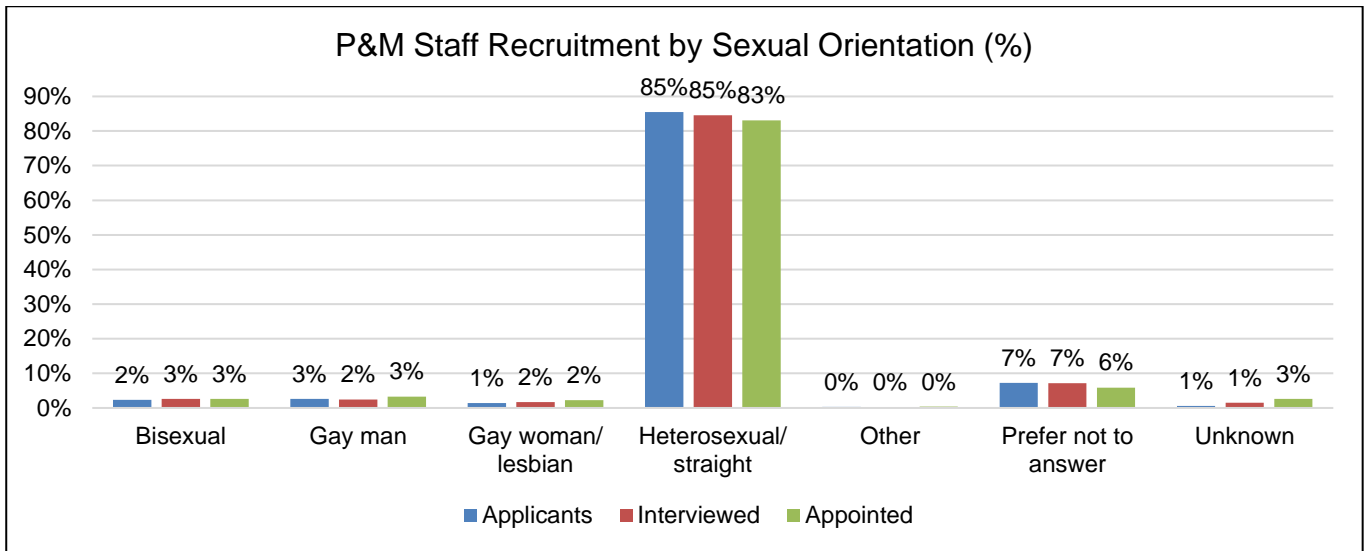
Commentary

During the academic year 2017-18, 46% of P&M **applicants** stated that they had no religion (44%, 2016-17), 31% were Christian (32%, 2016-17) and 7% were Muslim (7%, 2016-17). The percentage of **applicants** who declared that they were Hindu, Jewish, Sikh, or Other religion remained that same in 2017-18 as for the previous year. The percentage of **applicants** who were Buddhist increased to 1% in 2017-18 (0% 2016-17).

Of those P&M staff who were **appointed**, 56% declared that they had no religion (56%, 2016-17), 31% were Christian (29%, 2016-17) and 1% were Muslim (5%, 2016-17). 3% of P&M staff appointments were to those who declared their religion as Other (2%, 2016-17).

Of the 33 P&M staff **applicants** who were Sikh, six were **interviewed** and one person was **appointed**. However, the appointment does not show in the above chart or table due to the rounding of data to the nearest whole percent. There were 11 P&M staff **applicants** who were Jewish, of which three 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 | 2% | 3% | 1% | 85% | 0% | 7% | 1% |
| Interviewed | 3% | 2% | 2% | 85% | 0% | 7% | 1% |
| Appointed | 3% | 3% | 2% | 83% | 0% | 6% | 3% |

Commentary

During the academic year 2017-18, 6% of P&M staff **applicants** stated they were either gay, lesbian or bisexual (5%, 2016-17) and 7% of P&M staff **applicants** preferred not answer this question (7%, 2016-17).

Of those **appointed**, 8% stated they were gay, lesbian or bisexual (4%, 2016-17).

One P&M staff applicant was interviewed and subsequently appointed who declared their sexual orientation as Other however, this is not shown in the above chart or table due to rounding of data to the nearest whole percent.