

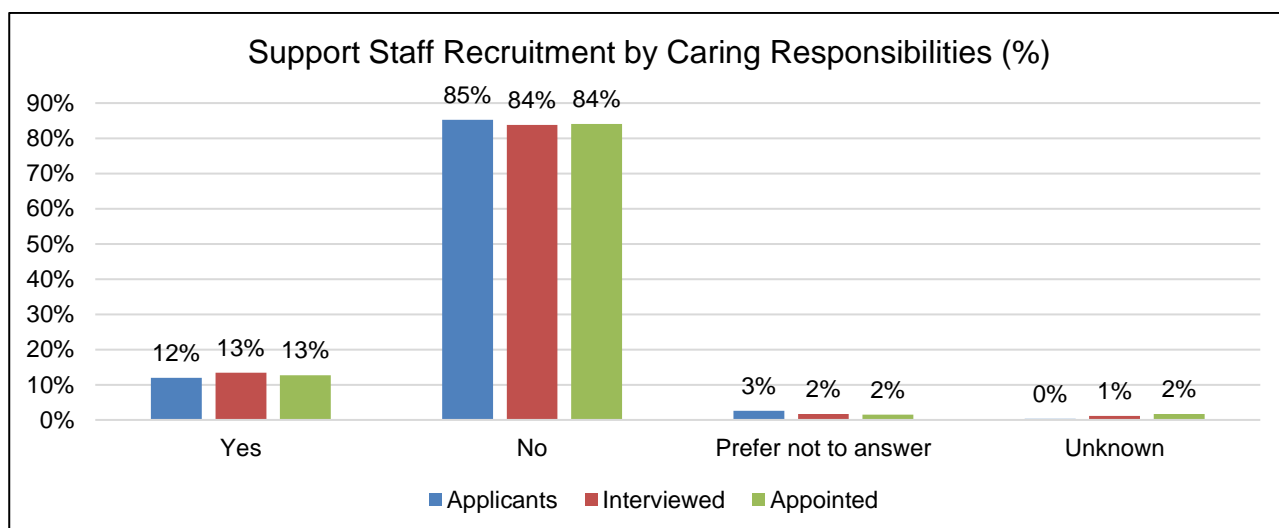
# University of Leeds – Support<sup>1</sup> staff recruitment data 1 August 2017 – 31 July 2018

The following information provides support 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, 16,669 applications were received for support staff positions at the University of Leeds. Of these applicants 3,646 were interviewed and 1,000 were appointed.

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

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



	Yes	No	Prefer not to answer	Unknown
Applicants	12%	85%	3%	0%
Interviewed	13%	84%	2%	1%
Appointed	13%	84%	2%	2%

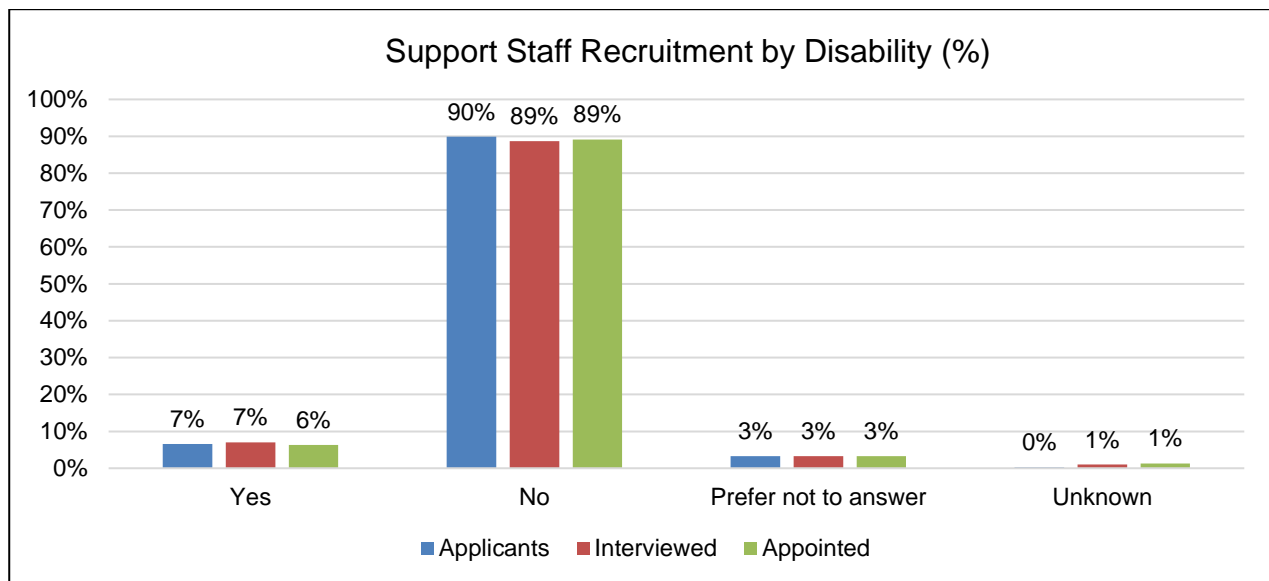
### Commentary

During the academic year 2017-18, 12% of support staff **applicants** (13% 2016-17), 13% of support staff **interviewees** (13% 2016-17) and 13% of **appointed** support staff (12% 2016-17) declared they had caring responsibilities.

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

<sup>2</sup> Defined as: caring for either one or more children, one or more disabled children, or somebody else

## Disability<sup>3</sup>



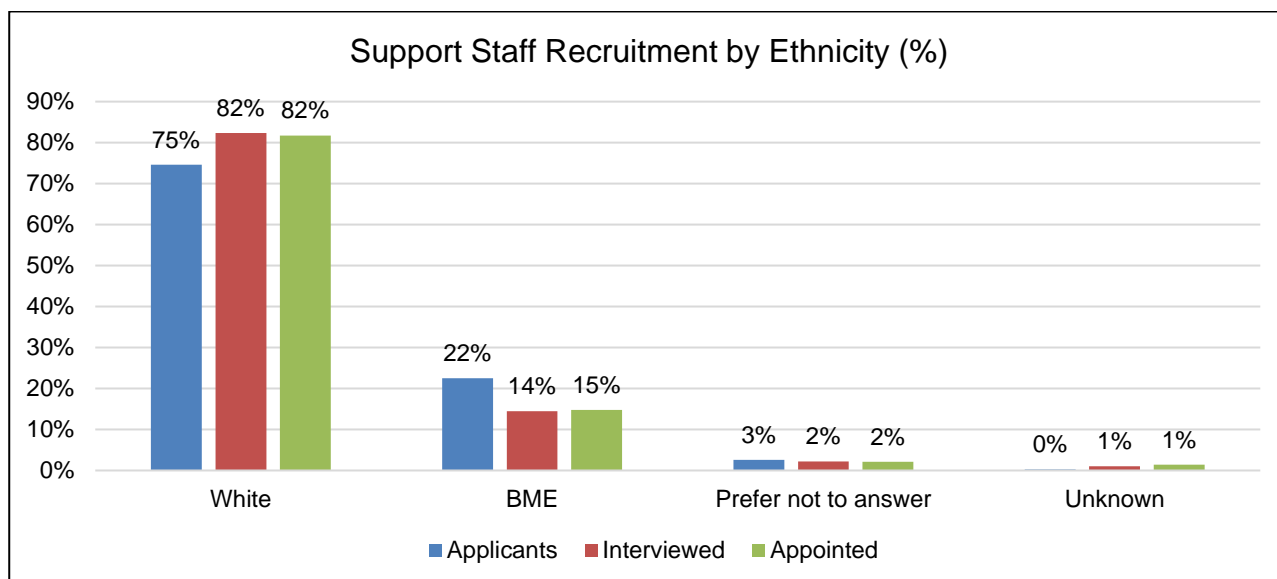
	Yes	No	Prefer not to answer	Unknown
<b>Applicants</b>	7%	90%	3%	0%
<b>Interviewed</b>	7%	89%	3%	1%
<b>Appointed</b>	6%	89%	3%	1%

### Commentary

During the academic year 2017-18, 7% of support staff **applicants** (5%, 2016-17), 7% of support staff **interviewees** (6%, 2016-17) and 6% of **appointed** support staff (4%, 2016-17) declared a disability.

<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



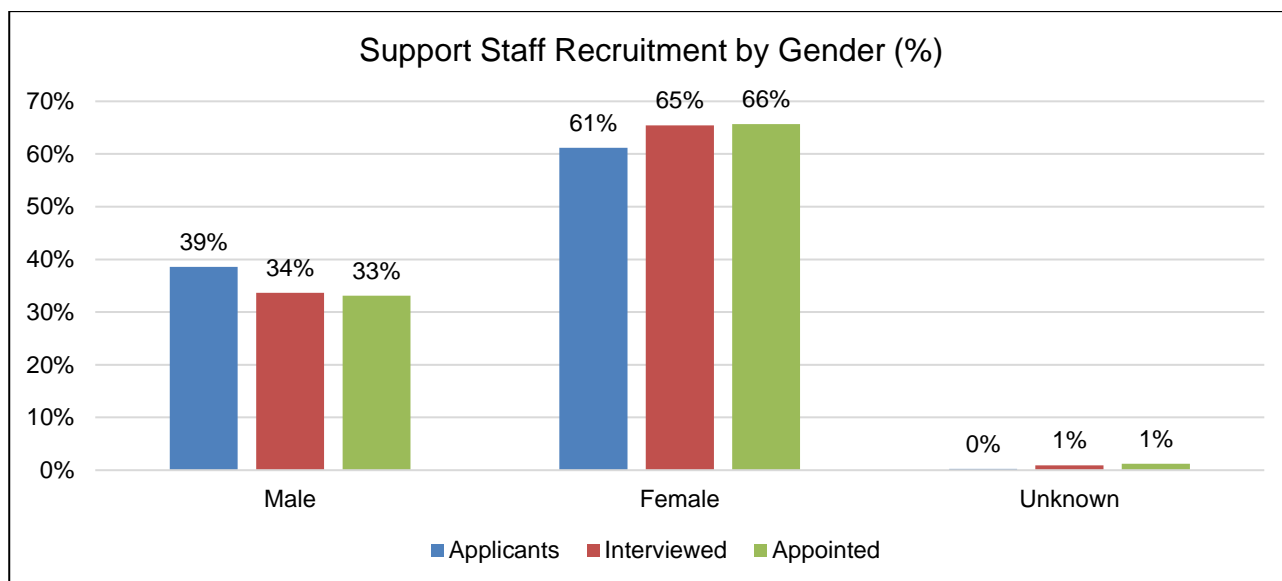
	White	BME <sup>4</sup>	Prefer not to answer	Unknown
Applicants	75%	22%	3%	0%
Interviewed	82%	14%	2%	1%
Appointed	82%	15%	2%	1%

### Commentary

During the academic year 2017-18, 22% of support staff **applicants** (22%, 2016-17), 14% of support staff **interviewees** (15%, 2016-17) and 15% of support staff **appointments** (10%, 2016-17) identified as BME.

<sup>4</sup> BME- Black and minority ethnic

## Gender



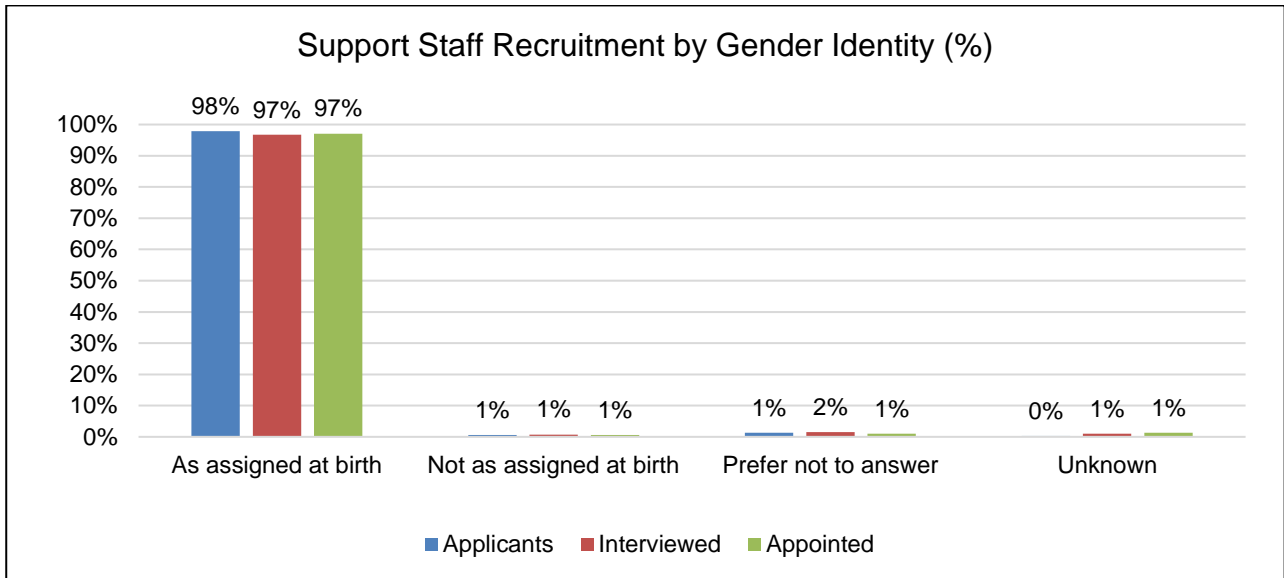
	Male	Female	Unknown
Applicants	39%	61%	0%
Interviewed	34%	65%	1%
Appointed	33%	66%	1%

### *Commentary*

During the academic year 2017-18, 61% of support staff **applicants** (60%, 2016-17), 65% of support staff **interviewees** (63%, 2016-17) and 66% of support staff **appointments** (63%, 2016-17) were female.

During the same period 39% of support staff **applicants** (40%, 2016-17) and 33% of support staff **appointed** during the academic year 2017-18 were male (35%,2016-17).

## Gender identity



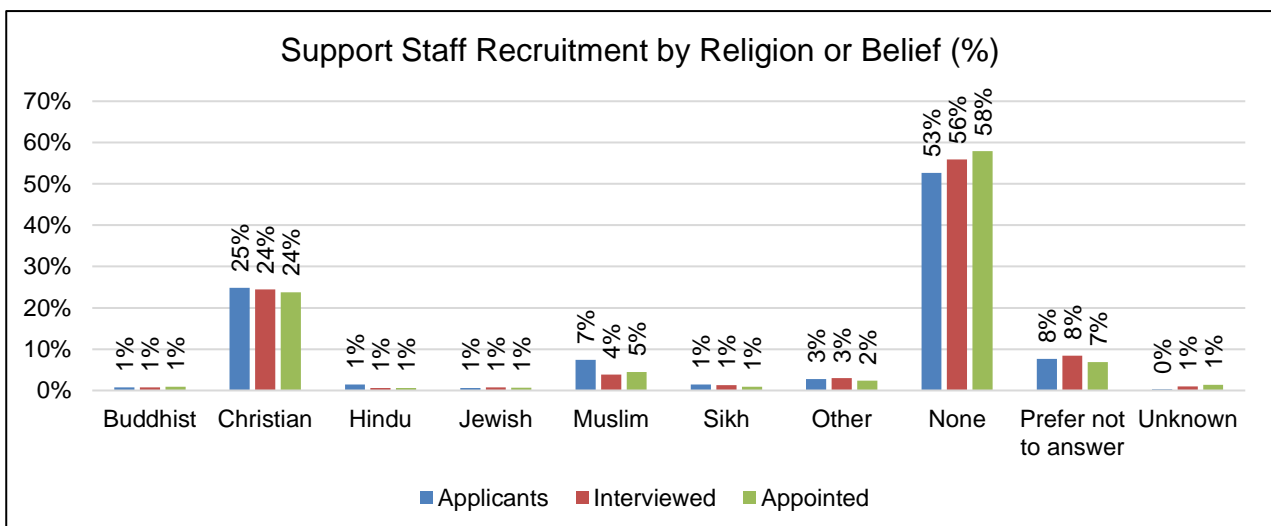
	As assigned at birth	Not as assigned at birth	Prefer not to answer	Unknown
<b>Applicants</b>	98%	1%	1%	0%
<b>Interviewed</b>	97%	1%	2%	1%
<b>Appointed</b>	97%	1%	1%	1%

### Commentary

During the academic year 2017-18, 1% of support staff **applicants**, 1% of support staff **interviewees** and 1% of support staff **appointments** declared that their gender identity was not the same as the gender they were assigned at birth.

There were also 42 applicants with unknown data that is not shown in the above chart due to rounding of data to the nearest whole percent.

## Religion or Belief



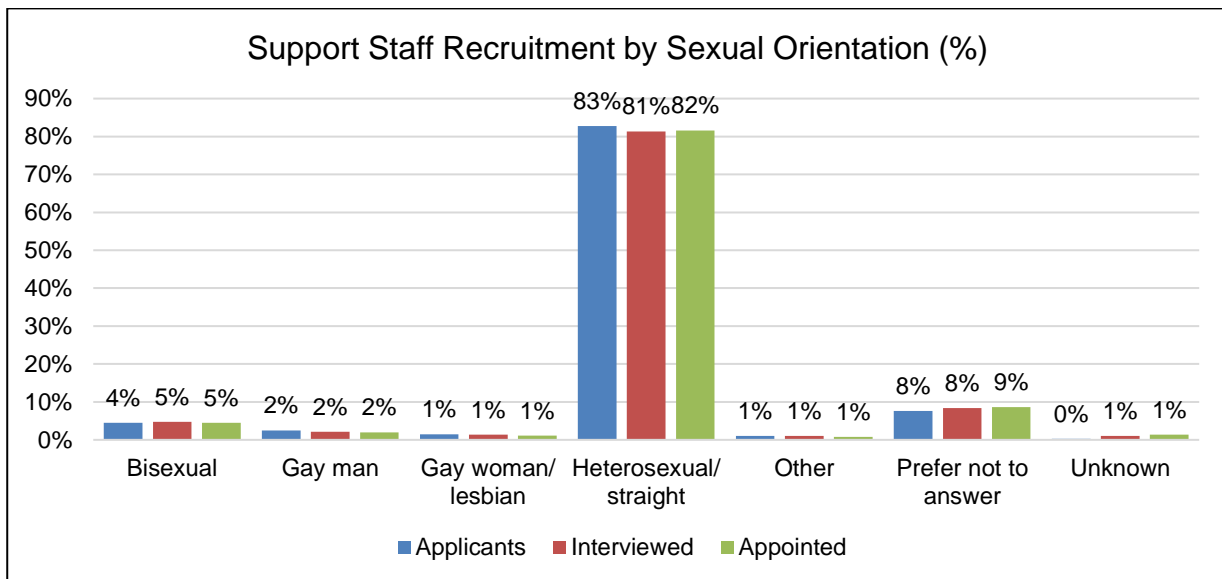
	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer	Unknown
<b>Applicants</b>	1%	25%	1%	1%	7%	1%	3%	53%	8%	0%
<b>Interviewed</b>	1%	24%	1%	1%	4%	1%	3%	56%	8%	1%
<b>Appointed</b>	1%	24%	1%	1%	5%	1%	2%	58%	7%	1%

### Commentary

During the academic year 2017-18, 53% of support staff **applicants** (52%, 2016-17) stated they had no religion, 25% were Christian (27%, 2016-17) and 7% were Muslim (7%, 2016-17). The percentage of **applicants** who declared that they were Buddhist, Hindu, Jewish, Sikh, or Other religion remained that same in 2017-18 as for the previous year.

Of those appointed, 58% declared that they had no religion (56%, 2016-17), 24% were Christian (26%, 2016-17) and 5% were Muslim (2%, 2016-17).

### Sexual Orientation



	Bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to answer	Unknown
<b>Applicants</b>	4%	2%	1%	83%	1%	8%	0%
<b>Interviewed</b>	5%	2%	1%	81%	1%	8%	1%
<b>Appointed</b>	5%	2%	1%	82%	1%	9%	1%

### *Commentary*

During the academic year 2017-18, 7% of support staff **applicants** stated they were either gay, lesbian or bisexual (6%, 2016-17).

Of those support staff **appointed** during 2017-18, 8% stated they were gay, lesbian or bisexual (8%, 2016-17).

1% of support staff **applicants, interviewees and appointments** declared their sexual orientation as Other.