

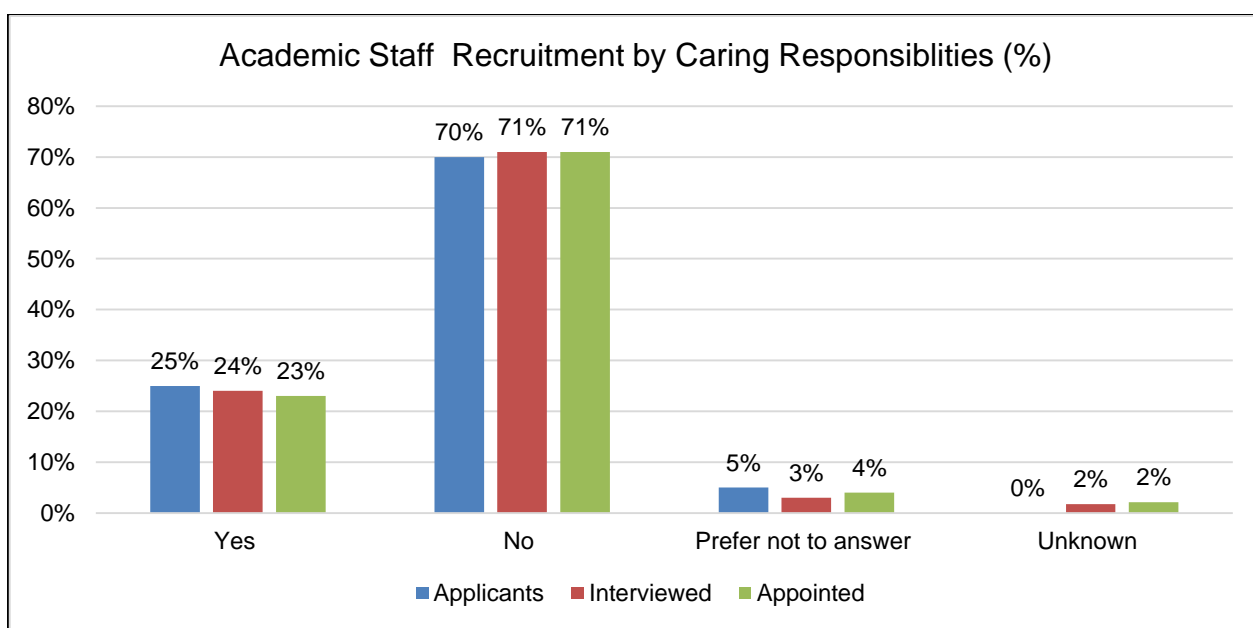
# University of Leeds – Academic<sup>1</sup> staff recruitment data 1 August 2018 – 31 July 2019

The following information provides academic staff recruitment data for the period August 2018 – July 2019. The data are 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 are broken down by the following three stages of the University’s recruitment process: application; interview; and appointment.

During the period August 2018- July 2019, 11,166 applications were received for academic positions at the University of Leeds. Of these applicants 2,057 were interviewed and 644 were appointed.

**Data are 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
<b>Applicants</b>	25%	70%	5%	0%
<b>Interviewed</b>	24%	71%	3%	2%
<b>Appointed</b>	23%	71%	4%	2%

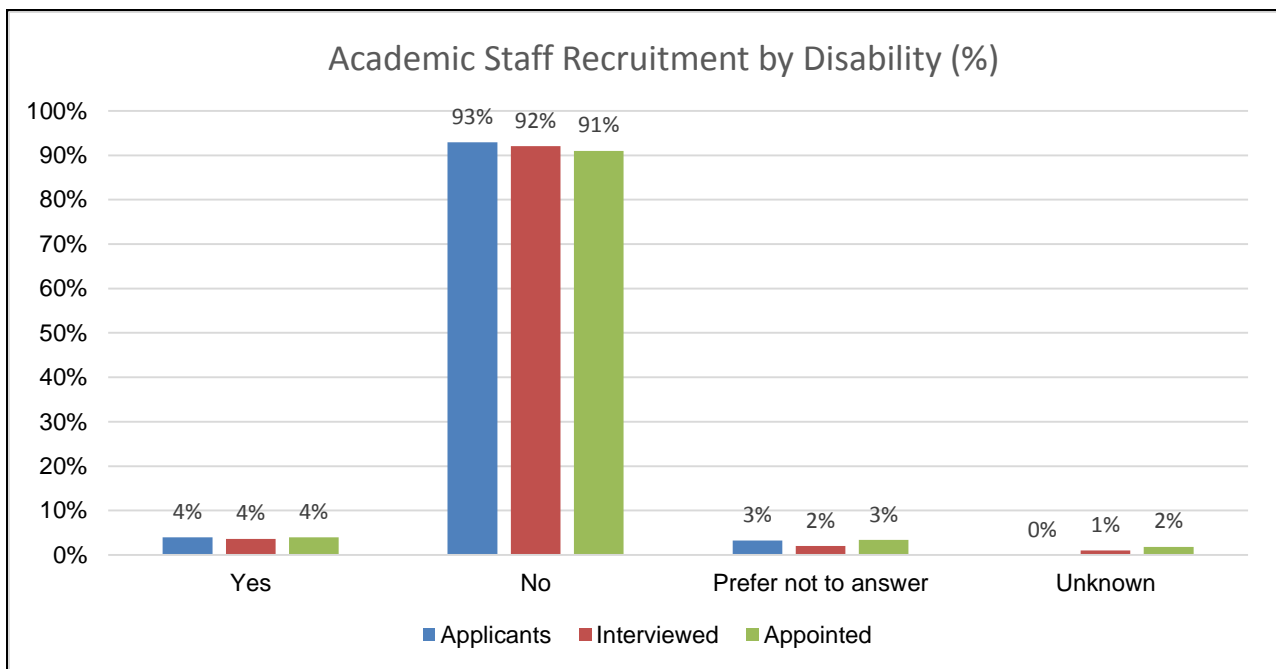
<sup>1</sup> ‘Academic staff’ includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc.

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

*Commentary*

During the 2018-19 academic year, 25% of academic **applicants** (22%, 2017-18), 24% of academic **interviewees** (23%, 2017-18) and 23% of those **appointed** (24%, 2017-18) declared they had caring responsibilities.

**Disability<sup>3</sup>**



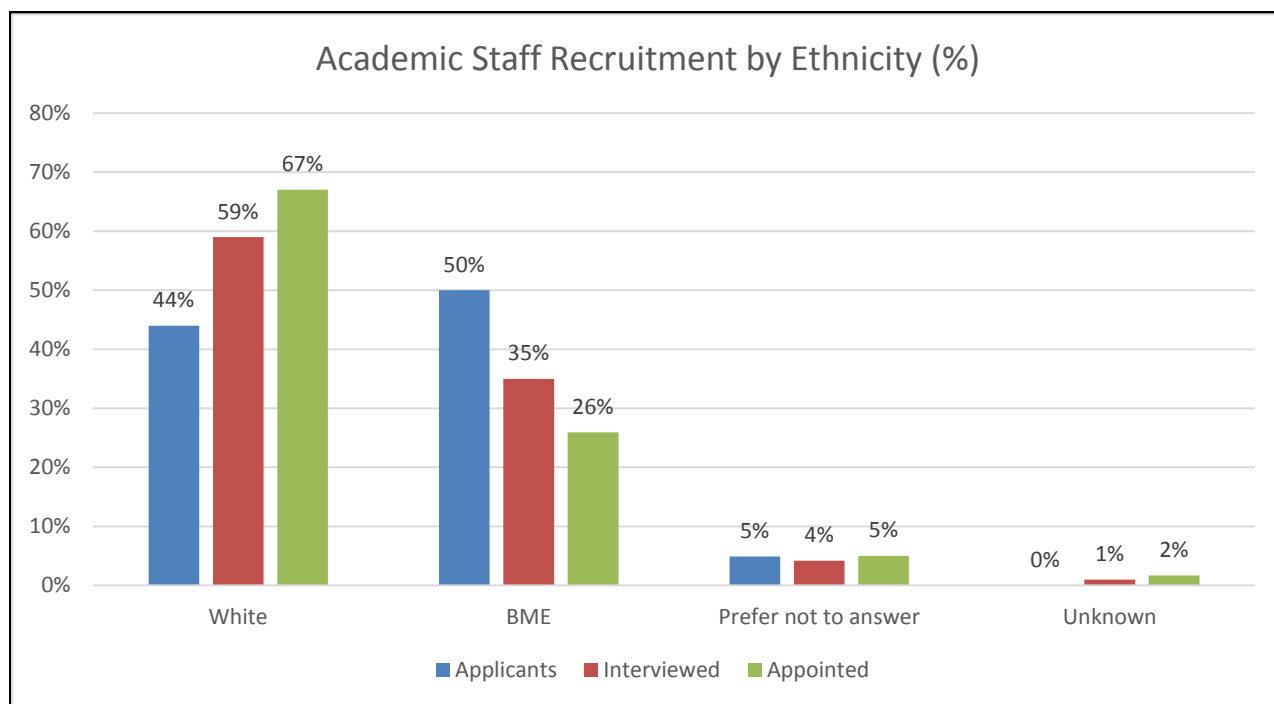
	<b>Yes</b>	<b>No</b>	<b>Prefer not to answer</b>	<b>Unknown</b>
<b>Applicants</b>	4%	93%	3%	0%
<b>Interviewed</b>	4%	92%	2%	1%
<b>Appointed</b>	4%	91%	3%	2%

*Commentary*

During the 2018-19 academic year 4% of academic **applicants** declared a disability (3%, 2017-18), 4% of academic **interviewees** declared a disability (4%, 2017-18) and 4% of those **appointed** declared a disability (3%, 2017-18).

<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



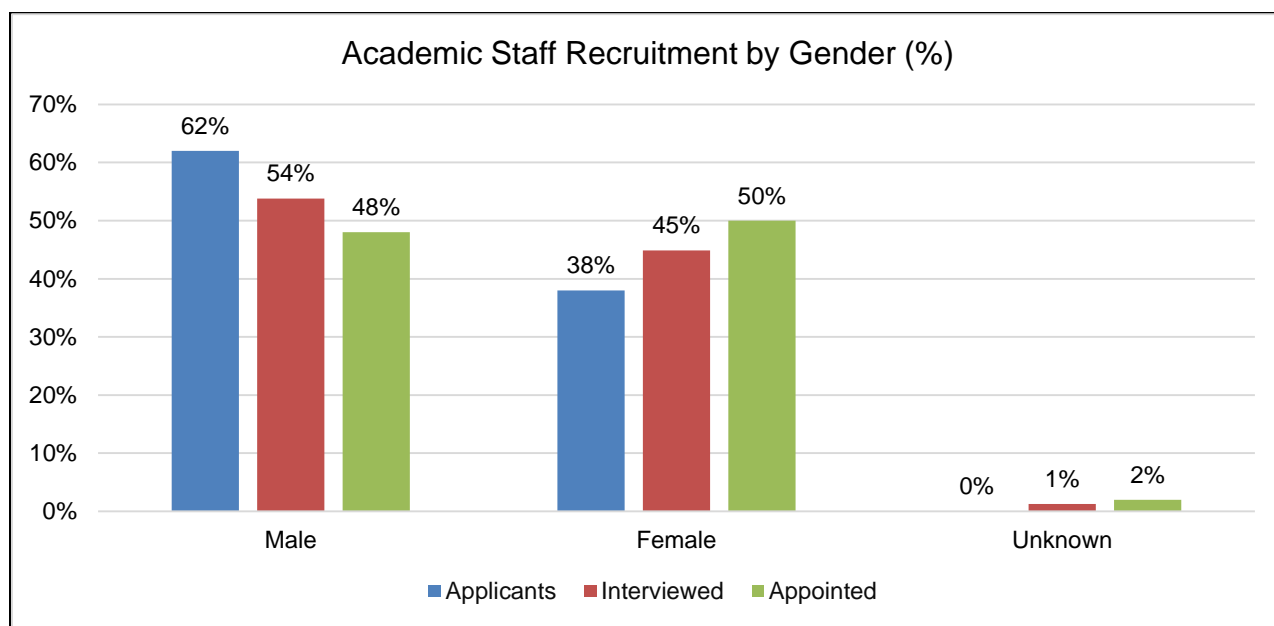
	White	BME <sup>4</sup>	Prefer not to answer	Unknown
Applicants	44%	50%	5%	0%
Interviewed	59%	35%	4%	1%
Appointed	67%	26%	5%	2%

### Commentary

During the 2018-19 academic year 50% of academic **applicants** (44%, 2016-17), 35% of academic **interviewees** (33%, 2016-17) and those 26% of those **appointed** (26% 2016-17) declared their ethnicity as BME.

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

## Gender



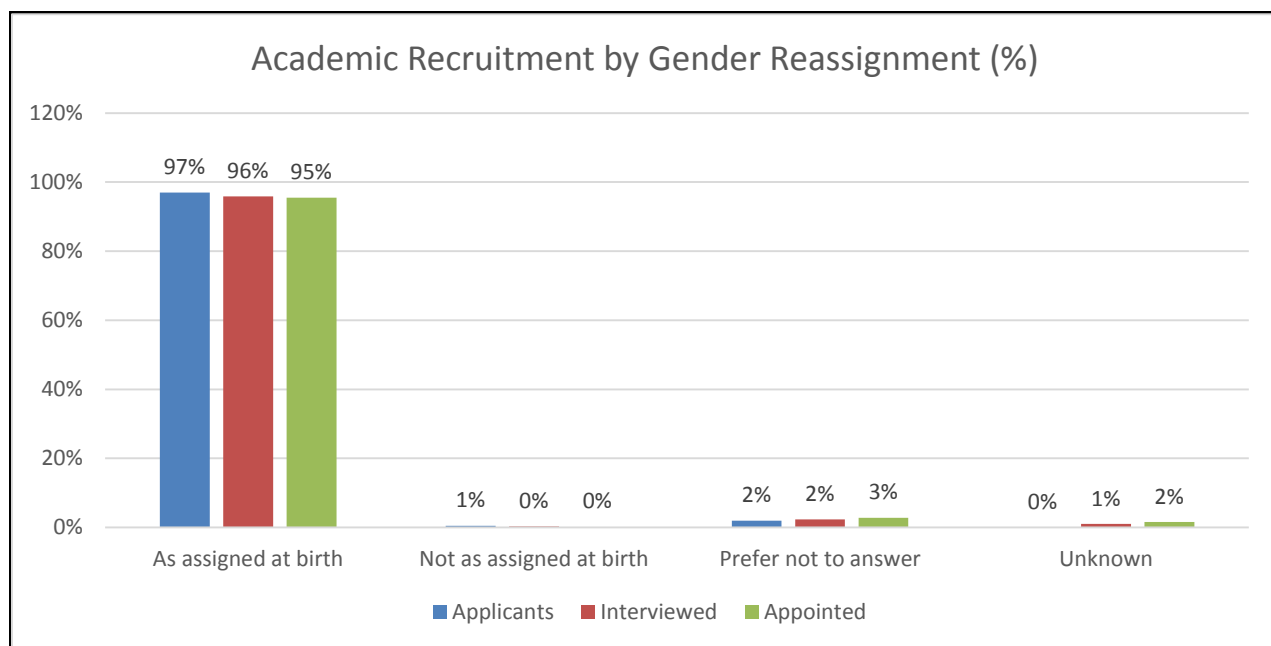
	Male	Female	Unknown
<b>Applicants</b>	62%	38%	0%
<b>Interviewed</b>	54%	45%	1%
<b>Appointed</b>	48%	50%	2%

### *Commentary*

During the academic year 2018-19, 38% of academic **applicants** (39%, 2017-18), 45% of academic **interviewees** (45%, 2017-18) and 50% of academics **appointed** (48%, 2017-18) were female.

62% of academic **applicants** (60%, 2017-18), 54% of academic **interviewees** (54%, 2017-18) and 48% of academics **appointed** (50%, 2017-18) were male.

## Gender reassignment

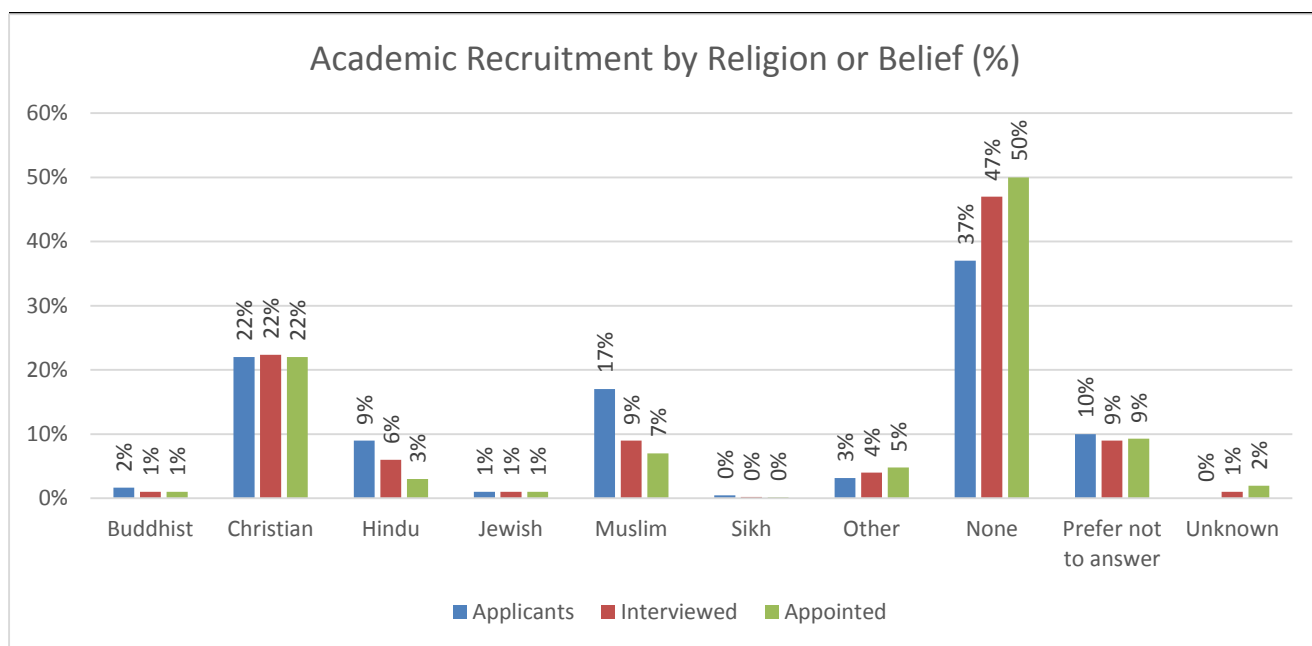


	<b>As assigned at birth</b>	<b>Not as assigned at birth</b>	<b>Prefer not to answer</b>	<b>Unknown</b>
<b>Applicants</b>	97%	1%	2%	0%
<b>Interviewed</b>	96%	0%	2%	1%
<b>Appointed</b>	95%	0%	3%	2%

### *Commentary*

During the academic year 2018-19 there were 69 academic **applicants** (56, 2017-18) who declared that their gender identity did not match their sex as registered at birth. Of these 56 applicants, seven were **interviewed** (5, 2017-18) and two were **appointed** (1, 2017-18). However, the seven people interviewed and two appointed do not show in the above chart or table due to the rounding of data to the nearest whole percent.

## Religion or Belief



	<b>Buddhist</b>	<b>Christian</b>	<b>Hindu</b>	<b>Jewish</b>	<b>Muslim</b>	<b>Sikh</b>	<b>Other</b>	<b>None</b>	<b>Prefer not to answer</b>	<b>Unknown</b>
<b>Applicants</b>	2%	22%	9%	1%	17%	0%	3%	37%	10%	0%
<b>Interviewed</b>	1%	22%	6%	1%	9%	0%	4%	47%	9%	1%
<b>Appointed</b>	1%	22%	3%	1%	7%	0%	5%	50%	9%	2%

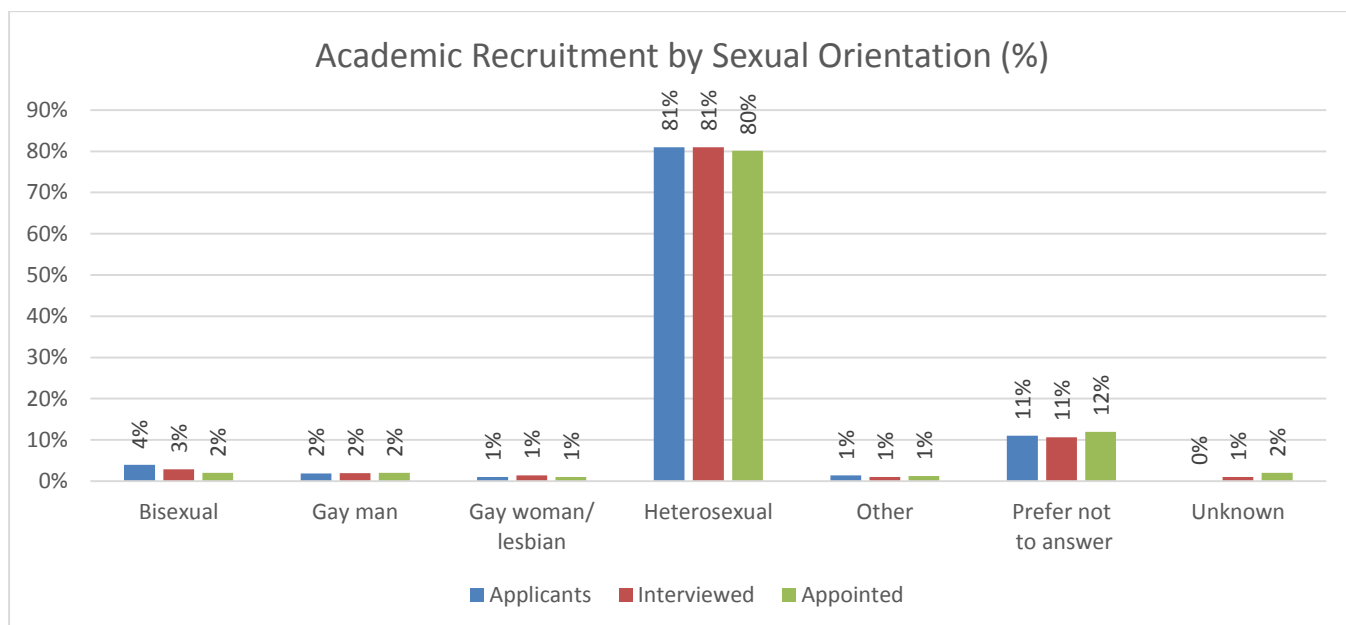
### Commentary

During the academic year 2018-19, 37% of academic **applicants** (38% 2017-18) stated that they had no religion, 22% were Christian (24%, 2017-18), 17% were Muslim (13%, 2017-18), 9% were Hindu (8%, 2017-18). The percentage of **applicants** who declared that they were Buddhist, Jewish, Sikh, or Other religion remained the same in 2018-19 as for the previous year.

Of those academics **appointed**, 50% declared that they had no religion (53%, 2017-18), 22% were Christian (20%, 2017-18) and 7% were Muslim (7%, 2017-18).

Of the 47 academic applicants who were Sikh, six were interviewed and three were appointed. However, the Sikh applicants, interviewees and appointments do not show in the above chart or table due to the rounding of data to the nearest whole percent.

## Sexual Orientation



	Bisexual	Gay man	Gay woman/lesbian	Heterosexual	Other	Prefer not to answer	Unknown
<b>Applicants</b>	4%	2%	1%	81%	1%	11%	0%
<b>Interviewed</b>	3%	2%	1%	81%	1%	11%	1%
<b>Appointed</b>	2%	2%	1%	80%	1%	12%	2%

### Commentary

During the academic year 2018-19, 7% of academic **applicants** stated they were either gay, lesbian or bisexual (6%, 2017-18).

Of those academics **appointed** in 2018-19, 5% stated they were either gay, lesbian or bisexual (7%, 2017-18).

1% of academic **applicants** (1%, 2017-18), **interviewees** (1%, 2017-18) and **appointments** (1%, 2017-18) declared their sexual orientation as Other.