University of Leeds staff recruitment data  
1 August 2018 – 31 July 2019

The following information provides data on all (academic, professional and managerial, and support) staff recruited during the period August 2018 – July 2019. These 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, 31,084 applications were received for positions at the University of Leeds. Of these applicants 6,501 were interviewed and 1,680 were appointed.

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

Caring responsibilities

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Prefer not to answer</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants</td>
<td>18%</td>
<td>78%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>Interviewed</td>
<td>20%</td>
<td>76%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>Appointed</td>
<td>21%</td>
<td>74%</td>
<td>3%</td>
<td>2%</td>
</tr>
</tbody>
</table>

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

During the academic year 2018-19, 18% of applicants (17%, 2017-18), 20% of those interviewed (19%, 2017-18) and 21% of those appointed (20% 2017-18) declared they had caring responsibilities.

Disability

During the academic year 2018-19, 5% of applicants (5%, 2017-18), 6% of those interviewed (6%, 2017-18) and 5% of those appointed (5%, 2017-18) declared a disability.

Disability

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.

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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**

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**All Staff Recruitment by Ethnicity (%)**

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>BME</th>
<th>Prefer not to answer</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Applicants</strong></td>
<td>63%</td>
<td>33%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Interviewed</strong></td>
<td>73%</td>
<td>23%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Appointed</strong></td>
<td>76%</td>
<td>19%</td>
<td>3%</td>
<td>2%</td>
</tr>
</tbody>
</table>

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**Commentary**

During the 2018-19 academic year, 33% of applicants (30%, 2017-18), 23% of interviewees (20%, 2017-18) and 19% of those appointed (18% 2017-18) declared their ethnicity as BME.

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3 BME - Black and minority ethnic
Gender

All 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>47%</td>
<td>52%</td>
<td>0%</td>
</tr>
<tr>
<td>Interviewed</td>
<td>41%</td>
<td>58%</td>
<td>1%</td>
</tr>
<tr>
<td>Appointed</td>
<td>40%</td>
<td>58%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Commentary

During the academic year 2018-19, 52% of applicants (52%, 2017-18), 58% of those interviewed (58%, 2017-18) and 58% of those appointed (59%, 2017-18) were female.

47% of applicants (47%, 2017-18), 41% of those interviewed (41%, 2017-18) and 40% of appointments (39%, 2017-18) were male.
Gender reassignment

During the academic year 2018-19 there were 210 applications (165, 2017-18) from individuals who declared that their gender identity did not match their sex as registered at birth. Of these applicants, 35 were interviewed (32, 2017-18) and 12 were appointed (7, 2017-18).
Religion or Belief

During the academic year 2018-19, 46% of applicants stated that they had no religion (47%, 2017-18), 24% were Christian (25%, 2017-18) and 11% were Muslim (9%, 2017-18). The percentage of applicants who declared that they were Buddhist, Hindu, Jewish, Sikh, or Other religion remained the same in 2018-19 as for the previous year.

Of those appointed, 55% declared that they had no religion (56%, 2017-18), 22% were Christian (23%, 2017-18) and 5% were Muslim (5%, 2017-18).

Of the 183 applicants who were Jewish, 40 were interviewed and eight were appointed. However, those appointed do not show in the above chart or table due to the rounding of data to the nearest whole percent.
Sexual Orientation

Commentary

During the academic year 2018-19, 8% of applicants stated they were either gay, lesbian or bisexual (7%, 2017-18). 9% of applicants preferred not answer this question (9%, 2017-18).

Of those appointed in 2018-19, 6% stated they were gay, lesbian or bisexual (8%, 2017-18). 10% of those appointed preferred not to answer this question (9%, 2017-18).

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