

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

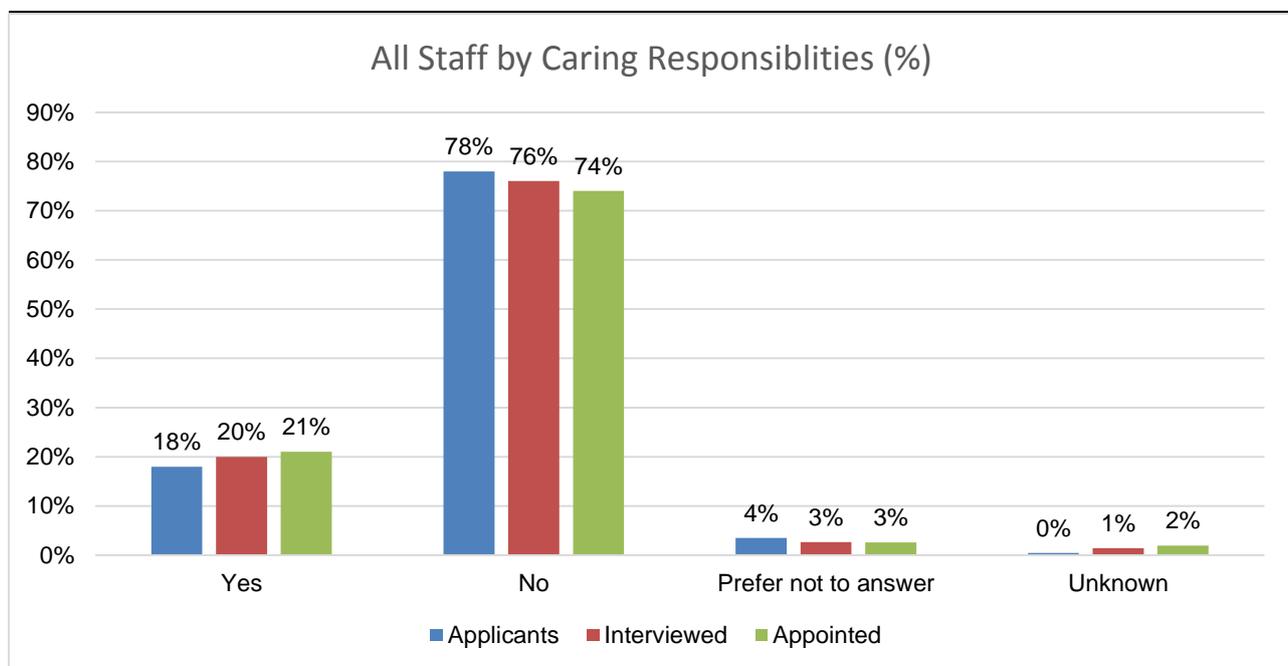
The following information provides data on all (academic, professional and managerial, and support) staff recruited during the period August 2018 – July 2019. These data are provided by the following protected characteristics: caring responsibility; disability; ethnicity; gender; gender identity; religion 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 responsibilities¹

	Yes	No	Prefer not to answer	Unknown
Applicants	18%	78%	4%	0%
Interviewed	20%	76%	3%	1%
Appointed	21%	74%	3%	2%

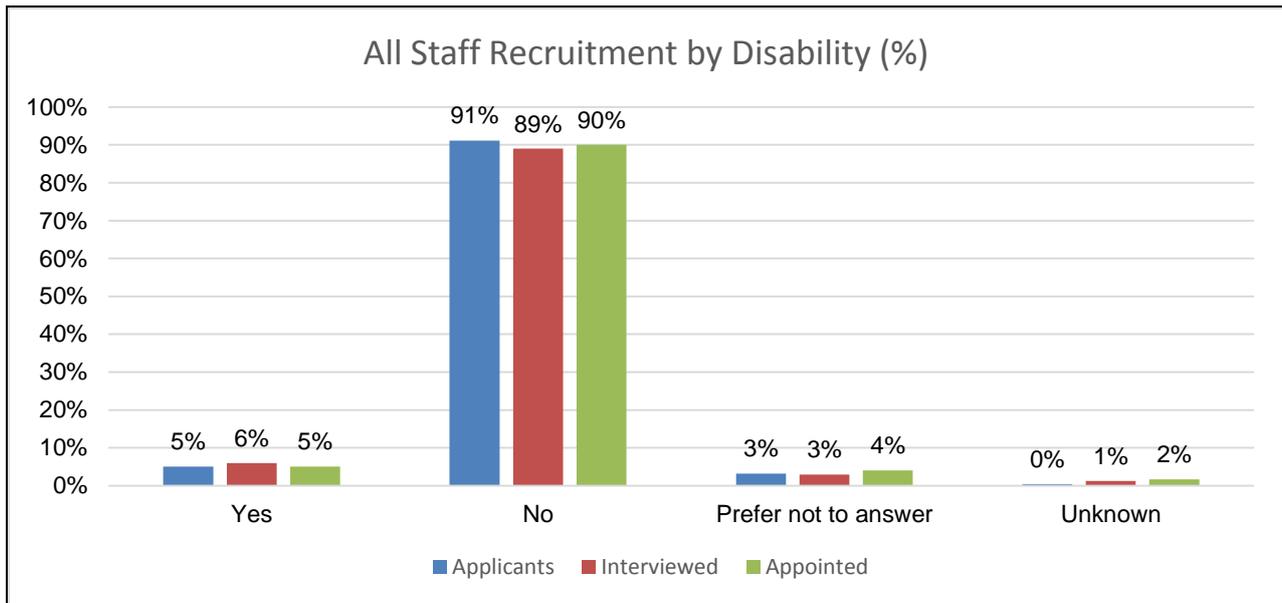


¹ Defined as: caring for either one or more children, one or more disabled children, or somebody else

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.

Disability²



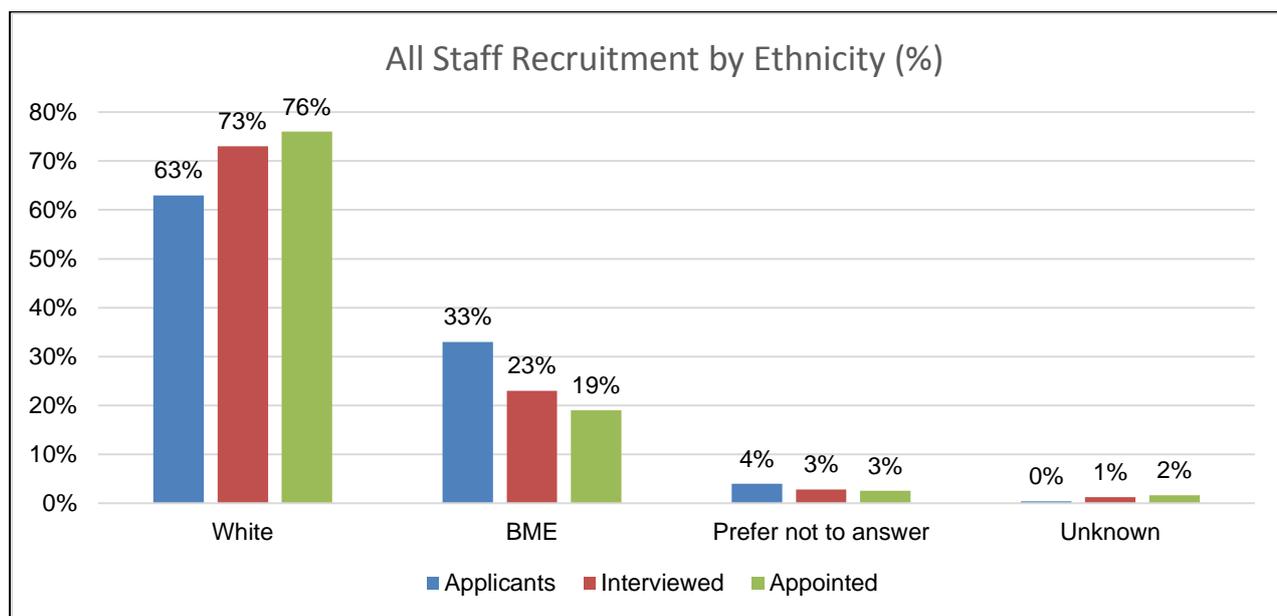
	Yes	No	Prefer not to answer	Unknown
Applicants	5%	91%	3%	0%
Interviewed	6%	89%	3%	1%
Appointed	5%	90%	4%	2%

Commentary

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.

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



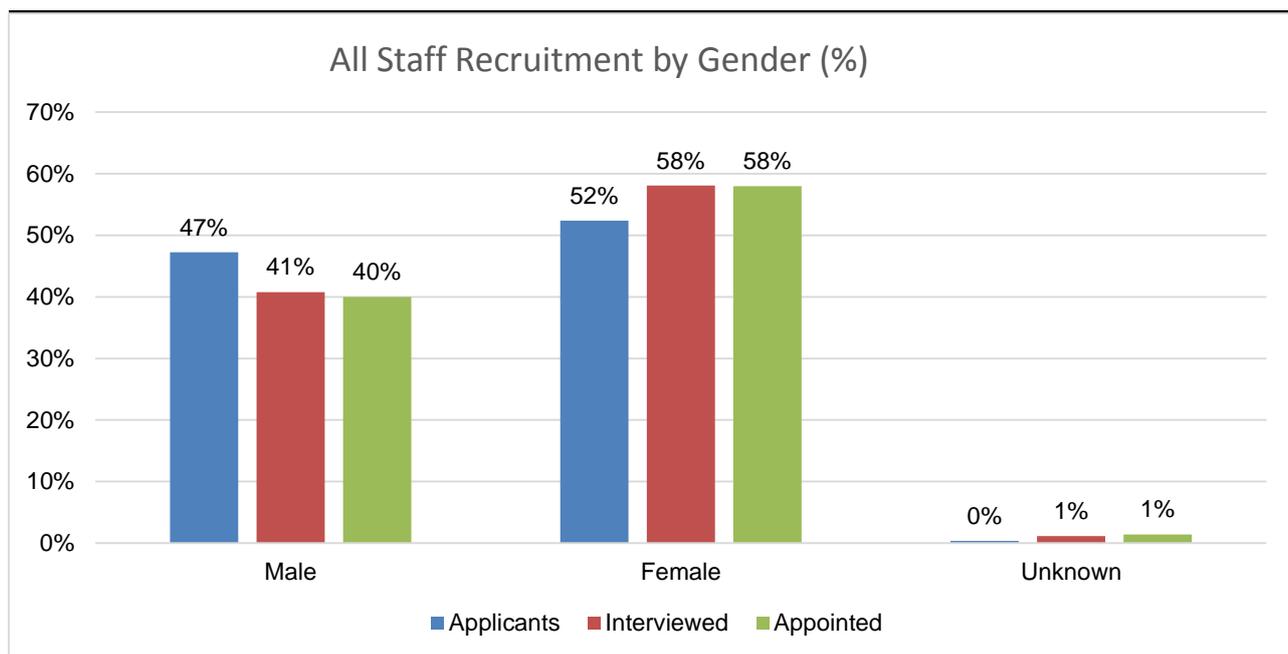
	White	BME ³	Prefer not to answer	Unknown
Applicants	63%	33%	4%	0%
Interviewed	73%	23%	3%	1%
Appointed	76%	19%	3%	2%

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.

³ BME - Black and minority ethnic

Gender



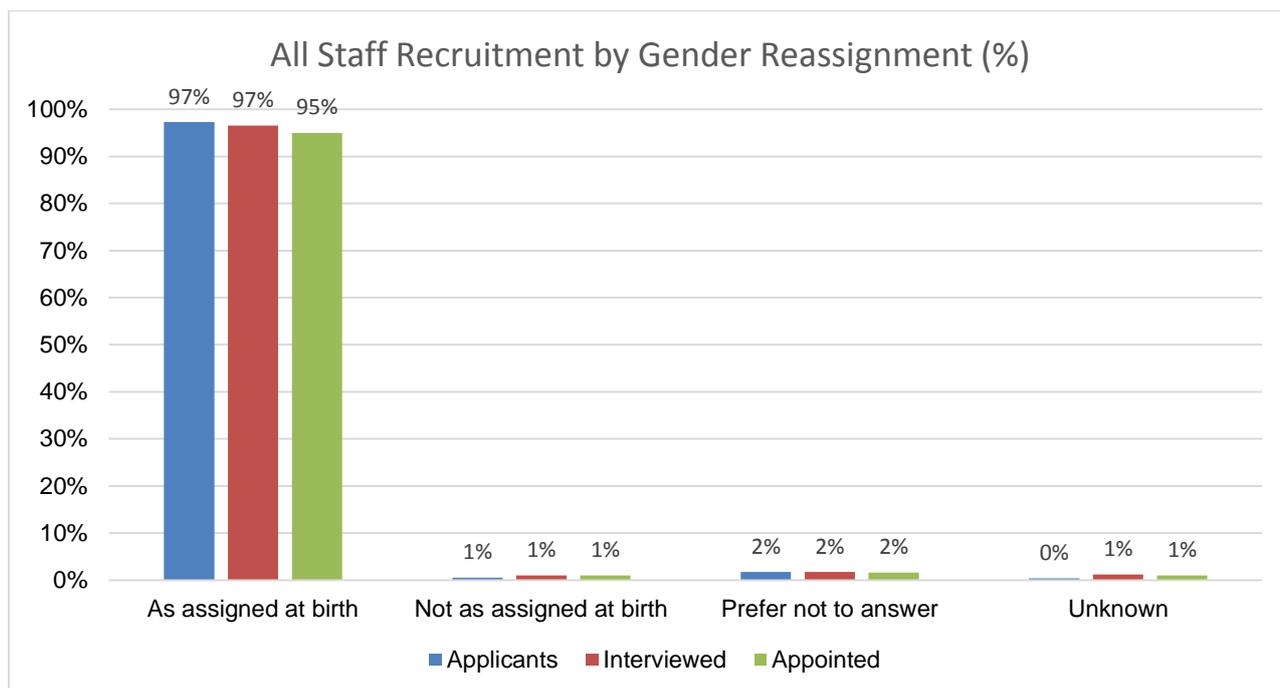
	Male	Female	Unknown
Applicants	47%	52%	0%
Interviewed	41%	58%	1%
Appointed	40%	58%	1%

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

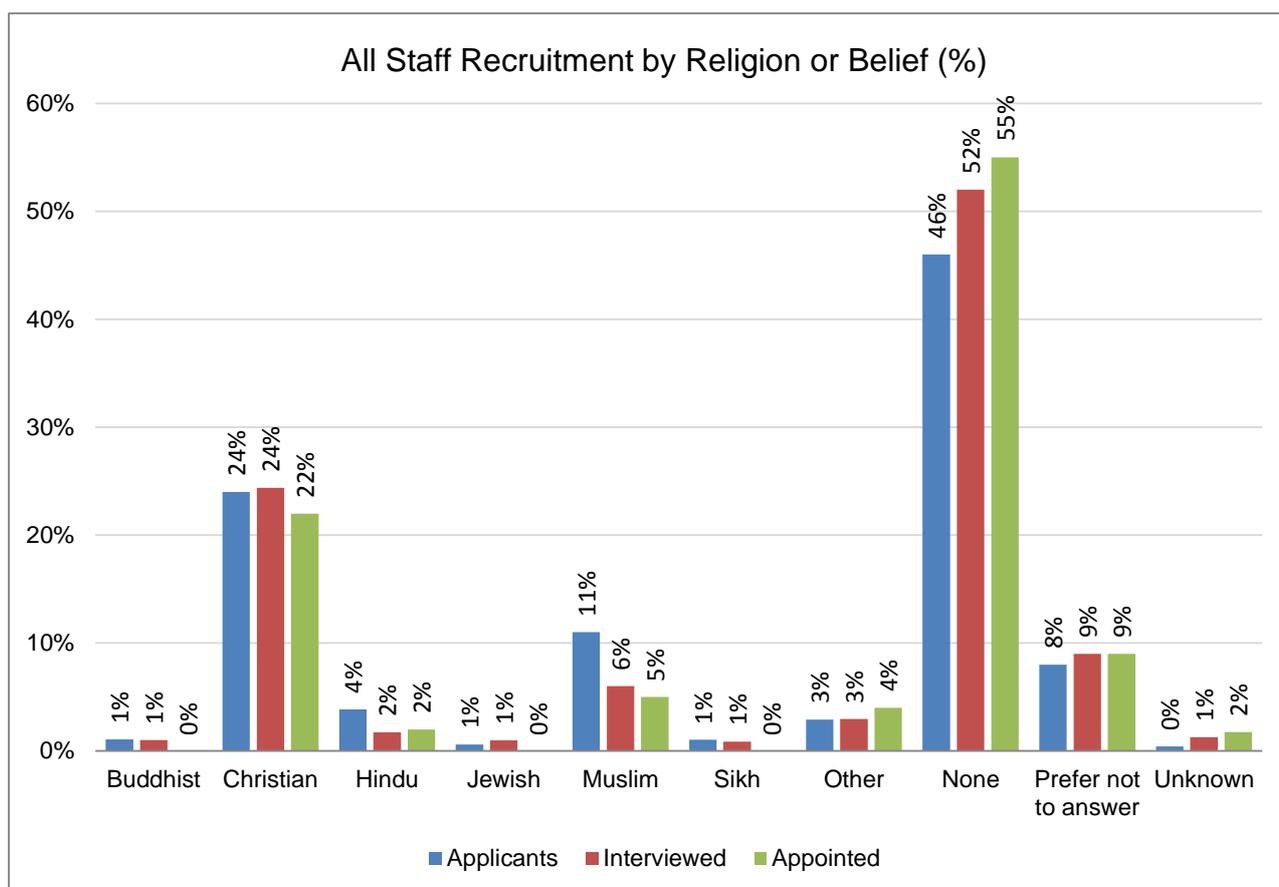


	As assigned at birth	Not as assigned at birth	Prefer not to answer	Unknown
Applicants	97%	1%	2%	0%
Interviewed	97%	1%	2%	1%
Appointed	95%	1%	2%	1%

Commentary

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



	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer	Unknown
Applicants	1%	24%	4%	1%	11%	1%	3%	46%	8%	0%
Interviewed	1%	24%	2%	1%	6%	1%	3%	52%	9%	1%
Appointed	0%	22%	2%	0%	5%	0%	4%	55%	9%	2%

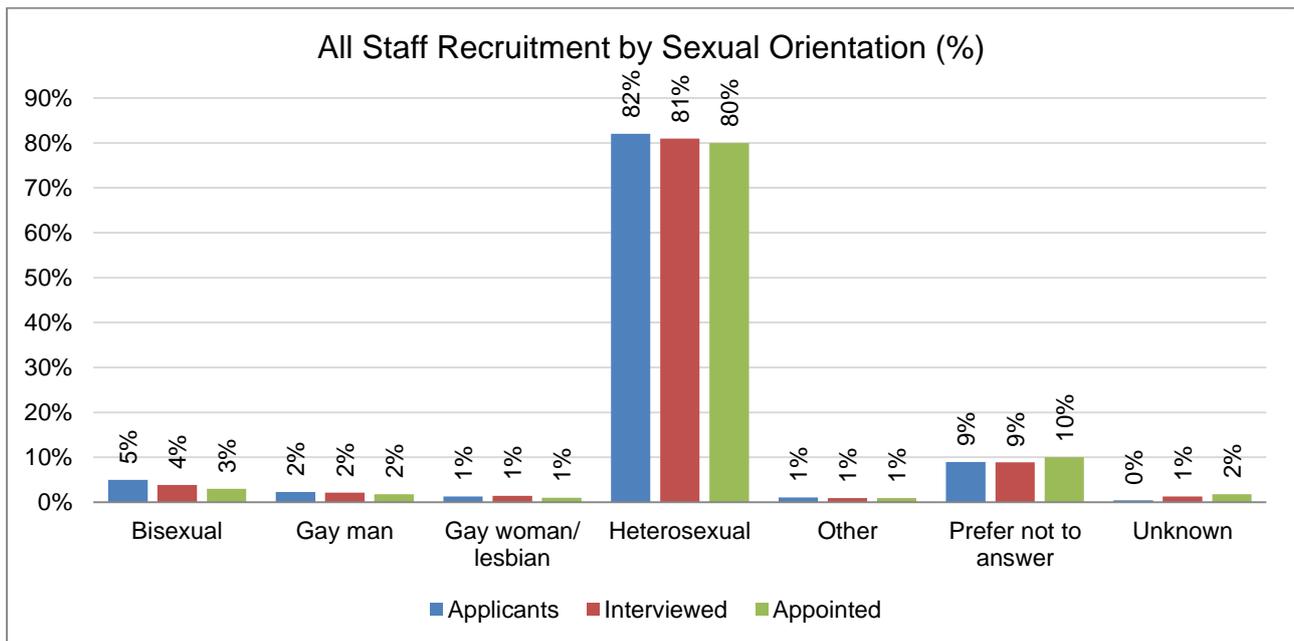
Commentary

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



	Bi-sexual	Gay man	Gay woman/lesbian	Heterosexual	Other	Prefer not to answer	Unknown
Applicants	5%	2%	1%	82%	1%	9%	0%
Interviewed	4%	2%	1%	81%	1%	9%	1%
Appointed	3%	2%	1%	80%	1%	10%	2%

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.