

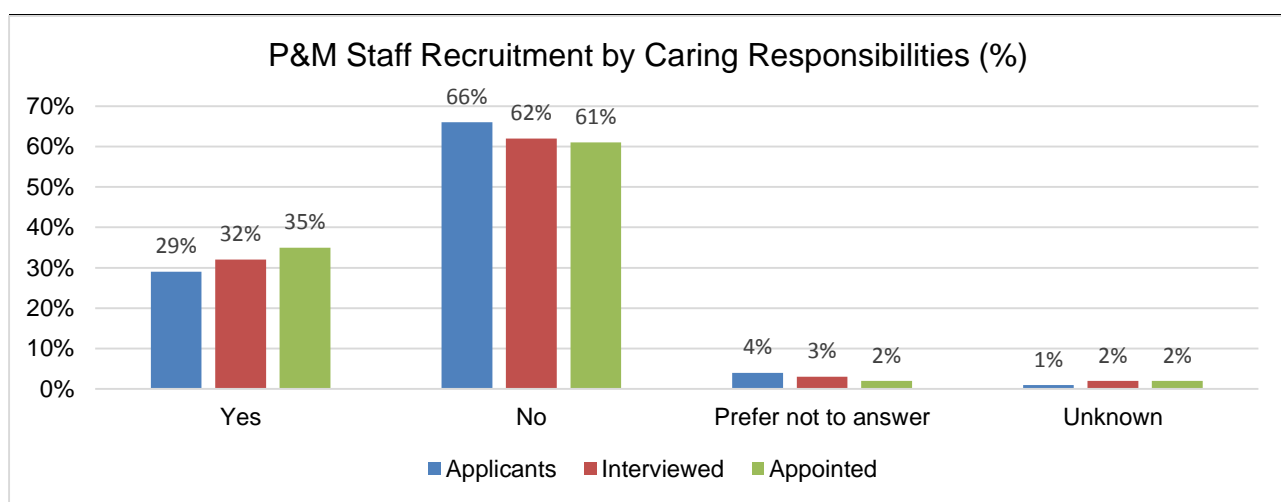
University of Leeds – Professional & Managerial¹ staff recruitment data - 1 August 2018 – 31 July 2019

The following information provides Professional and Managerial (P&M) 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, 3,281 applications were received for P&M positions at the University of Leeds. Of these applicants 973 were interviewed and 239 were appointed.

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

Caring responsibilities²



	Yes	No	Prefer not to answer	Unknown
Applicants	29%	66%	4%	1%
Interviewed	32%	62%	3%	2%
Appointed	35%	61%	2%	2%

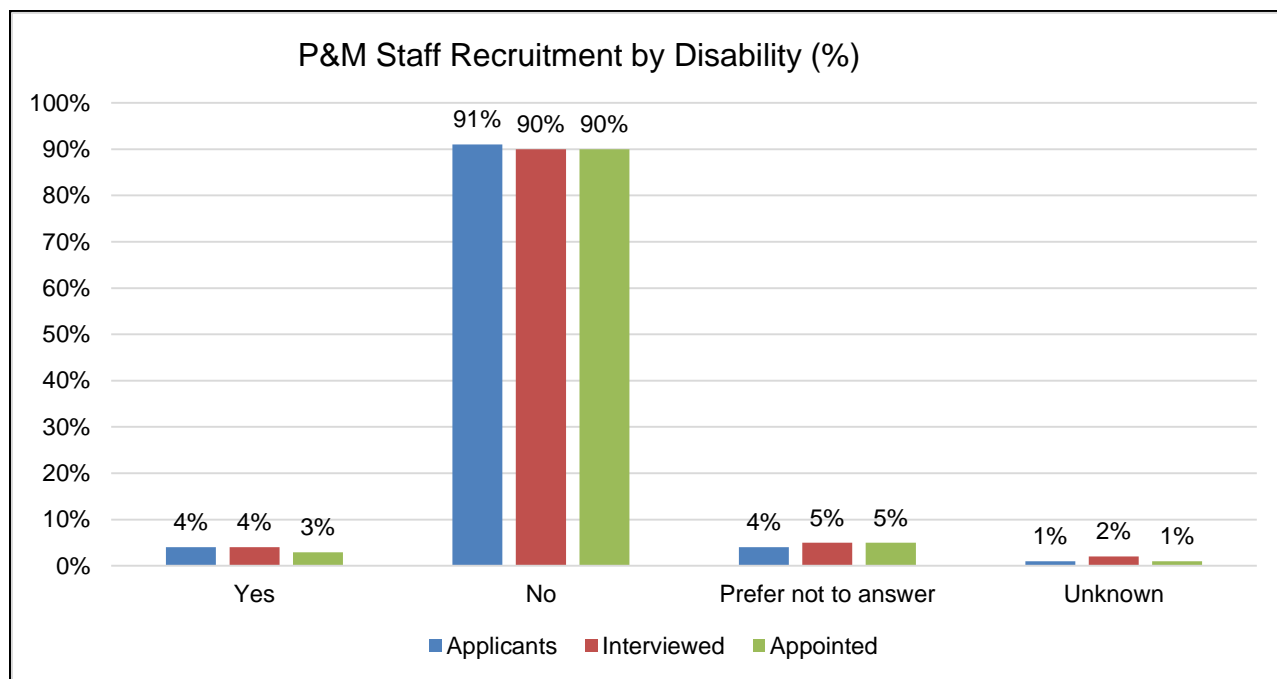
Commentary

During the academic year 2018-19, 29% of P&M **applicants** (26%, 2017-18) and 35% of P&M staff **appointed** (35%, 2017-18) declared they had caring responsibilities.

¹ Professional & managerial staff' comprises staff in professional services roles, typically grade 7+.

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

Disability³



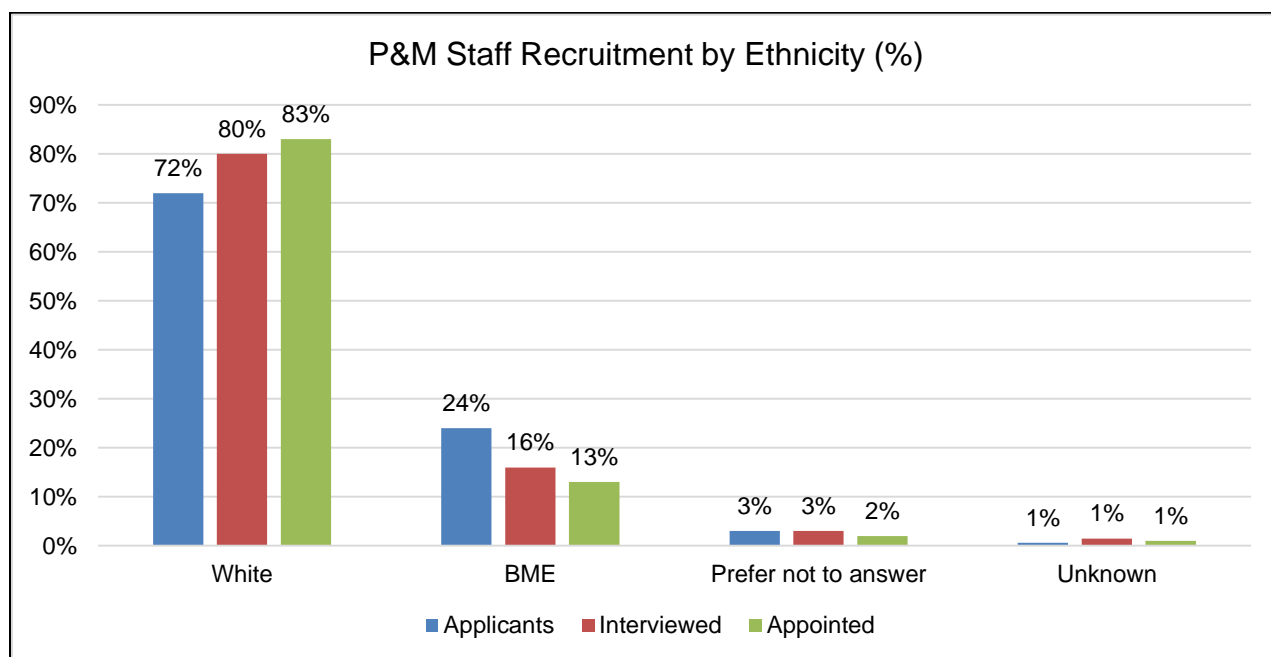
	Yes	No	Prefer not to answer	Unknown
Applicants	4%	91%	4%	1%
Interviewed	4%	90%	5%	2%
Appointed	3%	90%	5%	1%

Commentary

During the academic year 2018-19, 4% of P&M **applicants** (5%, 2017-18), 4% of P&M staff **interviewees** (5% 2017-18) and 3% of P&M staff who were **appointed** (3%, 2017-18) 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



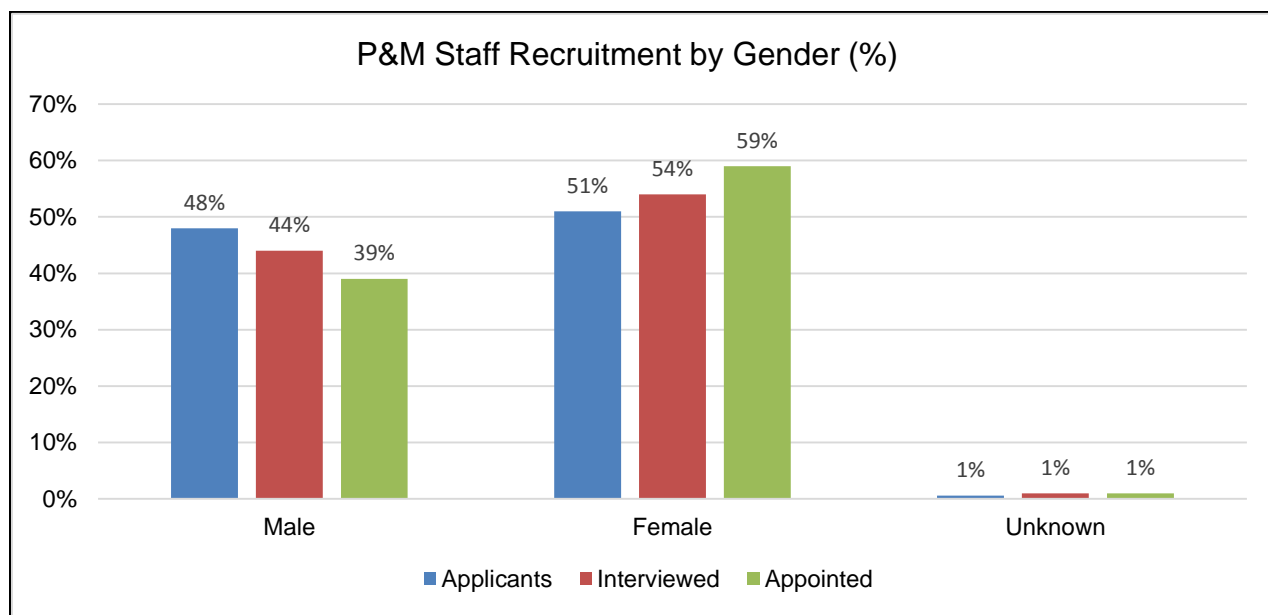
	White	BME ⁴	Prefer not to answer	Unknown
Applicants	72%	24%	3%	1%
Interviewed	80%	16%	3%	1%
Appointed	83%	13%	2%	1%

Commentary

During the academic year 2018-19, 24% of P&M **applicants** (21%, 2017-18), 16% of those **interviewed** (14% 2017-18), and 13% of those **appointed** (8%, 2017-18) were BME.

⁴ BME – Black and minority ethnic

Gender



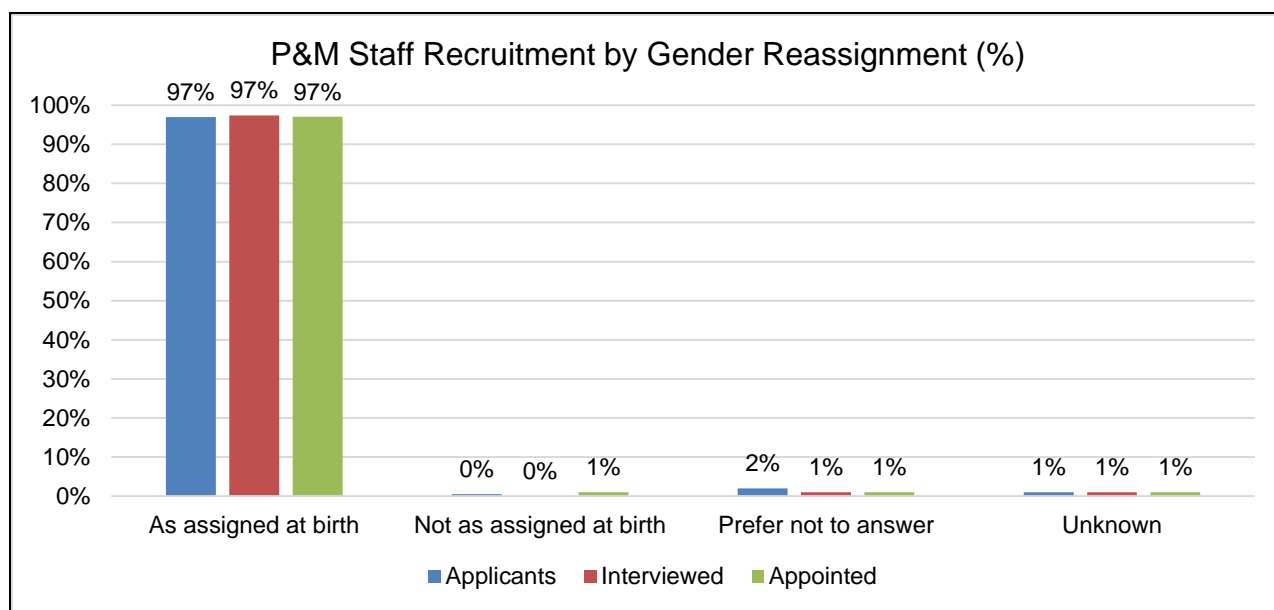
	Male	Female	Unknown
Applicants	48%	51%	1%
Interviewed	44%	54%	1%
Appointed	39%	59%	1%

Commentary

During the academic year 2018-19, 51% of P&M staff **applicants** (51%, 2017-18), and 59% of P&M staff who were **appointed** were female (64%, 2017-18).

48% of P&M staff **applicants** (49%, 2017-18) and 39% of P&M staff who were **appointed** were male (33%, 2017-18).

Gender reassignment



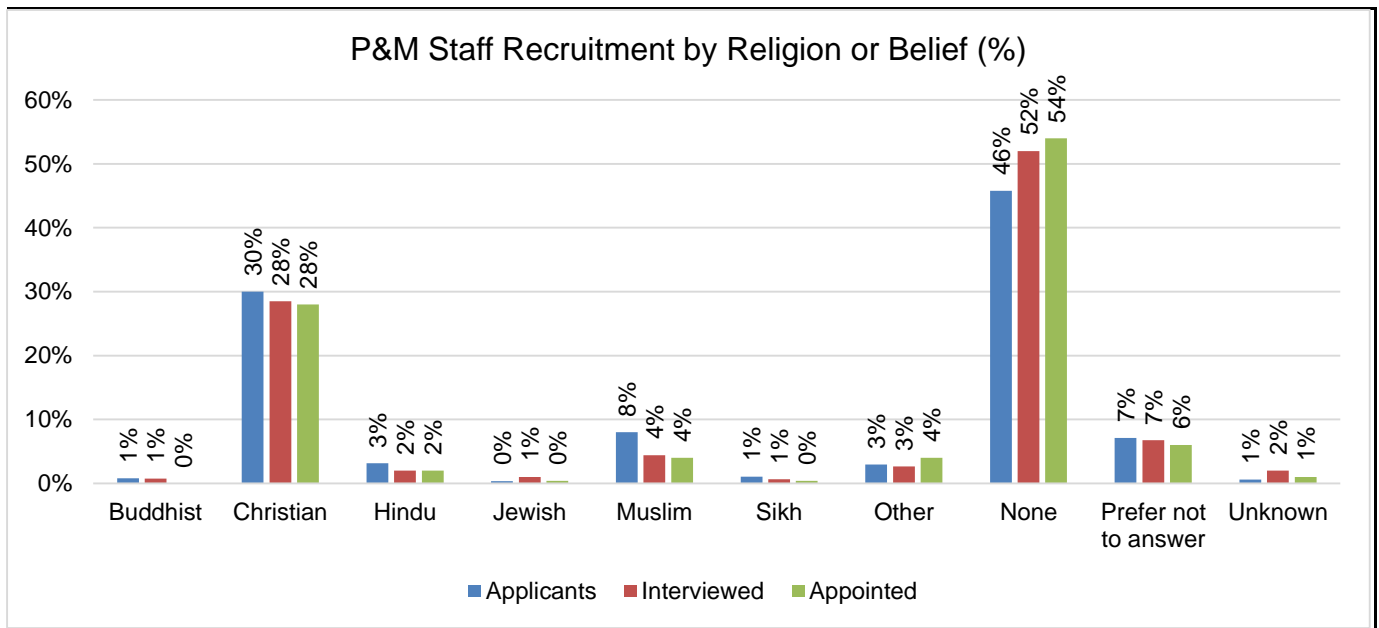
	As assigned at birth	Not as assigned at birth	Prefer not to answer	Unknown
Applicants	97%	0%	2%	1%
Interviewed	97%	0%	1%	1%
Appointed	97%	1%	1%	1%

Commentary

During the academic year 2018-19 there were 11 P&M staff **applicants** who declared that their gender identity did not match their sex as registered at birth. Four of these applicants were **interviewed**, and two were **appointed**.

Of the 63 P&M staff **applicants** who preferred not to answer whether their gender identity matched their sex as registered at birth, 11 were **interviewed** and two were **appointed**.

Religion or Belief



	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer	Unknown
Applicants	1%	30%	3%	0%	8%	1%	3%	46%	7%	1%
Interviewed	1%	28%	2%	1%	4%	1%	3%	52%	7%	2%
Appointed	0%	28%	2%	0%	4%	0%	4%	54%	6%	1%

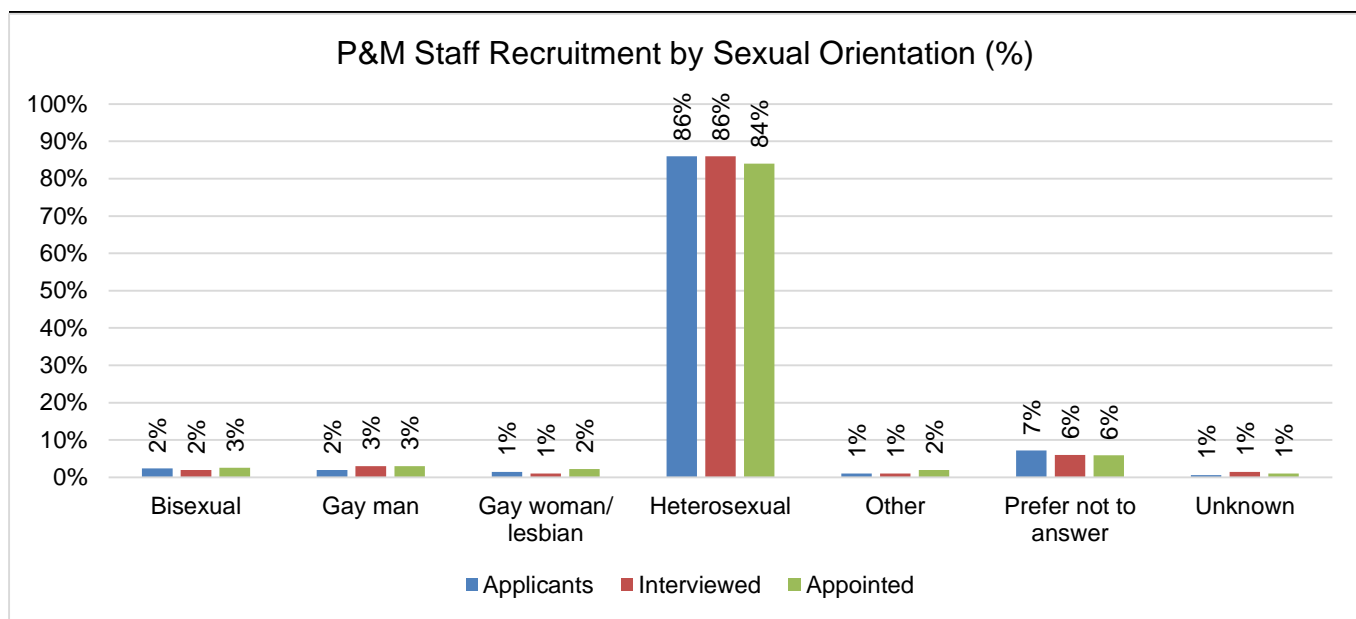
Commentary

During the academic year 2018-19, 46% of P&M **applicants** stated that they had no religion (46%, 2017-18), 30% were Christian (31%, 2017-18) and 8% were Muslim (7%, 2017-18). The percentage of **applicants** who declared that they were Buddhist, Hindu, Jewish, Sikh, or Other religion remained that same in 2018-19 as for the previous year.

Of those P&M staff who were **appointed**, 54% declared that they had no religion (56%, 2017-18), 28% were Christian (31%, 2017-18) and 4% were Muslim (1%, 2017-18). 4% of P&M staff appointments were to those who declared their religion as Other (3%, 2017-18).

Of the 42 P&M staff **applicants** who were Sikh, eight were **interviewed** and one 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 15 P&M staff **applicants** who were Jewish, of which nine were interviewed and one was appointed. Again, this is not reflected in the above chart or table due to the rounding of data. Finally, there were 25 P&M staff **applicants** who were Buddhist, five were **interviewed** and one was **appointed**.

Sexual Orientation



	Bisexual	Gay man	Gay woman/lesbian	Heterosexual	Other	Prefer not to answer	Unknown
Applicants	2%	2%	1%	86%	1%	7%	1%
Interviewed	2%	3%	1%	86%	1%	6%	1%
Appointed	3%	3%	2%	84%	2%	6%	1%

Commentary

During the academic year 2018-19, 5% of P&M staff **applicants** stated they were either gay, lesbian or bisexual (6%, 2017-18) and 7% of P&M staff **applicants** preferred not answer this question (7%, 2017-18).

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