

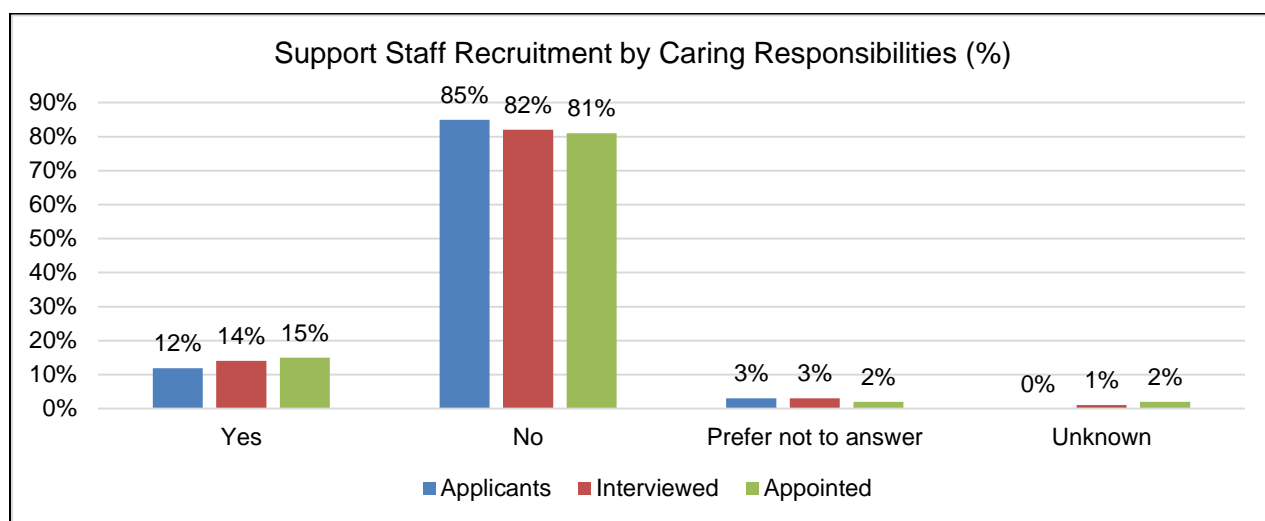
University of Leeds – Support¹ staff recruitment data 1 August 2018 – 31 July 2019

The following information provides support staff recruitment data for 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, 16,637 applications were received for support staff positions at the University of Leeds. Of these applicants 3,471 were interviewed and 797 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	12%	85%	3%	0%
Interviewed	14%	82%	3%	1%
Appointed	15%	81%	2%	2%

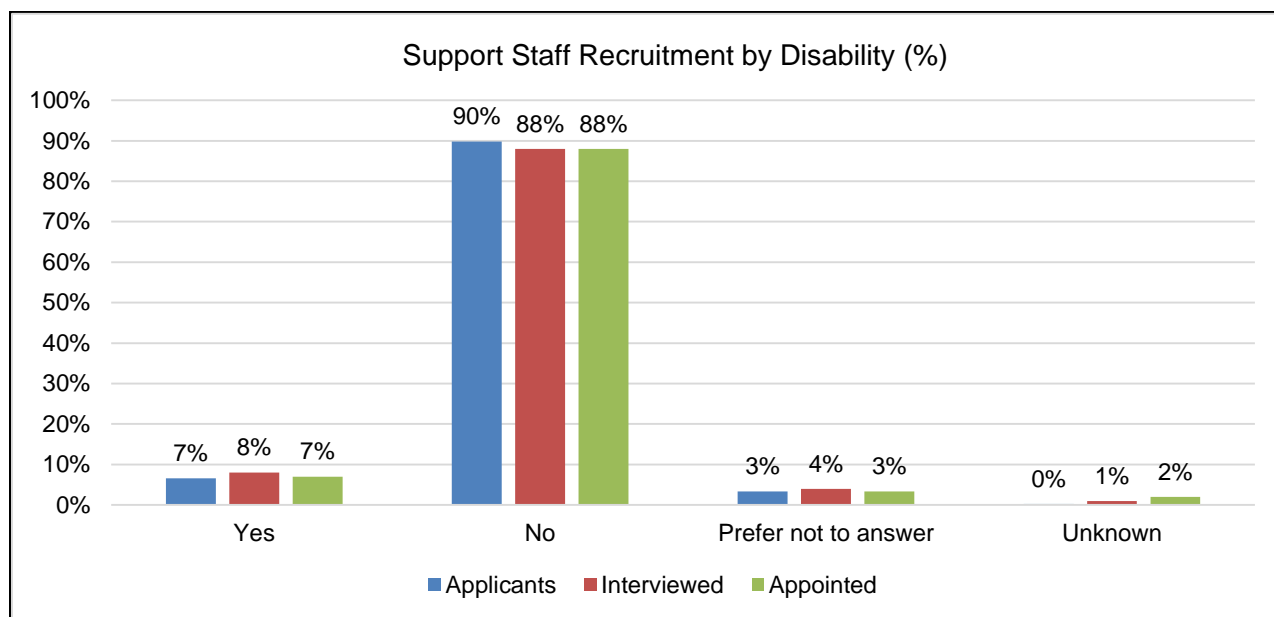
Commentary

During the academic year 2018-19, 12% of support staff **applicants** (12% 2017-18), 14% of support staff **interviewees** (13% 2017-18) and 15% of **appointed** support staff (13% 2017-18) declared they had caring responsibilities.

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

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

Disability³



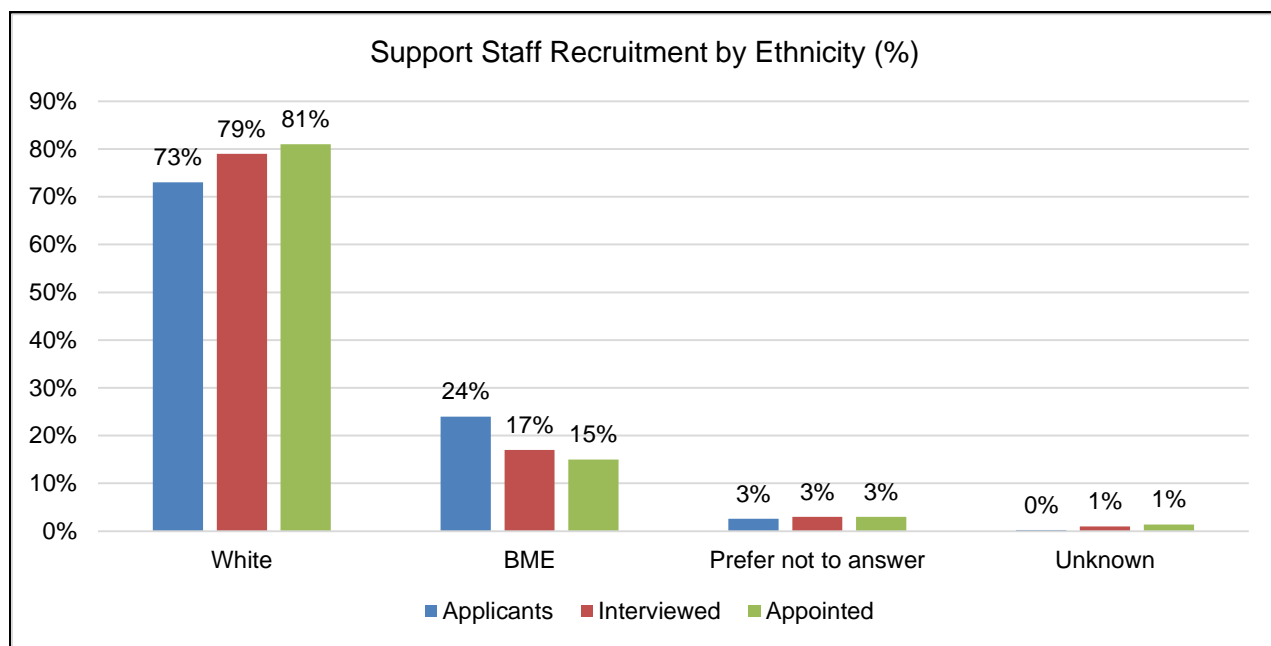
	Yes	No	Prefer not to answer	Unknown
Applicants	7%	90%	3%	0%
Interviewed	8%	88%	4%	1%
Appointed	7%	88%	3%	2%

Commentary

During the academic year 2018-19, 7% of support staff **applicants** (7%, 2017-18), 8% of support staff **interviewees** (7%, 2017-18) and 7% of **appointed** support staff (6%, 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



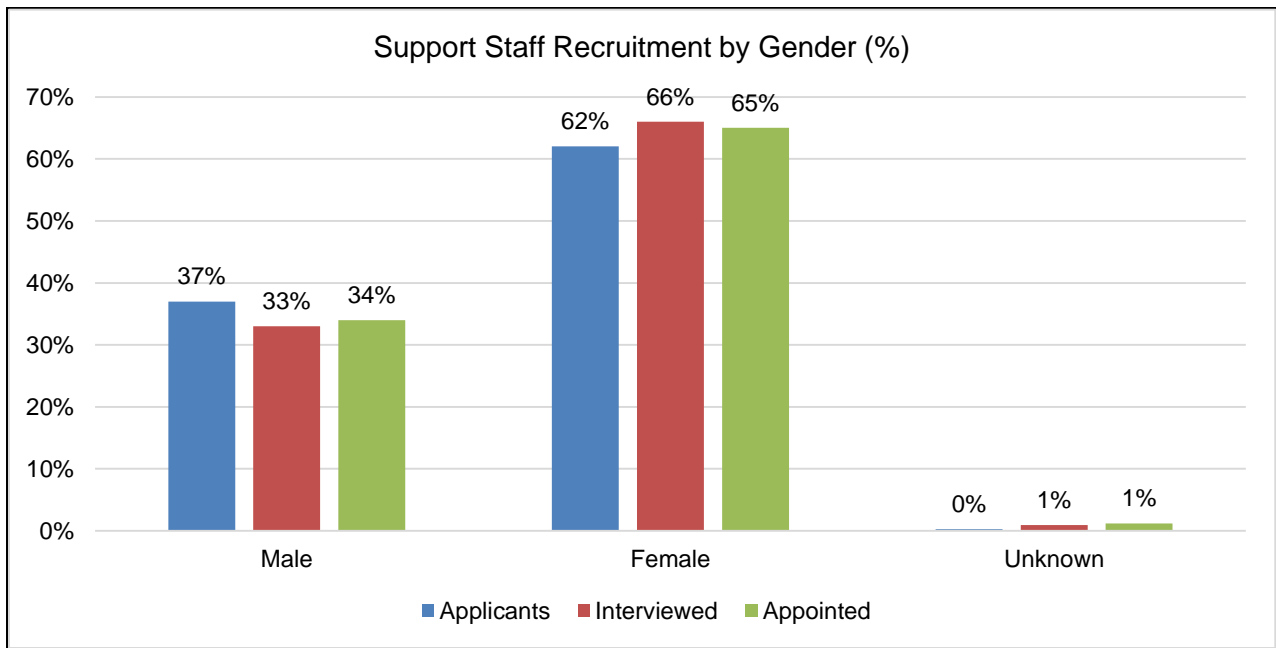
	White	BME ⁴	Prefer not to answer	Unknown
Applicants	73%	24%	3%	0%
Interviewed	79%	17%	3%	1%
Appointed	81%	15%	3%	1%

Commentary

During the academic year 2018-19, 24% of support staff **applicants** (22%, 2017-18), 17% of support staff **interviewees** (14%, 2017-18) and 15% of support staff **appointments** (15%, 2017-18) identified as BME.

⁴ BME- Black and minority ethnic

Gender



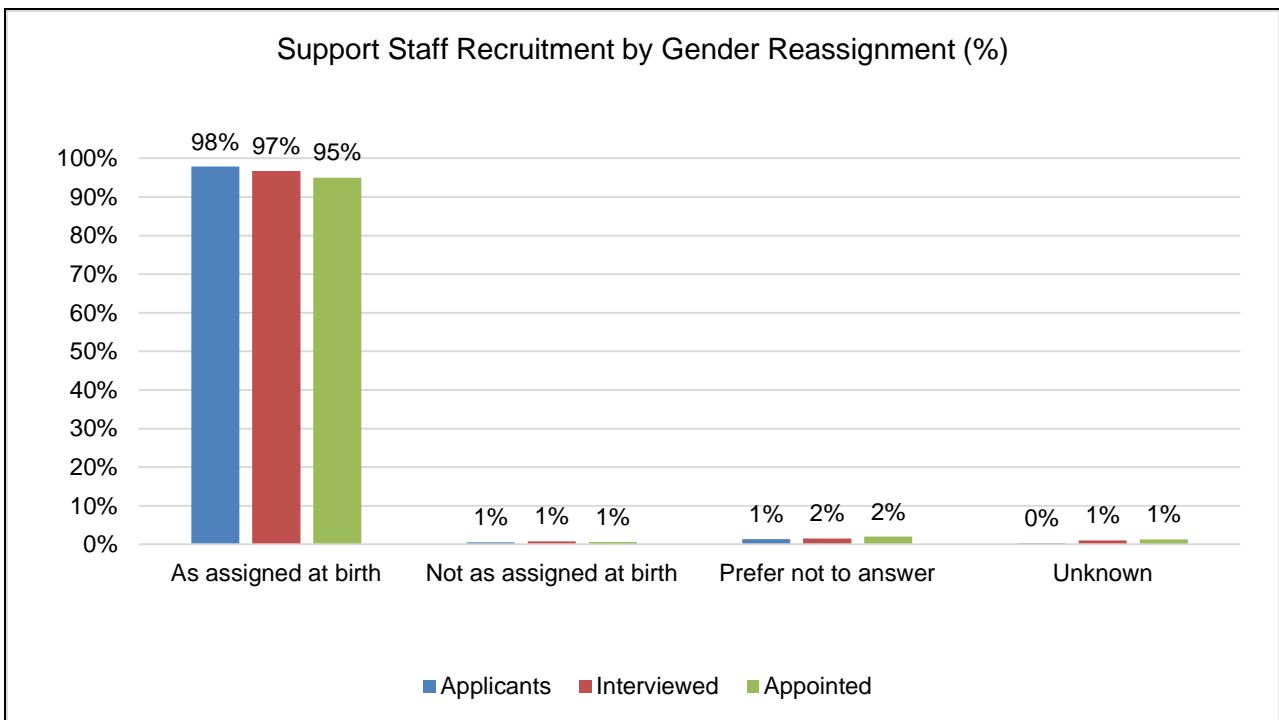
	Male	Female	Unknown
Applicants	37%	62%	0%
Interviewed	33%	66%	1%
Appointed	34%	65%	1%

Commentary

During the academic year 2018-19, 62% of support staff **applicants** (61%, 2017-18), 66% of support staff **interviewees** (65%, 2017-18) and 65% of support staff **appointments** (66%, 2017-18) were female.

During the same period 37% of support staff **applicants** (39%, 2017-18) and 34% of support staff **appointed** during the academic year 2017-18 were male (33%,2017-18).

Gender reassignment



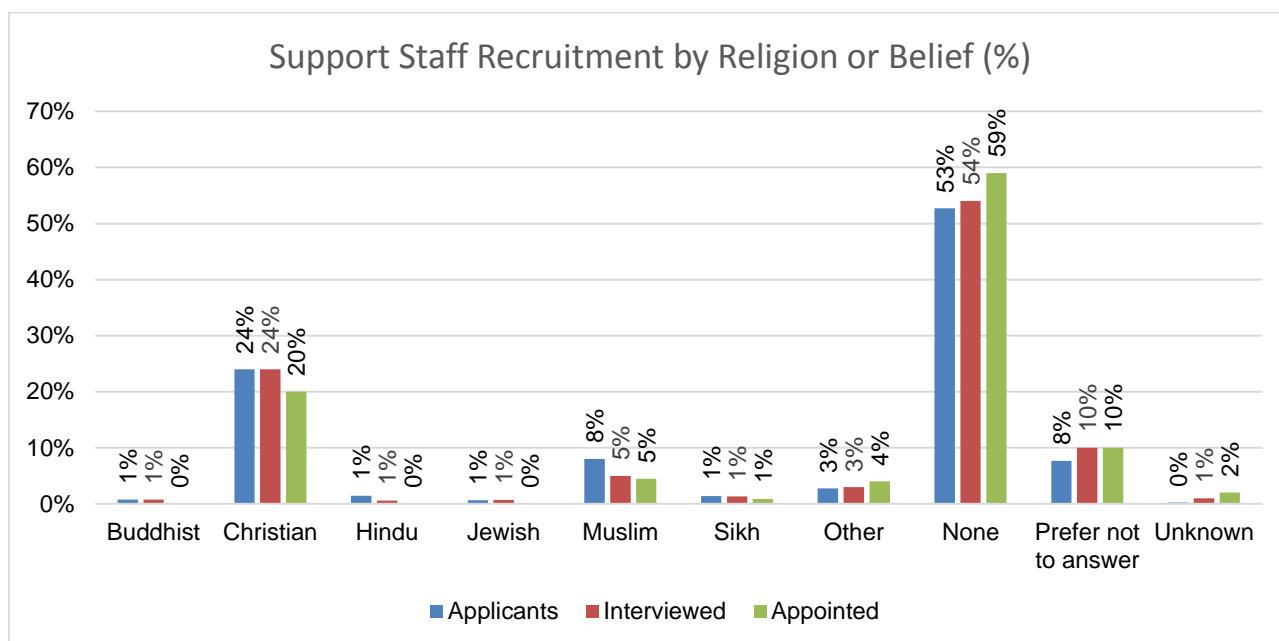
	As assigned at birth	Not as assigned at birth	Prefer not to answer	Unknown
Applicants	98%	1%	1%	0%
Interviewed	97%	1%	2%	1%
Appointed	95%	1%	2%	1%

Commentary

During the academic year 2018-19, 1% of support staff **applicants**, 1% of support staff **interviewees** and 1% of support staff **appointments** declared that their gender identity did not match their sex as registered at birth.

There were also 34 **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



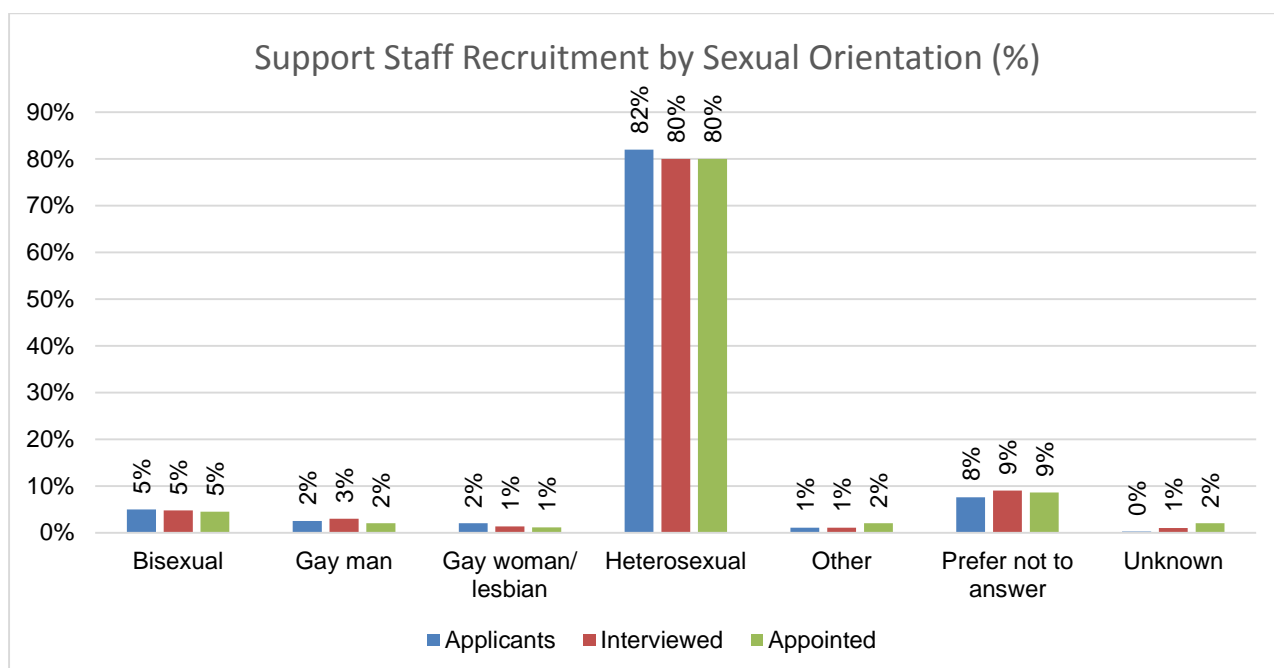
	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer	Unknown
Applicants	1%	24%	1%	1%	8%	1%	3%	53%	8%	0%
Interviewed	1%	24%	1%	1%	5%	1%	3%	54%	10%	1%
Appointed	0%	20%	0%	0%	5%	1%	4%	59%	10%	2%

Commentary

During the academic year 2018-19, 53% of support staff **applicants** (53%, 2017-18) stated they had no religion, 24% were Christian (25%, 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 **appointed**, 59% declared that they had no religion (58%, 2017-18), 20% were Christian (24%, 2017-18) and 5% were Muslim (5%, 2017-18).

Sexual Orientation



	Bisexual	Gay man	Gay woman/lesbian	Heterosexual	Other	Prefer not to answer	Unknown
Applicants	5%	2%	2%	82%	1%	8%	0%
Interviewed	5%	3%	1%	80%	1%	9%	1%
Appointed	5%	2%	1%	80%	2%	9%	2%

Commentary

During the academic year 2018-19, 9% of support staff **applicants** stated they were either gay, lesbian or bisexual (7%, 2017-18).

Of those support staff **appointed** during 2018-19, 8% stated they were gay, lesbian or bisexual (8%, 2017-18).

1% of support staff **applicants** and **interviewees**, and 2% of **appointments** declared their sexual orientation as Other.