# University of Leeds – Academic[[1]](#footnote-1) staff recruitment data 1 August 2019 – 31 July 2020

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## Introduction

The following information provides academic staff recruitment data for the period August 2019 – July 2020. The data are provided by the following protected characteristics: caring responsibilities; disability; ethnicity; gender; gender reassignment; 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 2019 - July 2020, 10,661 applications were received for academic positions at the University of Leeds. Of these applicants 1,619 were interviewed and 427 were appointed.

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

## Caring responsibilities[[2]](#footnote-2)

|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| --- | --- | --- | --- | --- |
| **Applicants** | 26% | 69% | 5% | 0% |
| **Interviewed** | 23% | 71% | 4% | 1% |
| **Appointed** | 22% | 72% | 3% | 3% |

**Commentary**

During the 2019-20 academic year, 26% of academic **applicants** (25%, 2018-19), 23% of academic **interviewees** (24%, 2018-19) and 22% of those **appointed** (23%, 2018-19) declared they had caring responsibilities.

## Disability[[3]](#footnote-3)

|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| --- | --- | --- | --- | --- |
| **Applicants** | 3% | 94% | 3% | 0% |
| **Interviewed** | 4% | 91% | 3% | 1% |
| **Appointed** | 4% | 88% | 6% | 2% |

**Commentary**

During the 2019-20 academic year 3% of academic **applicants** declared a disability (4%, 2018-19), 4% of academic **interviewees** declared a disability (4%, 2018-19) and 4% of those **appointed** declared a disability (4%, 2018-19).

## Ethnicity

|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Applicants** | 38% | 7% | 35% | 5% | 9% | 6% | 0% |
| **Interviewed** | 57% | 4% | 23% | 4% | 6% | 5% | 1% |
| **Appointed** | 64% | 3% | 16% | 4% | 6% | 5% | 2% |

**Commentary**

During the 2019-20 academic year 56% ofacademic **applicants** (50%, 2017-18), 37% of academic **interviewees** (35%, 2017-18)and those 29% of those **appointed** (26% 2017-18) declared their ethnicity as Black, Asian, Mixed or Other.

## Gender



|  | **Male** | **Female** | **Gender fluid** | **Non binary** | **Other** | **Unknown** |
| --- | --- | --- | --- | --- | --- | --- |
| **Applicants** | 62% | 38% | 0% | 0% | 0% | 0% |
| **Interviewed** | 52% | 47% | 0% | 0% | 0% | 1% |
| **Appointed** | 45% | 53% | 0% | 0% | 0% | 2% |

**Commentary**

During the academic year 2019-20, 38% of academic **applicants** (38%, 2018-19), 47% of academic **interviewees** (45%, 2018-19) and 53% of academics **appointed** (50%, 2018-19) were female.

62% of academic **applicants** (62%, 2018-19), 52% of academic **interviewees** (54%, 2018-19) and 45% of academics **appointed** (48%, 2018-19) were male.

This year, additional categories were available. No applicants were gender fluid or non binary, although there were 35 **applicants** with other gender, 8 of which were **interviewed**, and one **appointed**.

## **Gender reassignment**

“Is your gender identity the same as the gender you were assigned at birth?”

|  | **As assigned at birth** | **Not as assigned at birth** | **Prefer not to answer** | **Unknown** |
| --- | --- | --- | --- | --- |
| **Applicants** | 97% | 0% | 2% | 0% |
| **Interviewed** | 96% | 0% | 2% | 1% |
| **Appointed** | 96% | 0% | 2% | 2% |

**Commentary**

During the academic year 2019-20 there were 51 academic **applicants** (69, 2018-19) who declared that their gender identity did not match their gender as assigned at birth. Of these 56 applicants, five were **interviewed** (7, 2018-19) and none were **appointed** (2, 2018-19).

## Religion or Belief

|   | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Applicants** | 2% | 21% | 10% | 1% | 22% | 2% | 0% | 1% | 31% | 10% | 0% |
| **Interviewed** | 2% | 22% | 4% | 1% | 10% | 2% | 0% | 2% | 46% | 10% | 1% |
| **Appointed** | 1% | 21% | 3% | 0% | 9% | 1% | 0% | 2% | 50% | 10% | 2% |

**Commentary**

During the academic year 2019-20, 31% of academic **applicants** (37% 2018-19) stated that they had no religion, 22% were Muslim (17%, 2018-19), 21% were Christian (22%, 2018-19), 10% were Hindu (9%, 2018-19).

Of those academics **appointed**, 50% declared that they had no religion (50%, 2018-19), 21% were Christian (22%, 2018-19) and 9% were Muslim (7%, 2018-19).

Of the 37 academic applicants who were Sikh, three were interviewed and none were appointed. Of the 71 academic applicants who were Jewish, 12 were interviewed and one was appointed. However, the Sikh applicants, interviewees and appointments and the Jewish 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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Applicants** | 4% | 2% | 1% | 79% | 2% | 12% | 0% |
| **Interviewed** | 3% | 2% | 0% | 81% | 1% | 11% | 1% |
| **Appointed** | 2% | 1% | 0% | 83% | 1% | 10% | 2% |

**Commentary**

During the academic year 2019-20, 7% of academic **applicants** stated they were either gay, lesbian or bisexual (7%, 2018-19).

Of those academics **appointed** in 2019-20, 3% stated they were either gay, lesbian or bisexual (5%, 2018-19).

2% of academic **applicants** (1%, 2018-19), 1% of the **interviewees** (1%, 2018-19) and 1% of the **appointments** (1%, 2018-19) declared their sexual orientation as Other.

1. ‘Academic staff’ includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc. [↑](#footnote-ref-1)
2. Defined as: caring for one or more children, one or more disabled children, a disabled adult, an older person, or another adult [↑](#footnote-ref-2)
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. [↑](#footnote-ref-3)