# University of Leeds staff recruitment data

# 1 August 2019 – 31 July 2020

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## Introduction

The following information provides data on all (academic, professional and managerial, and support) staff recruited during the period August 2019 – July 2020. These 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, 27,222 applications were received for positions at the University of Leeds. Of these applicants 4,976 were interviewed and 1,101 were appointed.***Data are rounded to the nearest whole percent and therefore may not always total 100%****.*

## Caring responsibilities[[1]](#footnote-1)

|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| --- | --- | --- | --- | --- |
| **Applicants** | 19% | 77% | 4% | 0% |
| **Interviewed** | 20% | 76% | 3% | 1% |
| **Appointed** | 20% | 74% | 3% | 2% |

**Commentary**During the academic year 2019-20, 19% of **applicants** (18%, 2018-19), 20% of those **interviewed** (20%, 2018-19) and 20% of those **appointed** (21% 2018-19) declared they had caring responsibilities.

## Disability[[2]](#footnote-2)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 5% | 91% | 4% | 0% |
| **Interviewed** | 6% | 88% | 4% | 1% |
| **Appointed** | 5% | 88% | 5% | 2% |

**Commentary**

During the academic year 2019-20, 5% of **applicants** (5%, 2018-19), 6% of those **interviewed** (6%, 2018-19) and 5% of those **appointed** (5%, 2018-19) declared a disability.

## Ethnicity

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 57% | 6% | 23% | 4% | 5% | 4% | 0% |
| **Interviewed** | 72% | 3% | 13% | 4% | 3% | 4% | 1% |
| **Appointed** | 73% | 2% | 11% | 4% | 3% | 4% | 2% |

**Commentary**

During the 2019-20 academic year, 38% of **applicants** (33%, 2018-19), 23% of **interviewees** (23%, 2018-19) and 20% of those **appointed** (19% 2018-19) declared their ethnicity as Black, Asian, Mixed or Other.

## Gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender Fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 48% | 51% | 0% | 0% | 0% | 0% |
| **Interviewed** | 42% | 57% | 0% | 0% | 0% | 1% |
| **Appointed** | 38% | 61% | 0% | 0% | 0% | 1% |

**Commentary**

During the academic year 2019-20, 51% of **applicants** (52%, 2018-19), 57% of those **interviewed** (58%, 2018-19) and 61% of those **appointed** (58%, 2018-19) were female.

48% of **applicants** (47%, 2018-19), 42% of those **interviewed** (41%, 2018-19) and 38% of **appointments** (40%, 2018-19) were male.

This year, additional categories were available. No applicants were gender fluid or non binary, although there were 66 **applicants** with other gender, 15 of which were **interviewed**, and two **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% | 1% | 2% | 0% |
| **Interviewed** | 96% | 1% | 2% | 1% |
| **Appointed** | 96% | 0% | 3% | 1% |

 **Commentary**

During the academic year 2019-20 there were 179 **applications** (210, 2018-19) from individuals who declared that their gender identity did not match their gender assigned at birth. Of these applicants, 26 were **interviewed** (35, 2018-19)and 4 were **appointed** (12, 2018-19).

Religion or Belief

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 23% | 5% | 1% | 14% | 2% | 1% | 1% | 43% | 9% | 0% |
| **Interviewed** | 1% | 23% | 2% | 1% | 7% | 2% | 1% | 1% | 51% | 10% | 1% |
| **Appointed** | 1% | 21% | 2% | 0% | 7% | 2% | 1% | 2% | 53% | 10% | 2% |

**Commentary**

During the academic year 2019-20, 43% of **applicants** stated that they had no religion (46%, 2018-19), 23% were Christian (24%, 2018-19) and 14% were Muslim (11%, 2018-19). Of those **appointed**, 53% declared that they had no religion (55%, 2018-19), 21% were Christian (22%, 2018-19) and 7% were Muslim (5%, 2018-19). Of the 166 **applicants** who were Jewish, 30 were **interviewed** and five 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** | 6% | 2% | 1% | 79% | 2% | 10% | 0% |
| **Interviewed** | 5% | 2% | 1% | 79% | 1% | 10% | 1% |
| **Appointed** | 4% | 2% | 1% | 79% | 2% | 10% | 2% |

**Commentary**

During the academic year 2019-20, 9% of **applicants** stated they were either gay, lesbian or bisexual (8%, 2018-19). 10% of **applicants** preferred not answer this question (9%, 2018-19).

Of those **appointed** in 2019-20, 7% stated they were gay, lesbian or bisexual (6%, 2018-19). 10% of those **appointed** preferred not to answer this question (10%, 2018-19).

1. Defined as: caring for one or more children, one or more disabled children, a disabled adult, an older person, or another adult [↑](#footnote-ref-1)
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. [↑](#footnote-ref-2)