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

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## Introduction

The following information provides Professional and Managerial (P&M) 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, 2,771 applications were received for P&M positions at the University of Leeds. Of these applicants 815 were interviewed and 185 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** | 28% | 67% | 4% | 1% |
| **Interviewed** | 32% | 61% | 4% | 4% |
| **Appointed** | 35% | 58% | 3% | 4% |

**Commentary**

During the academic year 2019-20, 28% of P&M **applicants** (29%, 2018-19) and 35% of P&M staff **appointed** (35%, 2018-19) declared they had caring responsibilities.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 5% | 90% | 4% | 1% |
| **Interviewed** | 5% | 87% | 5% | 3% |
| **Appointed** | 4% | 88% | 4% | 4% |

**Commentary**

During the academic year 2019-20, 5% of P&M **applicants** (4%, 2018-19), 5% of P&M **interviewees** (4% 2018-19) and 4% of P&M staff who were **appointed** (3%, 2018-19) declared a disability.

## Ethnicity

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 67% | 6% | 16% | 3% | 3% | 5% | 1% |
| **Interviewed** | 78% | 12% | 8% | 2% | 2% | 4% | 3% |
| **Appointed** | 82% | 1% | 6% | 3% | 2% | 3% | 4% |

**Commentary**

During the academic year 2019-20, 28% of P&M **applicants** (24%, 2018-19), 24% of those **interviewed** (16% 2018-19), and 12% of those **appointed** (13%, 2018-19) were Black, Asian, Mixed or Other ethnicity.

## Gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 50% | 49% | 0% | 0% | 0% | 1% |
| **Interviewed** | 41% | 56% | 0% | 0% | 0% | 3% |
| **Appointed** | 37% | 59% | 0% | 0% | 0% | 4% |

**Commentary**

During the academic year 2019-20, 49% of P&M staff **applicants** (51%, 2018-19), and 59% of P&M staff who were **appointed** were female (59%, 2018-19).

50% of P&M staff **applicants** (48%, 2018-19) and 37% of P&M staff who were **appointed** were male (39%, 2018-19).

This year, additional categories were available. No applicants were gender fluid or non binary. There were 9 other applicants, 2 of which were interviewed, none were 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** | 96% | 1% | 2% | 1% |
| **Interviewed** | 93% | 0% | 3% | 3% |
| **Appointed** | 95% | 0% | 1% | 4% |

**Commentary**

During the academic year 2019-20 there were 18 P&M staff **applicants** who declared that their gender identity did not match their gender as assigned at birth. Two of these applicants were **interviewed**, none were **appointed**.

Of the 63 P&M staff **applicants** who preferred not to answer whether their gender identity matched their gender assigned at birth, 23 were **interviewed** and two were **appointed***.*

## Religion or Belief

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 28% | 5% | 1% | 9% | 1% | 1% | 1% | 44% | 9% | 1% |
| **Interviewed** | 1% | 24% | 2% | 1% | 5% | 1% | 0% | 1% | 51% | 10% | 3% |
| **Appointed** | 1% | 25% | 2% | 1% | 3% | 1% | 1% | 2% | 53% | 8% | 4% |

**Commentary**

During the academic year 2019-20, 44% of P&M **applicants** stated that they had no religion (46%, 2018-19), 28% were Christian (30%, 2018-19) and 9% were Muslim (8%, 2018-19).

Of those P&M staff who were **appointed**, 53% declared that they had no religion (54%, 2018-19), 25% were Christian (28%, 2018-19) and 3% were Muslim (4%, 2018-19). 2% of P&M staff appointments were to those who declared their religion as Other (4%, 2018-19).

## Sexual Orientation

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Bisexual** | **Gay man** | **Gay woman/ lesbian** | **Heterosexual** | **Other** | **Prefer not  to answer** | **Unknown** |
| **Applicants** | 3% | 2% | 1% | 83% | 1% | 8% | 1% |
| **Interviewed** | 3% | 2% | 1% | 82% | 0% | 8% | 3% |
| **Appointed** | 3% | 2% | 2% | 83% | 0% | 7% | 4% |

**Commentary**

During the academic year 2019-20, 6% of P&M staff **applicants** stated they were either gay, lesbian or bisexual (5%, 2018-19) and 8% of P&M **applicants** preferred not answer this question (7%, 2018-19).

Of those **appointed**, 7% stated they were gay, lesbian or bisexual (8%, 2018-19).

1. Professional & managerial staff’ comprises staff in professional services roles, typically grade 7+. [↑](#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)