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

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## Introduction

The following information provides support staff recruitment data for 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, 13,790 applications were received for support staff positions at the University of Leeds. Of these applicants 2,542 were interviewed and 489 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** | 11% | 86% | 3% | 0% |
| **Interviewed** | 14% | 83% | 2% | 1% |
| **Appointed** | 12% | 83% | 4% | 1% |

**Commentary**

During the academic year 2019-20, 11% of support staff **applicants** (12% 2018-19), 14% of support staff **interviewees** (14% 2018-19) and 12% of **appointed** support staff(15% 2018-19) declared they had caring responsibilities.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 7% | 88% | 4% | 0% |
| **Interviewed** | 8% | 87% | 5% | 1% |
| **Appointed** | 6% | 88% | 5% | 1% |

**Commentary**

During the academic year 2019-20, 7% of support staff **applicants** (7%, 2018-19), 8% of support staff **interviewees** (8%, 2018-19) and 6% of **appointed** support staff (7%, 2018-19) declared a disability.

## Ethnicity

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 70% | 5% | 15% | 4% | 3% | 3% | 0% |
| **Interviewed** | 79% | 3% | 8% | 4% | 1% | 4% | 1% |
| **Appointed** | 78% | 2% | 9% | 4% | 1% | 4% | 1% |

**Commentary**

During the academic year 2019-20, 27% of support staff **applicants** (24%, 2018-19), 16% of support staff **interviewees** (17%, 2018-19) and 16% of support staff **appointments** (15%, 2018-19) identified as Black, Asian, Mixed or Other ethnicity.

## Gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 38% | 62% | 0% | 0% | 0% | 0% |
| **Interviewed** | 35% | 64% | 0% | 0% | 0% | 0% |
| **Appointed** | 31% | 69% | 0% | 0% | 0% | 0% |

**Commentary**

During the academic year 2019-20, 62% of support staff **applicants** (62%, 2018-19), 64% of support staff **interviewees** (66%, 2018-19) and 69% of support staff **appointments** (65%, 2018-19) were female.

During the same period 38% of support staff **applicants** (37%, 2018-19) and 31% of support staff **appointed** during the academic year 2019-20 were male (34%,2018-19).

This year, additional categories were available. No **applicants** were gender fluid or non binary, although there were 22 **applicants** with other gender, 5 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% | 1% | 2% | 0% |
| **Interviewed** | 97% | 1% | 2% | 0% |
| **Appointed** | 95% | 1% | 4% | 0% |

**Commentary**

During the academic year 2019-20, 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 gender as assigned at birth.

There were also 9 **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** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 23% | 2% | 1% | 9% | 2% | 1% | 1% | 52% | 9% | 0% |
| **Interviewed** | 1% | 23% | 0% | 0% | 6% | 2% | 1% | 1% | 55% | 10% | 1% |
| **Appointed** | 1% | 19% | 1% | 0% | 6% | 2% | 2% | 2% | 56% | 10% | 1% |

**Commentary**

During the academic year 2019-20, 52% of support staff **applicants** (53%, 2018-19) stated they had no religion, 23% were Christian (24%, 2018-19) and 9% were Muslim (8%, 2018-19).

Of those **appointed**, 56% declared that they had no religion (59%, 2018-19), 19% were Christian (20%, 2018-19) and 6% were Muslim (5%, 2018-19).

## Sexual Orientation

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Bisexual** | **Gay man** | **Gay woman/ lesbian** | **Heterosexual** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 7% | 2% | 2% | 78% | 2% | 9% | 0% |
| **Interviewed** | 7% | 3% | 2% | 76% | 2% | 10% | 1% |
| **Appointed** | 7% | 3% | 1% | 75% | 3% | 11% | 1% |

**Commentary**

During the academic year 2019-20, 11% of support staff **applicants** stated they were either gay, lesbian or bisexual (9%, 2018-19).

Of those support staff **appointed** during 2019-20**,** 11% stated they were gay, lesbian or bisexual (8%, 2018-19).

2% of support staff **applicants** and **interviewees,** and 3% of **appointments** declared their sexual orientation as Other.

1. ‘Support staff’ is comprised of clerical staff, technicians and operational support roles. [↑](#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)