# University of Leeds – Support[[1]](#footnote-1) staff recruitment data 1 August 2020 – 31 July 2021

**Contents**

[Introduction 1](#_Toc56690594)

[Caring responsibilities 2](#_Toc56690595)

[Disability 3](#_Toc56690596)

[Ethnicity 4](#_Toc56690597)

[Gender 5](#_Toc56690598)

[Gender reassignment 6](#_Toc56690599)

[Religion or Belief 7](#_Toc56690600)

[Sexual Orientation 8](#_Toc56690601)

## Introduction

The following information provides support staff recruitment data for the period August 2020 – July 2021. 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 this period 10,379 applications were received for support staff positions, 2,138 individuals were interviewed and 525 were appointed.

For comparison, during 2019-20 13,790 applications were received for support staff positions, 2,542 individuals 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)

## Support staff recruitment by caring responsibilities

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 12% | 86% | 2% | 0% |
| **Interviewed** | 15% | 83% | 2% | 1% |
| **Appointed** | 14% | 83% | 2% | 0% |

**Commentary**

During the academic year 2020-21, 11% of support staff **applicants** (11% 2019-20), 15% of support staff **interviewees** (14% 2019-20) and 14% of **appointed** support staff(12% 2019-20) declared they had caring responsibilities.

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



|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 8% | 87% | 5% | 0% |
| **Interviewed** | 10% | 84% | 5% | 1% |
| **Appointed** | 10% | 84% | 5% | 0% |

**Commentary**

During the academic year 2020-21, 8% of support staff **applicants** (7%, 2019-20), 10% of support staff **interviewees** (8%, 2019-20) and 10% of **appointed** support staff (6%, 2019-20) declared a disability.

## Ethnicity



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 71% | 5% | 14% | 4% | 3% | 4% | 0% |
| **Interviewed** | 76% | 4% | 9% | 4% | 2% | 4% | 1% |
| **Appointed** | 80% | 3% | 9% | 2% | 3% | 3% | 0% |

**Commentary**

During the academic year 2019-20, 26% of support staff **applicants** (27%, 2019-20), 19% of support staff **interviewees** (16%, 2019-20) and 17% of support staff **appointments** (15%, 2019-20) identified as Black, Asian, Mixed or Other ethnicity.

## Gender

## Support staff recruitment by gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 37% | 62% | 0% | 1% | 0% | 0% |
| **Interviewed** | 32% | 66% | 0% | 1% | 0% | 1% |
| **Appointed** | 31% | 67% | 0% | 1% | 0% | 0% |

**Commentary**

During the academic year 2020-21, 62% of support staff **applicants** (62%, 2019-20), 66% of support staff **interviewees** (64%, 2019-20) and 67% of support staff **appointments** (69%, 2019-20) were female.

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

Twelve **applicants** were gender fluid of which 2 were interviewed but none appointed. 63 applicants were non binary, with 13 interviewed and 7 appointed. 46 **applicants** were of other gender, 14 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** | 95% | 1% | 3% | 0% |

**Commentary**

During the academic year 2021-21, 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. This corresponds to 100 applicants, 16 interviewees and 7 appointments. The percentages are the same as for last year.

## Religion or Belief



|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 23% | 2% | 0% | 7% | 2% | 1% | 1% | 54% | 9% | 0% |
| **Interviewed** | 1% | 21% | 1% | 1% | 6% | 2% | 1% | 1% | 57% | 10% | 1% |
| **Appointed** | 1% | 20% | 0% | 1% | 5% | 2% | 1% | 1% | 62% | 8% | 0% |

**Commentary**

During the academic year 2020-21, 54% of support staff **applicants** (52%, 2019-20) stated they had no religion, 23% were Christian (23%, 2019-20) and 7% were Muslim (9%, 2019-20).

Of those **appointed**, 62% declared that they had no religion (56%, 2019-20), 20% were Christian (19%, 2019-20) and 5% were Muslim (6%, 2019-20).

## Sexual Orientation



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Bisexual** | **Gay man** | **Gay woman/ lesbian** | **Heterosexual** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 8% | 3% | 2% | 76% | 1% | 9% | 0% |
| **Interviewed** | 8% | 3% | 2% | 75% | 2% | 11% | 1% |
| **Appointed** | 8% | 4% | 2% | 76% | 2% | 9% | 0% |

**Commentary**

During the academic year 2020-21, 13% of support staff **applicants** stated they were either gay, lesbian or bisexual (11%, 2019-20).

Of those support staff **appointed** during 2019-20**,** 14% stated they were gay, lesbian or bisexual (11%, 2019-20).

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)