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

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## Introduction

The following information provides Professional and Managerial (P&M) staff recruitment data for the period August 2020 – July 2021. 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 this period 2,590 applications were received for P&M positions at the University of Leeds. Of these applicants 907 were interviewed and 210 were appointed

For comparison, during the period August 2019 - July 2020, 2,771 applications were received for P&M positions, 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** | 30% | 65% | 3% | 2% |
| **Interviewed** | 31% | 63% | 3% | 4% |
| **Appointed** | 36% | 60% | 2% | 2% |

**Commentary**

During the academic year 2020-21, 30% of P&M **applicants** (28%, 2019-20) and 36% of P&M staff **appointed** (35%, 2019-20) declared they had caring responsibilities.

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



|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 6% | 88% | 4% | 2% |
| **Interviewed** | 8% | 84% | 4% | 4% |
| **Appointed** | 6% | 86% | 7% | 2% |

**Commentary**

During the academic year 2020-21, 6% of P&M **applicants** (5%, 2019-20), 8% of P&M **interviewees** (5% 2019-20) and 6% of P&M staff who were **appointed** (4%, 2019-20) declared a disability.

## Ethnicity



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 67% | 4% | 18% | 3% | 2% | 4% | 2% |
| **Interviewed** | 76% | 2% | 9% | 3% | 2% | 5% | 4% |
| **Appointed** | 83% | 1% | 7% | 2% | 1% | 4% | 1% |

**Commentary**

During the academic year 2020-21, 27% of P&M **applicants** (28%, 2019-20), 16% of those **interviewed** (24% 2019-20), and 11% of those **appointed** (12%, 2019-20) were Black, Asian, Mixed or Other ethnicity.

## Gender



|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 51% | 46% | 0% | 0% | 0% | 2% |
| **Interviewed** | 45% | 51% | 0% | 0% | 0% | 4% |
| **Appointed** | 43% | 55% | 0% | 0% | 0% | 1% |

**Commentary**

During the academic year 2020-21, 46% of P&M staff **applicants** (49%, 2019-20), and 55% of P&M staff who were **appointed** were female (59%, 2019-20).

51% of P&M staff **applicants** (54%, 2019-20) and 43% of P&M staff who were **appointed** were male (41%, 2019-20).

Three applicants were gender fluid – none were interviewed. Eight applicants were non binary: 4 were interviewed and one appointed. There were 8 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** | 95% | 0% | 3% | 2% |
| **Interviewed** | 92% | 1% | 3% | 4% |
| **Appointed** | 94% | 0% | 4% | 2% |

**Commentary**

During the academic year 2020-21 there were 12 P&M staff **applicants** who declared that their gender identity did not match their gender as assigned at birth. Five of these applicants were **interviewed** and one was **appointed**.

Of the 72 P&M staff **applicants** who preferred not to answer whether their gender identity matched their gender assigned at birth, 30 were **interviewed** and 8 were **appointed***.*

## Religion or Belief

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 28% | 6% | 0% | 7% | 2% | 1% | 1% | 44% | 8% | 2% |
| **Interviewed** | 0% | 27% | 2% | 1% | 4% | 2% | 1% | 1% | 51% | 8% | 4% |
| **Appointed** | 1% | 26% | 0% | 1% | 4% | 2% | 0% | 1% | 54% | 9% | 1% |

**Commentary**

During the academic year 2020-21, 44% of P&M **applicants** stated that they had no religion (44%, 2019-20), 28% were Christian (28%, 2019-20) and 7% were Muslim (9%, 2019-20).

Of those P&M staff who were **appointed**, 54% declared that they had no religion (53%, 2019-20), 26% were Christian (25%, 2019-20) and 4% were Muslim (3%, 2019-20).

## Sexual Orientation



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Bisexual** | **Gay man** | **Gay woman/lesbian** | **Heterosexual** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 4% | 2% | 1% | 81% | 1% | 9% | 2% |
| **Interviewed** | 5% | 3% | 1% | 79% | 1% | 8% | 4% |
| **Appointed** | 5% | 2% | 0% | 82% | 1% | 8% | 1% |

**Commentary**

During the academic year 2020-21, 7% of P&M staff **applicants** stated they were either gay, lesbian or bisexual (6%, 2019-20). This included 99 bisexual, 54 gay men and 20 gay women/lesbian.

Nine percent of P&M **applicants** preferred not answer this question (8%, 2019-20).

Of those **appointed**, 7% stated they were gay, lesbian or bisexual (7%, 2019-20), comprising 10 bisexual, 5 gay men and one gay woman/lesbian.

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)