# University of Leeds staff recruitment data

# 1 August 2020 – 31 July 2021

**Contents**

[Introduction 1](#_Toc53130181)

[Caring responsibilities 2](#_Toc53130182)

[Disability 3](#_Toc53130183)

[Ethnicity 4](#_Toc53130184)

[Gender 5](#_Toc53130185)

[Gender reassignment 6](#_Toc53130186)

[Religion or Belief 7](#_Toc53130187)

[Sexual Orientation 8](#_Toc53130188)

## Introduction

The following information provides data on all (academic, professional and managerial, and support) staff recruited during 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 the period from August 2020 – July 2021, 23,901 applications were received for positions at the University of Leeds. Of these applicants 5,218 were interviewed and 1,319 were appointed.

For comparison, in the previous year during the period August 2019 - July 2020, 27,222 applications were received 4,976 applicants 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)

All Staff Recruitment by caring responsibilities

|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| --- | --- | --- | --- | --- |
| **Applicants** | 20% | 77% | 3% | 0% |
| **Interviewed** | 21% | 75% | 3% | 1% |
| **Appointed** | 21% | 74% | 3% | 2% |

**Commentary**During the academic year 2020-21, 20% of **applicants** (19%, 2019-20), 21% of those **interviewed** (20%, 2019-20) and 21% of those **appointed** (20% 2019-20) declared they had caring responsibilities.

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

All Staff Recruitment by disability 

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 6% | 90% | 4% | 0% |
| **Interviewed** | 7% | 87% | 4% | 1% |
| **Appointed** | 6% | 88% | 4% | 2% |

**Commentary**

During the academic year 2020-21, 6% of **applicants** (5%, 2019-120), 7% of those **interviewed** (6%, 2019-20) and 6% of those **appointed** (5%, 2019-20) declared a disability.

## Ethnicity

All Staff Recruitment by ethnicity 

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 58% | 6% | 22% | 4% | 5% | 4% | 0% |
| **Interviewed** | 68% | 4% | 15% | 4% | 4% | 4% | 1% |
| **Appointed** | 74% | 3% | 11% | 3% | 4% | 4% | 1% |

**Commentary**

During the 2020-21 academic year, 37% of **applicants** (38%, 2019-20), 27% of **interviewees** (23%, 2019-20) and 21% of those **appointed** (20% 2019-20) declared their ethnicity as Black, Asian, Mixed or Other.

## Gender

All Staff Recruitment by gender 

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender Fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 49% | 50% | 0% | 0% | 0% | 0% |
| **Interviewed** | 42% | 56% | 0% | 1% | 0% | 1% |
| **Appointed** | 39% | 59% | 0% | 1% | 0% | 1% |

**Commentary**

During the academic year 2020-21, 50% of **applicants** (51%, 2019-20), 56% of those **interviewed** (57%, 2019-20) and 59% of those **appointed** (61%, 2019-20) were female.

49% of **applicants** (48%, 2019-20), 42% of those **interviewed** (42%, 2019-20) and 39% of **appointments** (38%, 2019-20) were male.

20 applicants were gender fluid of which 4 were interviewed but none appointed and 111 non binary of which 27 were interviewed and 10 appointed (there were no applicants in either category in 2019-20). 98 **applicants** had other gender (66 in 2019-20) 15 of which were **interviewed**, and two **appointed** (same numbers as last year).

## **Gender reassignment**

“Is your gender identity the same as the gender you were assigned at birth?”

All Staff Recruitment by gender identity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **As assigned at birth** | **Not as assigned at birth** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 97% | 1% | 2% | 0% |
| **Interviewed** | 95% | 1% | 3% | 1% |
| **Appointed** | 95% | 1% | 3% | 2% |

**Commentary**

During the academic year 2020-21 there were 202 **applications** (179, 2019-20) from individuals who declared that their gender identity did not match their gender assigned at birth. Of these applicants, 40 were **interviewed** (26, 2019-20)and 13 were **appointed** (4, 2019-20).

Religion or Belief  
  
 Chart

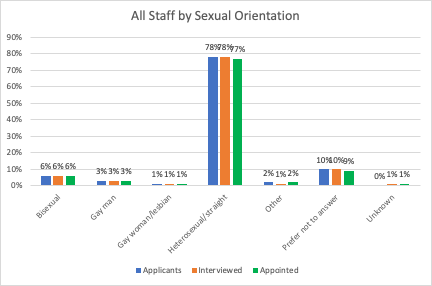
Description automatically generated with medium confidence

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 23% | 5% | 1% | 12% | 2% | 1% | 1% | 45% | 9% | 0% |
| **Interviewed** | 1% | 22% | 2% | 1% | 7% | 2% | 1% | 1% | 52% | 10% | 1% |
| **Appointed** | 1% | 22% | 1% | 1% | 6% | 2% | 1% | 1% | 55% | 9% | 1% |

**Commentary**

During the academic year 2020-21, 45% of **applicants** stated that they had no religion (43%, 2019-20), 23% were Christian (23%, 2019-20) and 12% were Muslim (14%, 2019-20). Of those **appointed**, 55% declared that they had no religion (53%, 2019-20), 22% were Christian (21%, 2019-20) and 6% were Muslim (7%, 2019-20).

## Sexual Orientation



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Bi-sexual** | **Gay man** | **Gay woman/ lesbian** | **Heterosexual** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 6% | 3% | 1% | 78% | 2% | 10% | 0% |
| **Interviewed** | 6% | 3% | 1% | 78% | 1% | 10% | 1% |
| **Appointed** | 6% | 3% | 1% | 77% | 2% | 9% | 1% |

**Commentary**

During the academic year 2020-21, 10% of **applicants** stated they were either gay, lesbian or bisexual (9%, 2019-20). 10% of **applicants** preferred not answer this question (10%, 2019-20).

Of those **appointed** in 2020-21, 10% stated they were gay, lesbian or bisexual (7%, 2019-20). 9% of those **appointed** preferred not to answer this question (10%, 2019-20).

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)