# University of Leeds staff recruitment data

# 1 August 2021 – 31 July 2022

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## Introduction

The following information provides data on all (academic, professional and managerial, and support) staff recruited during the period August 2021 – July 2022. 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 2021 – July 2022, 27,662 applications were received for positions at the University of Leeds. Of these applicants 8,217 were interviewed and 2,652 were appointed.

For comparison, in the previous year during the period August 2020 - July 2021, 23,901 applications were received 5,218 applicants were interviewed and 1,319 were appointed.***Data are rounded to the nearest whole percent and therefore may not always total 100%****.*

## Caring responsibilities[[1]](#footnote-1)

|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| --- | --- | --- | --- | --- |
| **Applicants** | 23% | 73% | 3% | 0% |
| **Interviewed** | 23% | 73% | 3% | 1% |
| **Appointed** | 23% | 73% | 2% | 2% |

**Commentary**During the academic year 2021-22, 23% of **applicants** (20%, 2020-21), 23% of those **interviewed** (21%, 2020-21) and 23% of those **appointed** (21% 2020-21) declared they had caring responsibilities.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 6% | 89% | 5% | 0% |
| **Interviewed** | 7% | 87% | 5% | 1% |
| **Appointed** | 7% | 86% | 5% | 1% |

**Commentary**

During the academic year 2021-22, 6% of **applicants** (6%, 2020-21), 7% of those **interviewed** (7%, 2020-21) and 7% of those **appointed** (6%, 2020-21) declared a disability.

## Ethnicity

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 52% | 8% | 26% | 4% | 6% | 5% | 0% |
| **Interviewed** | 66% | 5% | 17% | 4% | 3% | 4% | 1% |
| **Appointed** | 72% | 4% | 12% | 4% | 3% | 3% | 1% |

**Commentary**

During the 2021-22 academic year, 44% of **applicants** (37%, 2020-21), 29% of **interviewees** (27%, 2020-21) and 23% of those **appointed** (21% 2020-21) declared their ethnicity as Black, Asian, Mixed or Other.

## Gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender Fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 50% | 48% | 0% | 1% | 0% | 0% |
| **Interviewed** | 41% | 57% | 0% | 1% | 0% | 1% |
| **Appointed** | 38% | 60% | 0% | 1% | 0% | 1% |

**Commentary**

During the academic year 2021-22, 48% of **applicants** (50%, 2020-21), 57% of those **interviewed** (56%, 2020-21) and 60% of those **appointed** (59%, 2020-21) were female.

50% of **applicants** (49%, 2020-21), 41% of those **interviewed** (42%, 2020-21) and 38% of **appointments** (39%, 2020-21) were male.

52 applicants were gender fluid of which 11 were interviewed and 3 appointed and 243 non binary of which 80 were interviewed and 32 appointed (there were 20 gender fluid and 111 non binary applicants in 2020-21). 73 **applicants** had other gender (98 in 2020-21) 16 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** | 96% | 1% | 3% | 0% |
| **Interviewed** | 96% | 1% | 2% | 1% |
| **Appointed** | 95% | 2% | 2% | 1% |

**Commentary**

During the academic year 2021-22 there were 330 **applications** (202, 2020-21) from individuals who declared that their gender identity did not match their gender assigned at birth. Of these applicants, 95 were **interviewed** (40, 2020-21)and 41 were **appointed** (13, 2020-21).

Religion or Belief

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 22% | 6% | 1% | 13% | 2% | 1% | 2% | 42% | 9% | 0% |
| **Interviewed** | 1% | 21% | 4% | 1% | 8% | 2% | 1% | 2% | 51% | 9% | 1% |
| **Appointed** | 1% | 21% | 2% | 0% | 6% | 2% | 1% | 2% | 56% | 9% | 1% |

**Commentary**

During the academic year 2021-22, 42% of **applicants** stated that they had no religion (45%, 2020-21), 22% were Christian (23%, 2020-21) and 13% were Muslim (12%, 2020-21). Of those **appointed**, 56% declared that they had no religion (55%, 2020-21), 21% were Christian (22%, 2020-21) and 6% were Muslim (6%, 2020-21).

## Sexual Orientation

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

**Commentary**

During the academic year 2021-22, 10% of **applicants** stated they were either gay, lesbian or bisexual (10%, 2020-21). 11% of **applicants** preferred not answer this question (10%, 2020-21).

Of those **appointed** in 2020-21, 11% stated they were gay, lesbian or bisexual (10%, 2020-21). 9% of those **appointed** preferred not to answer this question (9%, 2020-21).

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)