# University of Leeds – Professional & Managerial[[1]](#footnote-1) staff recruitment data - 1 August 2021 – 31 July 2022

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## Introduction

The following information provides Professional and Managerial (P&M) staff recruitment data for the period August 2021 – July 2022. 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 3,774 applications were received for P&M positions at the University of Leeds. Of these applicants 1,526 were interviewed and 455 were appointed

For comparison, during the period August 2020 - July 2021, 2,590 applications were received for P&M positions, applicants 907 were interviewed and 210 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** | 32% | 63% | 3% | 2% |
| **Interviewed** | 35% | 59% | 3% | 3% |
| **Appointed** | 38% | 56% | 2% | 3% |

**Commentary**

During the academic year 2021-22, 32% of P&M **applicants** (30%, 2020-21) and 38% of P&M staff **appointed** (36%, 2020-21) declared they had caring responsibilities.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 5% | 89% | 4% | 2% |
| **Interviewed** | 6% | 86% | 5% | 3% |
| **Appointed** | 5% | 86% | 6% | 3% |

**Commentary**

During the academic year 2021-22, 5% of P&M **applicants** (6%, 2020-21), 6% of P&M **interviewees** (8% 2020-21) and 5% of P&M staff who were **appointed** (6%, 2020-21) declared a disability.

## Ethnicity

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 64% | 7% | 19% | 2% | 2% | 4% | 2% |
| **Interviewed** | 78% | 4% | 9% | 2% | 1% | 3% | 3% |
| **Appointed** | 84% | 3% | 6% | 2% | 1% | 2% | 3% |

**Commentary**

During the academic year 2021-22, 30% of P&M **applicants** (27%, 2020-21), 16% of those **interviewed** (16% 2020-21), and 12% of those **appointed** (11%, 2020-21) were Black, Asian, Mixed or Other ethnicity.

## Gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 47% | 50% | 0% | 0% | 0% | 2% |
| **Interviewed** | 42% | 54% | 0% | 0% | 0% | 3% |
| **Appointed** | 38% | 58% | 0% | 1% | 0% | 3% |

**Commentary**

During the academic year 2021-22, 50% of P&M staff **applicants** (46%, 2020-21), and 58% of P&M staff who were **appointed** were female (55%, 2020-21).

47% of P&M staff **applicants** (51%, 2020-21) and 38% of P&M staff who were **appointed** were male (43%, 2020-21).

Five applicants were gender fluid – three were interviewed and one appointed. Seventeen applicants were non binary: 4 were interviewed and all 4 appointed. There were 10 other applicants, 4 of which were interviewed, and one was 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% | 2% | 2% |
| **Interviewed** | 94% | 0% | 2% | 3% |
| **Appointed** | 94% | 1% | 2% | 3% |

**Commentary**

During the academic year 2021-22 there were 27 P&M staff **applicants** who declared that their gender identity did not match their gender as assigned at birth. Seven of these applicants were **interviewed** and five were **appointed**.

Of the 71 P&M staff **applicants** who preferred not to answer whether their gender identity matched their gender assigned at birth, 30 were **interviewed** and 7 were **appointed***.*

## Religion or Belief

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 28% | 6% | 0% | 8% | 1% | 1% | 1% | 43% | 8% | 2% |
| **Interviewed** | 0% | 23% | 2% | 1% | 5% | 1% | 1% | 1% | 55% | 8% | 3% |
| **Appointed** | 0% | 23% | 2% | 1% | 3% | 1% | 1% | 1% | 58% | 7% | 3% |

**Commentary**

During the academic year 2021-22, 43% of P&M **applicants** stated that they had no religion (44%, 2020-21), 28% were Christian (28%, 2020-21) and 8% were Muslim (7%, 2020-21).

Of those P&M staff who were **appointed**, 58% declared that they had no religion (54%, 2020-21), 23% were Christian (26%, 2020-21) and 3% were Muslim (4%, 2020-21).

## Sexual Orientation

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Bisexual** | **Gay man** | **Gay woman/ lesbian** | **Heterosexual** | **Other** | **Prefer not  to answer** | **Unknown** |
| **Applicants** | 4% | 2% | 1% | 82% | 1% | 8% | 2% |
| **Interviewed** | 4% | 2% | 2% | 80% | 1% | 9% | 3% |
| **Appointed** | 3% | 3% | 2% | 79% | 2% | 8% | 3% |

**Commentary**

During the academic year 2021-22, 7% of P&M staff **applicants** stated they were either gay, lesbian or bisexual (7%, 2020-21). This included 148 bisexual, 64 gay men and 46 gay women/lesbian.

Eight percent of P&M **applicants** preferred not answer this question (9%, 2020-21).

Of those **appointed**, 8% stated they were gay, lesbian or bisexual (7%, 2020-21), comprising 13 bisexual, 13 gay men and 10 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)