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

**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 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 this period 11,432 applications were received for support staff positions, 4,007 individuals were interviewed and 1,281 were appointed.

For comparison, during 2020-21 10,379 applications were received for support staff positions, 2,138 individuals were interviewed and 525 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** | 15% | 83% | 2% | 0% |
| **Interviewed** | 16% | 82% | 2% | 1% |
| **Appointed** | 16% | 81% | 2% | 1% |

**Commentary**

During the academic year 2021-22, 15% of support staff **applicants** (11%, 2020-21), 16% of support staff **interviewees** (15%, 2020-21) and 16% of **appointed** support staff(14%, 2020-21) declared they had caring responsibilities.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Yes** | **No** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 9% | 86% | 5% | 0% |
| **Interviewed** | 9% | 85% | 6% | 0% |
| **Appointed** | 9% | 85% | 5% | 1% |

**Commentary**

During the academic year 2021-22, 9% of support staff **applicants** (8%, 2020-21), 9% of support staff **interviewees** (10%, 2020-21) and 9% of **appointed** support staff (10%, 2020-21) declared a disability.

## Ethnicity

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **White** | **Black** | **Asian** | **Mixed** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 61% | 6% | 22% | 4% | 3% | 4% | 0% |
| **Interviewed** | 71% | 5% | 14% | 4% | 2% | 4% | 0% |
| **Appointed** | 76% | 5% | 9% | 5% | 1% | 3% | 1% |

**Commentary**

During the academic year 2020-21, 35% of support staff **applicants** (26%, 2020-21), 25% of support staff **interviewees** (19%, 2020-21) and 20% of support staff **appointments** (17%, 2020-21) identified as Black, Asian, Mixed or Other ethnicity.

## Gender

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **Gender fluid** | **Non binary** | **Other** | **Unknown** |
| **Applicants** | 39% | 59% | 0% | 1% | 0% | 0% |
| **Interviewed** | 34% | 64% | 0% | 1% | 0% | 0% |
| **Appointed** | 32% | 65% | 0% | 2% | 0% | 1% |

**Commentary**

During the academic year 2021-22, 59% of support staff **applicants** (62%, 2020-21), 64% of support staff **interviewees** (66%, 2020-21) and 65% of support staff **appointments** (67%, 2020-21) were female.

During the same period, 39% of support staff **applicants** (37%, 2020-21) and 32% of support staff **appointed** were male (31%, 2020-21).

Twenty four **applicants** were gender fluid of which 7 were interviewed and two appointed. 149 applicants were non binary, with 60 interviewed and 23 appointed. 27 **applicants** were of other gender, 8 were **interviewed**, but none **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% | 2% | 2% | 0% |
| **Interviewed** | 96% | 2% | 2% | 0% |
| **Appointed** | 95% | 2% | 2% | 1% |

**Commentary**

During the academic year 2021-22, 2% of support staff **applicants**, 2% of support staff **interviewees** and 2% of support staff **appointments** declared that their gender identity did not match their gender as assigned at birth. This corresponds to 179 applicants, 64 interviewees and 30 appointments.

## Religion or Belief

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Buddhist** | **Christian** | **Hindu** | **Jewish** | **Muslim** | **Spiritual** | **Sikh** | **Other** | **None** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 1% | 22% | 4% | 0% | 9% | 2% | 1% | 2% | 51% | 8% | 0% |
| **Interviewed** | 0% | 22% | 2% | 0% | 6% | 2% | 1% | 2% | 54% | 9% | 0% |
| **Appointed** | 1% | 23% | 1% | 0% | 4% | 3% | 1% | 2% | 56% | 9% | 1% |

**Commentary**

During the academic year 2021-22, 51% of support staff **applicants** (54%, 2020-21) stated they had no religion, 22% were Christian (23%, 2020-21) and 9% were Muslim (7%, 2020-21).

Of those **appointed**, 56% declared that they had no religion (62%, 2020-21), 23% were Christian (20%, 2020-21) and 4% were Muslim (5%, 2020-21).

## Sexual Orientation

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Bisexual** | **Gay man** | **Gay woman/ lesbian** | **Heterosexual** | **Other** | **Prefer not to answer** | **Unknown** |
| **Applicants** | 10% | 2% | 2% | 74% | 2% | 10% | 0% |
| **Interviewed** | 10% | 2% | 2% | 73% | 2% | 10% | 0% |
| **Appointed** | 10% | 2% | 2% | 73% | 2% | 9% | 1% |

**Commentary**

During the academic year 2021-22, 14% of support staff **applicants** stated they were either gay, lesbian or bisexual (13%, 2020-21).

Of those support staff **appointed** during 2021-22**,** 14% stated they were gay, lesbian or bisexual (14%, 2020-21).

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)