

# Recruitment and Selection Equality Monitoring Data 2007/08

## Introduction

The following tables show analyses of Staff Recruitment Equality Monitoring Data relating to:

- Applications (internal and external) by Ethnicity profiled by Academic and support staff posts for 2007/08.
- Applications ( Internal and external) by Disability status profiled by Academic and support staff posts for 2007/2008
- Applications (internal and external) by Gender ,profiled by academic and support staff posts for current year 2007/2008

The report has been produced by the Recruitment and Retention team to help support the Equalities Impact Assessment commencing on 14<sup>th</sup> November 2008.

### ANALYSIS OF APPLICATIONS BY ETHNICITY – BY STAFF GROUP

The University has committed in its Human Resources Strategy to establish targets for the measurement of the workforce composition against relevant populations and publish progress against targets on at least an annual basis. The following tables provide important information on the ethnic composition and progress of applicants for posts at the University.

#### Academic

2007/08 Academic Year																				
Academic	Sept - Nov				Dec - Feb				Mar- May				Jun - Aug				Total			
Ethic Origin	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted
White	198	81	28	27	256	77	22	20	334	108	37	32	299	105	30	28	64%	72%	75%	78%
Black & Minority Ethnic	57	10	2	1	140	29	5	4	190	49	17	14	87	15	4	2	28%	20%	18%	15%
Information refused	5	0	0	0	3	0	0	0	12	3	2	2	14	5	1	1	2%	2%	2%	2%
Not Known	24	6	2	2	28	5	1	1	21	10	3	2	27	11	1	1	6%	6%	5%	4%
<b>Total</b>	<b>284</b>	<b>97</b>	<b>32</b>	<b>30</b>	<b>427</b>	<b>111</b>	<b>28</b>	<b>25</b>	<b>557</b>	<b>170</b>	<b>59</b>	<b>50</b>	<b>427</b>	<b>136</b>	<b>36</b>	<b>32</b>	<b>1695</b>	<b>514</b>	<b>155</b>	<b>137</b>

Applications from the BME group are 4% higher than last year. An increase has been seen in the proportion of BME candidates Interviewed, interviews increased from 15% of total interviews last year to 20%. 15% of all acceptances were from candidates who declared themselves as BME this equates to 25 people.

## Support

2007/08 Academic Year																				
Support	Sept - Nov				Dec - Feb				Mar- May				Jun - Aug				Total			
Ethic Origin	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted
White	1246	287	55	54	563	148	37	32	913	261	60	49	821	236	40	24	75%	83%	84%	83%
Black & Minority Ethnic	253	43	9	9	191	25	6	6	306	58	7	7	251	40	5	3	21%	15%	12%	13%
Information refused	15	2	1	1	10	1	0	0	15	4	1	1	26	7	3	3	1%	1%	2%	3%
Not Known	38	5	2	1	9	2	0	0	17	1	0	0	34	4	3	2	2%	1%	2%	2%
<b>Total</b>	<b>1552</b>	<b>337</b>	<b>67</b>	<b>65</b>	<b>773</b>	<b>176</b>	<b>43</b>	<b>38</b>	<b>1251</b>	<b>324</b>	<b>68</b>	<b>57</b>	<b>1132</b>	<b>287</b>	<b>51</b>	<b>32</b>	<b>4708</b>	<b>1124</b>	<b>229</b>	<b>192</b>

13% of all acceptances were from candidates who declared themselves as BME.

## Overview

2007/08 Academic Year																				
Total	Sept - Nov				Dec - Feb				Mar- May				Jun - Aug				Total			
Ethic Origin	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted
White	1444	368	83	81	819	225	59	52	1247	369	97	81	1120	341	70	52	72%	80%	80%	81%
BME	310	53	11	10	331	54	11	10	496	107	24	21	338	55	9	5	23%	16%	14%	14%
Info Refused	20	2	1	1	13	1	0	0	27	7	3	3	40	12	4	4	2%	1%	2%	2%
Not Known	62	11	4	3	37	7	1	1	38	11	3	2	61	15	4	3	3%	3%	3%	3%
<b>Total</b>	<b>1836</b>	<b>434</b>	<b>99</b>	<b>95</b>	<b>1200</b>	<b>287</b>	<b>71</b>	<b>63</b>	<b>1808</b>	<b>494</b>	<b>127</b>	<b>107</b>	<b>1559</b>	<b>423</b>	<b>87</b>	<b>64</b>	<b>6403</b>	<b>1638</b>	<b>384</b>	<b>329</b>

In the past few years the University has seen much movement in the performance of recruiting from black & minority ethnic groups. 23% of all applications were from BME candidates and 14% of all posts were filled with candidates declared as BME.

## ANALYSIS OF INTERNAL APPLICATIONS BY ETHNICITY – BY STAFF GROUP

### Academic

2007/08 Academic Year																				
Academic	Sept - Nov				Dec - Feb				Mar- May				Jun - Aug				Total			
Ethic Origin	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted
White	39	26	14	14	34	26	10	10	29	17	9	9	23	12	6	6	78%	82%	87%	89%
Black & Minority Ethnic	7	2	2	1	7	4	0	0	10	5	2	2	0	0	0	0	15%	11%	9%	7%
Information refused	1	0	0	0	0	0	0	0	2	2	1	1	1	1	0	0	2%	3%	2%	2%
Not Known	1	1	0	0	1	0	0	0	3	2	1	1	3	1	0	0	5%	4%	2%	2%
<b>Total</b>	<b>48</b>	<b>29</b>	<b>16</b>	<b>15</b>	<b>42</b>	<b>30</b>	<b>10</b>	<b>10</b>	<b>44</b>	<b>26</b>	<b>13</b>	<b>13</b>	<b>27</b>	<b>14</b>	<b>6</b>	<b>6</b>	<b>161</b>	<b>99</b>	<b>45</b>	<b>44</b>

15% of internal applicants for academic roles were from black & minority ethnic staff (13% last year). 11% of interviewees were BME (13% last year), 9% of offers (14% last year) and 7% of acceptances (14% last year) were from BME staff.

## Support Staff

2007/08 Academic Year																				
Support	Sept - Nov				Dec - Feb				Mar - May				Jun - Aug				Total			
Ethnic Origin	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted
White	137	79	23	23	56	35	18	14	126	71	25	20	124	90	22	13	79%	83%	83%	81%
Black & Minority Ethnic	32	22	5	5	18	7	4	4	23	13	2	2	28	11	4	2	18%	16%	14%	15%
Information refused	3	1	1	1	2	0	0	0	3	0	0	0	2	1	1	1	2%	1%	2%	2%
Not Known	0	0	0	0	2	1	0	0	1	0	0	0	1	1	1	1	1%	1%	1%	1%
<b>Total</b>	<b>172</b>	<b>102</b>	<b>29</b>	<b>29</b>	<b>78</b>	<b>43</b>	<b>22</b>	<b>18</b>	<b>153</b>	<b>84</b>	<b>27</b>	<b>22</b>	<b>155</b>	<b>103</b>	<b>28</b>	<b>17</b>	<b>558</b>	<b>332</b>	<b>106</b>	<b>86</b>

18% of internal applicants for Support staff roles were from black & minority ethnic staff (22% last year). 16% of interviewees were BME (16% last year), 14% of offers (15% last year) and 15% of acceptances (13% last year) were From BME staff.

Overall Head Count in comparison to BME targets

Academic Ethnic Origin	Head Count	Current BME %	Target %
Refused	39	2.68%	
White	1287	88.33%	
Black & Minority Ethnic	131	8.99%	9.10%
<b>Total</b>	<b>1457</b>		
Support G1 - 2 Ethnic Origin	Head Count	Current BME %	Target %
Refused	13	2.65%	
White	367	74.75%	
Black & Minority Ethnic	111	22.61%	21.30%
<b>Total</b>	<b>491</b>		
Support Balance Ethnic Origin	Head Count	Current BME %	Target %
Refused	21	1.36%	
White	1408	91.49%	
Black & Minority Ethnic	110	7.15%	9.10%
<b>Total</b>	<b>1539</b>		
Support (all) Ethnic Origin	Head Count	Current BME %	Target %
Refused	34	1.67%	
White	1775	87.44%	
Black & Minority Ethnic	221	10.89%	
<b>Total</b>	<b>2030</b>		
University Ethnic Origin	Head Count	Current BME %	Target %
Refused	73	2.09%	
White	3062	87.81%	
Black & Minority Ethnic	352	10.09%	9.10%
<b>Total</b>	<b>3487</b>		

The table above shows the current overall head count in comparison to the Universities BME targets. As can be seen the University is currently meeting & exceeding its BME targets with the exception of Academic which is 0.11% below & Support Balance which is 1.95% below. Overall the University is currently exceeding the target for BME employees by 1.8%

**ANALYSIS OF APPLICATIONS BY DISABILITY 2007/08**

	Total				% Breakdown			
	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted
<b>Declared Disabled</b>								
Blind or serious visual impairment								
Cognitive impairment								
Deaf or serious hearing impairment	1	1			0.1%	0.2%		
Disabled - Type unknown	16	8			0.9%	1.6%		
Long-standing illness or health condition	2				0.1%			
Mental health condition	1				0.1%			
Other type of disability	5				0.3%			
Physical impairment or mobility issues	3				0.2%			
Specific learning disability	1				0.1%			
<b>Total Academic Disabled</b>	<b>29</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1.7%</b>	<b>1.8%</b>	<b>0.0%</b>	<b>0.0%</b>
Question not answered	7	4	1	1	0.4%	0.8%	0.6%	0.7%
No known disability	1659	501	154	136	97.9%	97.5%	99.4%	99.3%
<b>Academic Total</b>	<b>1695</b>	<b>514</b>	<b>155</b>	<b>137</b>				
Blind or serious visual impairment	3	1			0.1%	0.1%		
Cognitive impairment	1	1			0.0%	0.1%		
Deaf or serious hearing impairment	1				0.0%			
Disabled - Type unknown	75	26	1	1	1.6%	2.3%	0.4%	0.5%
Long-standing illness or health condition	14	2			0.3%	0.2%		
Mental health condition	4	1			0.1%	0.1%		
Other type of disability	34	10	2	2	0.7%	0.9%	0.9%	1.0%
Physical impairment or mobility issues	6	2	2	1	0.1%	0.2%	0.9%	0.5%
Specific learning disability	10	3	1	1	0.2%	0.3%	0.4%	0.5%
<b>Total Support Disabled</b>	<b>148</b>	<b>46</b>	<b>6</b>	<b>5</b>	<b>3.1%</b>	<b>4.1%</b>	<b>2.6%</b>	<b>2.6%</b>
Question not answered	12	7	2	2	0.3%	0.6%	0.9%	1.0%
No known disability	4548	1071	221	185	96.6%	95.3%	96.5%	96.4%
<b>Support Total</b>	<b>4708</b>	<b>1124</b>	<b>229</b>	<b>192</b>				
<b>University Disabled</b>	<b>177</b>	<b>55</b>	<b>6</b>	<b>5</b>	<b>2.8%</b>	<b>3.4%</b>	<b>1.6%</b>	<b>1.5%</b>

The table shows that so far this academic year 1.7% of applicants for academic, 3.1% for support posts. This gives us an overall rate of 2.8% applicants declaring themselves as disabled.

**ANALYSIS OF INTERNAL APPLICATIONS BY DISABILITY – BY STAFF GROUP 2007/08**

	Total				% Breakdown			
	Applied	1st interview	Offer	Accepted	Applied	1st interview	Offer	Accepted
<b>Declared Disabled</b>								
Blind or serious visual impairment								
Cognitive impairment								
Deaf or serious hearing impairment								
Disabled - Type unknown	2	1			1.2%	1.0%		
Long-standing illness or health condition								
Mental health condition								
Other type of disability	1				0.6%			
Physical impairment or mobility issues	2				1.2%			
Specific learning disability								
<b>Total Academic Disabled</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3.1%</b>	<b>1.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Question not answered	1	1	1	1	0.6%	1.0%	2.2%	2.3%
No known disability	155	97	44	43	96.3%	98.0%	97.8%	97.7%
<b>Academic Total</b>	<b>161</b>	<b>99</b>	<b>45</b>	<b>44</b>				
Blind or serious visual impairment								
Cognitive impairment								
Deaf or serious hearing impairment								
Disabled - Type unknown	7	5	1	1	1.3%	1.5%	0.9%	1.2%
Long-standing illness or health condition	3				0.5%			
Mental health condition								
Other type of disability	1				0.2%			
Physical impairment or mobility issues	2	2	2	1	0.4%	0.6%	1.9%	1.2%
Specific learning disability								
<b>Total Support Disabled</b>	<b>13</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>2.3%</b>	<b>2.1%</b>	<b>2.8%</b>	<b>2.3%</b>
Question not answered	6	6	2	2	1.1%	1.8%	1.9%	2.3%
No known disability	539	319	101	82	96.6%	96.1%	95.3%	95.3%
<b>Support Total</b>	<b>558</b>	<b>332</b>	<b>106</b>	<b>86</b>				
<b>University Disabled</b>	<b>18</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>2.5%</b>	<b>1.9%</b>	<b>2.0%</b>	<b>1.5%</b>

The table shows that for the academic year 3.1% of the applicants for academic posts declared themselves as disabled, 2.3% for support posts. This gave us an overall rate of 2.5% applicants declaring themselves as disabled.

## ANALYSIS OF APPLICATIONS BY GENDER 2007/2008

The charts below show the breakdown of applicants by gender across the University, incomplete gender records have been omitted.

### Academic

Academic		Full Year			
Gender	Grade Cat	Applied	1st interview	Offer	Accepted
Female	Grade 5-7	50%	40%	32%	43%
	Grade 8-9	43%	53%	54%	53%
	Grade 10-11	41%	52%	68%	68%
	Non Spinal	62%	66%	63%	58%
<b>Female Total</b>		<b>46%</b>	<b>52%</b>	<b>55%</b>	<b>56%</b>
Male	Grade 5-7	50%	60%	68%	57%
	Grade 8-9	57%	47%	46%	47%
	Grade 10-11	59%	48%	32%	32%
	Non Spinal	38%	34%	38%	42%
<b>Male Total</b>		<b>54%</b>	<b>48%</b>	<b>45%</b>	<b>44%</b>
Total	Grade 5-7	267	67	19	14
	Grade 8-9	1122	325	90	81
	Grade 10-11	163	77	28	28
	Non Spinal	117	41	16	12
<b>Total</b>		<b>1669</b>	<b>510</b>	<b>153</b>	<b>135</b>

As can be seen from the table above the University is recruiting more females into all grade groups except grades 5-7.

### Support

Support		Full Year			
Gender	Grade Cat	Applied	1st interview	Offer	Accepted
Female	Grade 1-4	52%	57%	59%	61%
	Grade 5-7	62%	64%	60%	62%
	Grade 8-9	50%	51%	56%	56%
	Grade 10-11	18%	30%	33%	33%
	Non Spinal	33%	50%	100%	100%
<b>Female Total</b>		<b>55%</b>	<b>59%</b>	<b>59%</b>	<b>60%</b>
Male	Grade 1-4	48%	43%	41%	39%
	Grade 5-7	38%	36%	40%	38%
	Grade 8-9	50%	49%	44%	44%
	Grade 10-11	82%	70%	67%	67%
	Non Spinal	67%	50%	0%	0%
<b>Male Total</b>		<b>45%</b>	<b>41%</b>	<b>41%</b>	<b>40%</b>
Total	Grade 1-4	2798	622	116	96
	Grade 5-7	1649	398	87	73
	Grade 8-9	234	90	18	16
	Grade 10-11	17	10	6	6
	Non Spinal	6	4	2	1
<b>Total</b>		<b>4704</b>	<b>1124</b>	<b>229</b>	<b>192</b>

As can be seen from the table above APTC recruitment is predominantly female, applications are split 63/37 in favour of females this trend carries into Interview, offer and acceptances.