

## Recruitment and Selection Data

The Tables below were produced to support the Recruitment & Selection full EIA and provide an overview of Recruitment and Selection Phases for both internal and external applicants by Disability, Ethnicity and Gender.

There is a brief overall analysis at the end of each section for each of the equality categories.

### Recruitment and Selection data by Disability for 2004/05

| Staff Group            | Declared Disabled | Applied      | 1st interview | Offer      | Accepted   |
|------------------------|-------------------|--------------|---------------|------------|------------|
| <b>Academic</b>        | Yes               | 0.65%        | 0.99%         | 1%         | 0%         |
|                        | No                | 99.35%       | 99.01%        | 99%        | 100%       |
| <b>Academic Total</b>  |                   | <b>2159</b>  | <b>504</b>    | <b>135</b> | <b>114</b> |
| <b>APT &amp; C</b>     | Yes               | 1.39%        | 1.59%         | 0.94%      | 1.00%      |
|                        | No                | 98.61%       | 98.41%        | 99.06%     | 99.00%     |
| <b>APT&amp;C Total</b> |                   | <b>7218</b>  | <b>1507</b>   | <b>319</b> | <b>300</b> |
| <b>Manual</b>          | Yes               | 1.22%        | 1.68%         | 0%         | 0%         |
|                        | No                | 98.78%       | 98.32%        | 100%       | 100%       |
| <b>Manual Total</b>    |                   | <b>736</b>   | <b>297</b>    | <b>70</b>  | <b>67</b>  |
| <b>Grand Total</b>     | Yes               | 1.22%        | 1.47%         | 0.76%      | 0.62%      |
|                        | No                | 98.78%       | 98.53%        | 99.24%     | 99.38%     |
|                        |                   | <b>10113</b> | <b>2308</b>   | <b>524</b> | <b>481</b> |

Table 1

### Recruitment and Selection data by Disability for 2005/06

| Staff Group            | Declared Disabled | Applied     | 1st interview | Offer      | Accepted   |
|------------------------|-------------------|-------------|---------------|------------|------------|
| <b>Academic</b>        | Yes               | 1.79%       | 3.21%         | 0%         | 0%         |
|                        | No                | 98.21%      | 96.79%        | 100%       | 100%       |
| <b>Academic Total</b>  |                   | <b>1732</b> | <b>498</b>    | <b>135</b> | <b>118</b> |
| <b>APT &amp; C</b>     | Yes               | 2.55%       | 3.21%         | 1.50%      | 1.65%      |
|                        | No                | 97.45%      | 96.79%        | 98.50%     | 98.35%     |
| <b>APT&amp;C Total</b> |                   | <b>5832</b> | <b>1341</b>   | <b>267</b> | <b>242</b> |
| <b>Manual</b>          | Yes               | 1.10%       | 1.14%         | 1%         | 1%         |
|                        | No                | 98.90%      | 98.86%        | 99%        | 99%        |
| <b>Manual Total</b>    |                   | <b>635</b>  | <b>264</b>    | <b>72</b>  | <b>69</b>  |
| <b>Grand Total</b>     | Yes               | 2.28%       | 2.95%         | 1.05%      | 1.17%      |
|                        | No                | 97.72%      | 97.05%        | 98.95%     | 98.83%     |
|                        |                   | <b>8199</b> | <b>2103</b>   | <b>474</b> | <b>429</b> |

**Recruitment and Selection Data by Disability 2006/07**

| Staff Group            | Declared Disabled | Applied | 1st interview | Offer  | Accepted |
|------------------------|-------------------|---------|---------------|--------|----------|
| <b>Academic</b>        | Yes               | 1.88%   | 1.92%         | 1%     | 1%       |
|                        | No                | 98.12%  | 98.08%        | 99%    | 99%      |
| <b>Academic Total</b>  |                   | 2073    | 624           | 175    | 150      |
| <b>APT &amp; C</b>     | Yes               | 2.89%   | 3.84%         | 2.80%  | 3.10%    |
|                        | No                | 97.11%  | 96.16%        | 97.20% | 96.90%   |
| <b>APT&amp;C Total</b> |                   | 5952    | 1328          | 250    | 226      |
| <b>Manual</b>          | Yes               | 2.91%   | 3.60%         | 3%     | 3%       |
|                        | No                | 97.09%  | 96.40%        | 97%    | 97%      |
| <b>Manual Total</b>    |                   | 619     | 222           | 36     | 31       |
| <b>Grand Total</b>     | Yes               | 2.65%   | 3.27%         | 1.95%  | 2.21%    |
|                        | No                | 97.35%  | 96.73%        | 98.05% | 97.79%   |
|                        |                   | 8644    | 2174          | 461    | 407      |

Table 3

For disability the three tables above show a small but progressive overall increase, from 2004/05 through to 2006/07 in all four recruitment phases:

- Applied increased by 1.43%  
(2004/05 1.22%, 2005/06 2.28%, 2006/07 2.65%)
- 1<sup>st</sup> interview increased by 1.8%  
(2004/05 1.47%, 2005/06 2.95, 2006/07 3.27%)
- Offer increased by 1.19%  
(2004/05 0.76%, 2005/06 1.05%, 2006/07 1.95%)
- Accepted increased by 1.59%  
(2004/05 0.62%, 2005/06 1.17%, 2006/07 2.21%)

## ETHNICITY

### Ethnicity 2004/5

| Ethnic Origin | Applied      | 1st interview | Offer      | Accepted   |
|---------------|--------------|---------------|------------|------------|
| White         | 43%          | 53%           | 47%        | 46%        |
| BME           | 10%          | 9%            | 6%         | 6%         |
| Info Refused  | 1%           | 2%            | 3%         | 3%         |
| Not Known     | 44%          | 32%           | 40%        | 42%        |
| <b>Total</b>  | <b>10113</b> | <b>2308</b>   | <b>524</b> | <b>481</b> |

Table 4

### Ethnicity 2005/06

| Ethnic Origin | Applied     | 1st interview | Offer      | Accepted   |
|---------------|-------------|---------------|------------|------------|
| White         | 70%         | 74%           | 74%        | 74%        |
| BME           | 21%         | 16%           | 13%        | 13%        |
| Info Refused  | 3%          | 2%            | 4%         | 4%         |
| Not Known     | 4%          | 4%            | 4%         | 4%         |
| <b>Total</b>  | <b>8199</b> | <b>2103</b>   | <b>474</b> | <b>429</b> |

Table 5

### Ethnicity 2006/07

| Ethnic Origin | Applied     | 1st interview | Offer      | Accepted   |
|---------------|-------------|---------------|------------|------------|
| White         | 73%         | 77%           | 78%        | 79%        |
| BME           | 21%         | 14%           | 13%        | 13%        |
| Info Refused  | 1%          | 1%            | 1%         | 1%         |
| Not Known     | 2%          | 3%            | 4%         | 4%         |
| <b>Total</b>  | <b>8532</b> | <b>2148</b>   | <b>454</b> | <b>403</b> |

Table 6

For ethnicity the above three tables show an overall increase in all four phases of recruitment between 2004/05 and 2005/06:

- Numbers of BME candidates applying more than doubled (from 10% to 21%)
- Numbers of BME applicants attending a 1<sup>st</sup> interview rose by 7% (from 9% to 16%)
- BME applicants both offered and accepting a post again more than doubled (from 6% to 13%).

These increases were generally maintained in 2006/07 (with the exception of BME applicants attending a first interview falling by 2%, to 14%), but with no further increases.

## GENDER

### Gender 2006/07

| Staff Group                                       |          | Gender | Applied     | 1st interview | Offer      | Accepted   |
|---|----------|--------|-------------|---------------|------------|------------|
| Academic  | Academic | Female | 1082        | 352           | 100        | 87         |
|   |          | Male   | 982         | 269           | 74         | 63         |
|   | Total    |        | <b>2064</b> | <b>621</b>    | <b>174</b> | <b>150</b> |
| Support Staff                                     | APT&C    | Female | 3478        | 819           | 154        | 140        |
|   |          | Male   | 2485        | 512           | 96         | 87         |
|   | Manual   | Female | 302         | 108           | 17         | 13         |
|   |          | Male   | 317         | 114           | 19         | 18         |
|   | Total    |        | <b>6582</b> | <b>1553</b>   | <b>286</b> | <b>258</b> |
| Overall Total                                     |          |        | <b>8646</b> | <b>2174</b>   | <b>460</b> | <b>408</b> |
| Overall MMU Percentage for each recruitment stage |          | Female | <b>56%</b>  | <b>59%</b>    | <b>59%</b> | <b>59%</b> |
|   |          | Male   | <b>44%</b>  | <b>41%</b>    | <b>41%</b> | <b>41%</b> |

Table 7

The above table, for 2006/07 only, shows that female applicants fair marginally better in all four recruitment stages.