



		2010/11														
		Application					Shortlisted					Successful				
		Female	Male	NK	Count	%	Female	Male	NK	Count	%	Female	Male	NK	Count	%
Grade 1 - 4	White	171	57		228	55%	14	8		22	10%	4	4		8	36%
	Other White	22	9		31	7%	4	1		5	16%	2			2	40%
	BME	79	58	1	138	33%	8	3		11	8%		1		1	9%
	NK	6	10	1	17	4%	1	1		2	12%	1			1	50%
	Count	278	134	2	414		27	13	0	40		7	5	0	12	
	%	67%	32%	0%			10%	10%	0%			26%	38%			
Grade 5 & 6	White	1201	970	7	2178	34%	235	207	1	443	20%	85	84	1	170	38%
	Other White	624	655	4	1283	20%	95	105		200	16%	33	43		76	38%
	BME	935	1474	10	2419	38%	95	148		243	10%	24	44		68	28%
	Not known	100	185	179	464	7%	24	50	32	106	23%	10	16	6	32	30%
	Count	2860	3284	200	6344		449	510	33	992		152	187	7	346	
	%	45%	52%	3%			16%	16%	17%			34%	37%	21%		
Grade 7	White	50	77		127	30%	17	23		40	31%	8	9		17	43%
	Other White	44	73		117	27%	15	21		36	31%	5	5		10	28%
	BME	47	115	1	163	38%	7	17	1	25	15%	1	4		5	20%
	Not known	7	13	3	23	5%	1	2	2	5	22%			1	1	20%
	Count	148	278	4	430		40	63	3	106		14	18	1	33	
	%	34%	65%	1%			27%	23%	75%			35%	29%	33%		
Grade 8 & 9	White	4	24		28	23%		11		11	39%		6		6	55%
	Other White	13	26		39	31%	2	8		10	26%	2	3		5	50%
	BME	10	37		47	38%	1			1	2%				0	0%
	Not known		5	5	10	8%		1	4	5	50%			1	1	20%
	Count	27	92	5	124		3	20	4	27		2	9	1	12	
	%	22%	74%	4%			11%	22%	80%			67%	45%	25%		

		2010/11														
		Application					Shortlisted					Successful				
		Female	Male	NK	Count	%	Female	Male	NK	Count	%	Female	Male	NK	Count	%
	White	27	53	2	82	29%	7	6	1	14	17%	1	3	1	5	36%
	Other White	24	44		68	24%	4	7		11	16%	3	5		8	73%
	BME	35	73	1	109	39%	5	4		9	8%	2	2		4	44%
	Not known	3	10	8	21	8%		2	5	7	33%		1	1	2	29%
	Count	89	180	11	280		16	19	6	41		6	11	2	19	
	%	32%	64%	4%			18%	11%	55%			38%	58%	33%		
Not known																
	White	1453	1181	9	2643	35%	273	255	2	530	44%	98	106	2	206	49%
	Other White	727	807	4	1538	20%	120	142	0	262	22%	45	56	0	101	24%
	BME	1106	1757	13	2876	38%	116	172	1	289	24%	27	51	0	78	18%
	Not known	116	223	196	535	7%	26	56	43	125	10%	11	17	9	37	9%
	Count	3402	3968	222	7592		535	625	46	1206		181	230	11	422	
	%	45%	52%	3%			16%	16%	21%			34%	37%	24%		

		201011					
		Application		Shortlisted		Successful	
Grade 1 - 4	Disabled	33	8%	8	24%	2	25%
	Not disabled	367	89%	32	9%	10	31%
	Not known	14	3%		0%		
	Total	414		40		12	
Grade 5 & 6	Disabled	225	4%	46	20%	12	26%
	Not disabled	5602	88%	827	15%	297	36%
	Not known	517	8%	119	23%	37	31%
	Total	6344		992		346	
Grade 7	Disabled	7	2%	3	43%		0%
	Not disabled	393	91%	98	25%	31	32%
	Not known	30	7%	5	17%	2	40%
	Total	430		106		33	
Grade 8 & 9	Disabled	3	2%	2	67%	1	50%
	Not disabled	110	89%	21	19%	10	48%
	Not known	11	9%	4	36%	1	25%
	Total	124		27		12	
Not known	Disabled	8	3%	1	13%		0%
	Not disabled	247	88%	31	13%	15	48%
	Not known	25	9%	9	36%	4	44%
	Total	280		41		19	
All academic	Disabled	276	4%	60	22%	15	25%
	Not disabled	6719	89%	1009	15%	363	36%
	Not known	597	8%	137	23%	44	32%
	Total	7592		1206		422	

Table 4 Recruitment of Academic staff by grade and age 2010/11

		2010/11					
		Application		Shortlisted		Successful	
Grade 1 - 4	25 and under	150	40%	10	7%	2	20%
	26 - 35	157	42%	19	12%	7	37%
	36 - 45	40	11%	3	8%	1	33%
	46 - 55	20	5%	3	15%	2	67%
	56 - 65	6	2%	1	17%		0%
	66 and over		0%				
	Total	373		36	10%	12	33%
	Not known	41		4	10%		0%
Grade 5 & 6	25 and under	795	14%	70	9%	22	31%
	26 - 35	3147	57%	549	17%	230	42%
	36 - 45	1182	21%	162	14%	46	28%
	46 - 55	375	7%	63	17%	15	24%
	56 - 65	63	1%	11	17%	3	27%
	66 and over	4	0%		0%		
	Total	5562		855	15%	316	37%
	Not known	778		137	18%	30	22%
Grade 7	25 and under	7	2%		0%		
	26 - 35	183	49%	48	26%	12	25%
	36 - 45	113	30%	25	22%	11	44%
	46 - 55	57	15%	13	23%	3	23%
	56 - 65	14	4%	5	36%	2	40%
	66 and over		0%				
	Total	374		91	24%	28	31%
	Not known	56		15	27%	5	33%
Grade 8 & 9	25 and under	1	1%		0%		
	26 - 35	37	35%	3	8%	1	33%
	36 - 45	39	37%	8	21%	4	50%
	46 - 55	23	22%	6	26%	2	33%
	56 - 65	6	6%	3	50%	3	100%
	66 and over		0%				
	Total	106		20	19%	10	50%
	Not known	18		7	39%	2	29%
Not known	25 and under	9	4%	1	11%	1	100%
	26 - 35	136	54%	20	15%	11	55%
	36 - 45	63	25%	10	16%	4	40%
	46 - 55	30	12%	1	3%		0%
	56 - 65	15	6%	1	7%	1	100%
	66 and over		0%				
	Total	253		33	13%	17	52%
	Not known	27		8	30%	2	25%
All academic	25 and under	962	14%	81	8%	25	31%
	26 - 35	3660	55%	639	17%	261	41%
	36 - 45	1437	22%	208	14%	66	32%
	46 - 55	505	8%	86	17%	22	26%
	56 - 65	104	2%	21	20%	9	43%
	66 and over	4	0%	0	0%	0	
	Total	6672		1035	16%	383	37%
	Not known	897		163	18%	37	23%

		2010/11														
		Application					Shortlisted					Successful				
		Female	Male	NK	Count	%	Female	Male	NK	Count	%	Female	Male	NK	Count	%
Grade 1 - 4	White	2211	1750	12	3973	63%	306	171		477	12%	97	57		154	32%
	Other White	375	176	3	554	9%	22	21		43	8%	7	10		17	40%
	BME	769	678	1	1448	23%	63	57		120	8%	24	15		39	33%
	Not known	116	155	31	302	5%	26	12	3	41	14%	10	2	1	13	32%
	Count	3471	2759	47	6277		417	261	3	681		138	84	1	223	
	%	55%	44%	1%			12%	9%	6%			33%	32%	33%		
Grade 5 & 6	White	368	458	1	827	58%	94	135		229	28%	36	40		76	33%
	Other White	79	83		162	11%	16	7		23	14%	4	3		7	30%
	BME	128	200	1	329	23%	34	22	1	57	17%	7	8		15	26%
	Not known	28	53	29	110	8%	5	9	11	25	23%		4	3	7	28%
	Count	603	794	31	1428		149	173	12	334		47	55	3	105	
	%	42%	56%	2%			25%	22%	39%			32%	32%	25%		
Grade 7	White	156	164		320	66%	41	45		86	27%	11	12		23	27%
	Other White	26	27	1	54	11%	6	7		13	24%	2	5		7	54%
	BME	33	38		71	15%	2	6		8	11%		2		2	25%
	Not known	23	14	1	38	8%	9		1	10	26%	1		1	2	20%
	Count	238	243	2	483		58	58	1	117		14	19	1	34	
	%	49%	50%	0%			24%	24%	50%			24%	33%	##		
Grade 8 & 9	White	14	19	1	34	76%	8	13		21	62%	1	5		6	29%
	Other White	1	1	1	3	7%	1			1	33%	1			1	100%
	BME		6		6	13%		1		1	17%		1		1	100%
	Not known	2			2	4%	1			1	50%	1			1	100%
	Count	17	26	2	45		10	14	0	24		3	6	0	9	
	%	38%	58%	4%			59%	54%	0%			30%	43%			
Not known	White	327	155		482	64%	32	15		47	10%	15	6		21	45%
	Other White	48	24		72	10%	2	9		11	15%	1	3		4	36%
	BME	100	67		167	22%	13	4		17	10%	3			3	18%
	Not known	19	6	3	28	4%			2	2	7%				0	0%
	Count	494	252	3	749		47	28	2	77		19	9	0	28	
	%	66%	34%	0%			10%	11%	67%			40%	32%	0%		

		2010/11														
		Application					Shortlisted					Successful				
		Female	Male	NK	Count	%	Female	Male	NK	Count	%	Female	Male	NK	Count	%
Grade 1 - 4	White	2211	1750	12	3973	63%	306	171		477	12%	97	57		154	32%

		2010/11														
		Application					Shortlisted					Successful				
		Female	Male	NK	Count	%	Female	Male	NK	Count	%	Female	Male	NK	Count	%
	Other White	375	176	3	554	9%	22	21		43	8%	7	10		17	40%
	BME	769	678	1	1448	23%	63	57		120	8%	24	15		39	33%
	Not known	116	155	31	302	5%	26	12	3	41	14%	10	2	1	13	32%
	Count	3471	2759	47	6277		417	261	3	681		138	84	1	223	
	%	55%	44%	1%			61%	38%	0%			62%	38%	0%		
Grade 5 & 6	White	368	458	1	827	58%	94	135		229	28%	36	40		76	33%
	Other White	79	83		162	11%	16	7		23	14%	4	3		7	30%
	BME	128	200	1	329	23%	34	22	1	57	17%	7	8		15	26%
	Not known	28	53	29	110	8%	5	9	11	25	23%		4	3	7	28%
	Count	603	794	31	1428		149	173	12	334		47	55	3	105	
	%	42%	56%	2%			45%	52%	4%			45%	52%	3%		
Grade 7	White	156	164		320	66%	41	45		86	27%	11	12		23	27%
	Other White	26	27	1	54	11%	6	7		13	24%	2	5		7	54%
	BME	33	38		71	15%	2	6		8	11%		2		2	25%
	Not known	23	14	1	38	8%	9		1	10	26%	1		1	2	20%
	Count	238	243	2	483		58	58	1	117		14	19	1	34	
	%	49%	50%	0%			50%	50%	1%			41%	56%	3%		
Grade 8 & 9	White	14	19	1	34	76%	8	13		21	62%	1	5		6	29%
	Other White	1	1	1	3	7%	1			1	33%	1			1	100%
	BME		6		6	13%		1		1	17%		1		1	100%
	Not known	2			2	4%	1			1	50%	1			1	100%
	Count	17	26	2	45		10	14	0	24		3	6	0	9	
	%	38%	58%	4%			42%	58%	0%			33%	67%	0%		
Not known	White	327	155		482	64%	32	15		47	10%	15	6		21	45%
	Other White	48	24		72	10%	2	9		11	15%	1	3		4	36%
	BME	100	67		167	22%	13	4		17	10%	3			3	18%
	Not known	19	6	3	28	4%			2	2	7%				0	0%
	Count	494	252	3	749		47	28	2	77		19	9	0	28	
	%	66%	34%	0%			61%	36%	3%			68%	32%	0%		

		2010/11														
		Application					Shortlisted					Successful				
		Female	Male	NK	Count	%	Female	Male	NK	Count	%	Female	Male	NK	Count	%
All Professional Support Staff	White	3076	2546	14	5636	63%	481	379	0	860	70%	160	120	0	280	70%
	Other White	529	311	5	845	9%	47	44	0	91	7%	15	21	0	36	9%
	BME	1030	989	2	2021	23%	112	90	1	203	16%	34	26	0	60	15%
	Not known	188	228	64	480	5%	41	21	17	79	6%	12	6	5	23	6%
	Count	4823	4074	85	8982		681	534	18	1233		221	173	5	399	
	%	54%	45%	1%			14%	13%	21%			32%	32%	28%		

		201011					
		Application		Shortlisted		Successful	
Grade 1 - 4	Disabled	342	5%	48	14%	14	29%
	Not disabled	5588	89%	599	11%	197	33%
	Not known	347	6%	34	10%	12	35%
	Total	6277		681		223	
Grade 5 & 6	Disabled	80	6%	19	24%	5	26%
	Not disabled	1239	87%	292	24%	91	31%
	Not known	109	8%	23	21%	9	39%
	Total	1428		334		105	
Grade 7	Disabled	22	5%	8	36%		0%
	Not disabled	428	89%	101	24%	32	32%
	Not known	33	7%	8	24%	2	25%
	Total	483		117		34	
Grade 8 & 9	Disabled	2	4%	1	50%		0%
	Not disabled	41	91%	22	54%	8	36%
	Not known	2	4%	1	50%	1	100%
	Total	45		24		9	
Not known	Disabled	43	6%	4	9%		0%
	Not disabled	688	92%	71	10%	28	39%
	Not known	18	2%	2	11%		0%
	Total	749		77		28	
All Professional Support Staff	Disabled	489	5%	80	16%	19	24%
	Not disabled	7984	89%	1085	14%	356	33%
	Not known	509	6%	68	13%	24	35%
	Total	8982		1233		399	

Table 8 Recruitment of Professional Support Staff by grade and age 2010/11

		2010/11					
		Application		Shortlisted		Successful	
Grade 1 - 4	25 and under	1848	33%	126	7%	48	38%
	26 - 35	2295	40%	309	13%	104	34%
	36 - 45	835	15%	109	13%	38	35%
	46 - 55	527	9%	62	12%	16	26%
	56 - 65	173	3%	17	10%	4	24%
	66 and over	2	0%	2	100%		0%
	Total	5678		623		210	
	Not known	597		56	9%	13	23%
Grade 5 & 6	25 and under	114	9%	21	18%	9	43%
	26 - 35	608	48%	141	23%	46	33%
	36 - 45	330	26%	89	27%	30	34%
	46 - 55	164	13%	41	25%	13	32%
	56 - 65	41	3%	8	20%	2	25%
	66 and over	1	0%				
	Total	1257		300	24%	100	33%
	Not known	170		34	20%	5	15%
Grade 7	25 and under	8	2%	1	13%	1	100%
	26 - 35	128	31%	30	23%	10	33%
	36 - 45	134	32%	35	26%	7	20%
	46 - 55	121	29%	30	25%	10	33%
	56 - 65	26	6%	7		3	
	66 and over	1	0%		0%		
	Total	417		103	25%	31	30%
	Not known	65		14	22%	3	21%
Grade 8 & 9	25 and under	1	2%		0%		
	26 - 35	7	17%	1	14%	1	100%
	36 - 45	15	37%	13	87%	4	31%
	46 - 55	13	32%	6		2	
	56 - 65	5	12%	1	20%		0%
	66 and over	1	2%	1	100%	1	100%
	Total	41		21	51%	7	33%
	Not known	3		2	67%	1	50%
Not known	25 and under	173	25%		0%		
	26 - 35	285	41%	44	15%	17	39%
	36 - 45	111	16%	8		5	
	46 - 55	88	13%	16	18%	5	31%
	56 - 65	34	5%	3	9%	1	33%
	66 and over	1	0%		0%		
	Total	691		71	10%	28	39%
	Not known	57		6	11%		0%
All Professional Support Staff	25 and under	2144	27%	148	7%	58	39%
	26 - 35	3323	41%	525		178	
	36 - 45	1425	18%	254	18%	84	33%
	46 - 55	913	11%	155	17%	46	30%
	56 - 65	279	3%	36	13%	10	28%
	66 and over	6	0%	3	50%	1	33%
	Total	8090		1121	14%	377	34%
	Not known	892		112	13%	22	20%

1 **Source:** Data collected at faculty level through Equal Opportunities forms

² Note: All percentages are rounded to 0 decimal places

³ Includes all Academic staff in faculties

⁴ Includes all Professional Support Staff in faculties and central Professional Support Staff