

¹**Research Staff Recruitment:** Faculty of Medical and Human Sciences

Job Grade	Ethnicity ⁱ	Application					Shortlisted					Successful				
		Femal e	Male	NK	Total		Femal e	Male	NK	Total		Femal e	Male	NK	Total	
		Count	Count	Count	Count	%	Count	Count	Count	Count	%*	Count	Count	Count	Count	%^
Grade 5	WB	459	166	1	626	45%	40	17	0	57	9%	12	1	0	13	23%
	OW	137	47	1	185	13%	7	3	0	10	5%	4	0	0	4	40%
	BME	367	190	0	557	40%	23	8	0	31	6%	5	1	0	6	19%
	NK	7	13	3	23	2%	1	0	0	1	4%	1	0	0	1	100%
	Count	970	416	5	1391		71	28	0	99	7%	22	2	0	24	24%
	%	70%	30%	0%			7%	7%	0%			31%	7%			
Grade 5/6	WB	53	24	0	77	41%	1	4	0	5	6%	1	1	0	2	40%
	OW	20	12	1	33	18%	1	1	1	3	9%	0	0	1	1	33%
	BME	49	24	0	73	39%	2	0	0	2	3%				0	0%
	NK	3	2	0	5	3%				0	0%				0	
	Count	125	62	1	188		4	5	1	10	5%	1	1	1	3	30%
	%	66%	33%	1%			3%	8%	100%			25%	20%	100%		
Grade 6	WB	93	55	0	148	25%	36	19	0	55	37%	14	8	0	22	40%
	OW	84	53	0	137	23%	14	15	0	29	21%	3	4	0	7	24%
	BME	139	141	0	280	47%	26	23	0	49	18%	11	3	0	14	29%
	NK	3	26	1	30	5%	0	3	0	3	10%				0	0%
	Count	319	275	1	595		76	60	0	136	23%	28	15	0	43	32%
	%	54%	46%	0%			24%	22%	0%			37%	25%			

¹* - percentage of applicants shortlisted

^ -percentage of those shortlisted that were successful

source - Jobtrain 15/11/12

Job Grade	Ethnicity	Application					Shortlisted					Successful				
		Femal	Male	NK	Total		Femal	Male	NK	Total		Femal	Male	NK	Total	
		e Count	Count	Count	Count	%	e Count	Count	Count	Count	% *	e Count	Count	Count	Count	% ^
Grade 6/7	WB	3	1	0	4	57%	3	0	0	3	75%	1	0	0	1	33%
	OW	1	1	0	2	29%	0	1	0	1	50%				0	0%
	BME	1	0	0	1	14%				0	0%				0	
	NK				0	0%				0					0	
	Count	5	2	0	7		3	1	0	4	57%	1	0	0	1	25%
	%	71%	29%	0%			60%	50%				33%	0%			
Grade 7	WB	7	8	0	15	41%	4	5	0	9	60%	2	3	0	5	56%
	OW	4	1	0	5	14%				0	0%				0	
	BME	9	8	0	17	46%	0	1	0	1	6%				0	0%
	NK				0	0%				0					0	
	Count	20	17	0	37		4	6	0	10	27%	2	3	0	5	50%
	%	54%	46%	0%			20%	35%				50%	50%			
Clinical scale	WB	3	1	0	4	8%	3	0	0	3	75%	1	0	0	1	33%
	OW	5	0	0	5	9%				0	0%				0	
	BME	18	24	0	42	79%	6	3	0	9	21%	4	1	0	5	56%
	NK	0	2	0	2	4%				0	0%				0	
	Count	26	27	0	53		9	3	0	12	23%	5	1	0	6	50%
	%	49%	51%	0%			35%	11%				56%	33%			
All staff	WB	618	255	1	874	38%	87	45	0	132	15%	31	13	0	44	33%
	OW	251	114	2	367	16%	22	20	1	43	12%	7	4	1	12	28%
	BME	583	387	0	970	43%	57	35	0	92	9%	20	5	0	25	27%
	NK	13	43	4	60	3%	1	3	0	4	7%	1	0	0	1	25%
	Count	1465	799	7	2271		167	103	1	271	12%	59	22	1	82	30%
	%	65%	35%	0%			11%	13%	14%			35%	21%	100%		

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Ethnicity	
WB	White British
OW	Other White
BME	Black Minority Ethnic
NK	Not Known