

**1Research Staff Recruitment: Faculty of Life Sciences**

Job Grade	Ethnicity <sup>i</sup>	Application					Shortlisted					Successful				
		Female	Male	NK	Total		Female	Male	NK	Total		Female	Male	NK	Total	
		Count	Count	Count	Count	%	Count	Count	Count	Count	%*	Count	Count	Count	Count	% <sup>^</sup>
Grade 5	WB	30	28	0	58	35%	3	7	0	10	17%	1	4	0	5	50%
	OW	18	12	1	31	18%	1	3	0	4	13%	1	1	0	2	50%
	BME	39	36	0	75	45%	4	11	0	15	20%	0	4	0	4	27%
	NK	1	2	1	4	2%	0	1	0	1	25%				0	0%
	Count	88	78	2	168		8	22	0	30	18%	2	9	0	11	37%
	%	52%	46%	1%			9%	28%	0%			25%	41%			
Grade 6	WB	71	71	0	142	22%	13	14	0	27	19%	9	4	0	13	48%
	OW	77	68	0	145	23%	14	6	0	20	14%	6	3	0	9	45%
	BME	152	174	0	326	51%	8	9	0	17	5%	4	3	0	7	41%
	NK	6	20	2	28	4%	2	1	0	3	11%				0	0%
	Count	306	333	2	641		37	30	0	67	10%	19	10	0	29	43%
	%	48%	52%	0%			12%	9%	0%			51%	33%			
Grade 7	WB	4	5	0	9	41%	4	5	0	9	100%	1	0	0	1	11%
	OW	3	1	0	4	18%	2	1	0	3	75%	1	0	0	1	33%
	BME	3	6	0	9	41%				0	0%				0	
	NK				0	0%				0					0	
	Count	10	12	0	22		6	6	0	12	55%	2	0	0	2	17%
	%	45%	55%	0%			60%	50%				33%	0%			

<sup>1</sup>\* - percentage of applicants shortlisted

<sup>^</sup> -percentage of those shortlisted that were successful

source - Jobtrain 15/11/12

Job Grade	Ethnicity <sup>i</sup>	Application					Shortlisted					Successful				
		Female	Male	NK	Total		Female	Male	NK	Total		Female	Male	NK	Total	
		Count	Count	Count	Count	%	Count	Count	Count	Count	%*	Count	Count	Count	Count	%^
Clinical scale	WB	0	1	0	1	6%	0	1	0	1	100%	0	1	0	1	100%
	OW	3	2	0	5	29%				0	0%				0	
	BME	6	5	0	11	65%				0	0%				0	
	NK				0	0%				0					0	
	Count	9	8	0	17		0	1	0	1	6%	0	1	0	1	100%
	%	53%	47%	0%			0%	13%					100%			
All staff	WB	105	105	0	210	25%	20	27	0	47	22%	11	9	0	20	43%
	OW	101	83	1	185	22%	17	10	0	27	15%	8	4	0	12	44%
	BME	200	221	0	421	50%	12	20	0	32	8%	4	7	0	11	34%
	NK	7	22	3	32	4%	2	2	0	4	13%	0	0	0	0	0%
	Count	413	431	4	848		51	59	0	110	13%	23	20	0	43	39%
	%	49%	51%	0%			12%	14%	0%			45%	34%			

<sup>i</sup>

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