

¹**Core Academic Staff Recruitment: Faculty of Humanities**

Job Grade	Ethnicity ⁱ	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	% ^
Grade 5	WB	1	2	0	3	4%	0	1	0	1	33%	0	1	0	1	100%
	OW	16	8	0	24	32%	2	2	0	4	17%	0	1	0	1	25%
	BME	43	5	0	48	64%	4	0	0	4	8%	2	0	0	2	50%
	NK ⁱⁱ				0	0%				0					0	
	Count	60	15	0	75		6	3	0	9	12%	2	2	0	4	44%
	%	80%	20%	0%			10%	20%				33%	67%			
Grade 6	WB	79	101	1	181	34%	15	23	1	39	22%	4	6	0	10	26%
	OW	132	123	2	257	48%	17	15	2	34	13%	8	4	1	13	38%
	BME	25	39	0	64	12%	2	1	0	3	5%	2	0	0	2	67%
	NK	9	18	9	36	7%	1	3	3	7	19%	0	2	0	2	29%
	Count	245	281	12	538		35	42	6	83	15%	14	12	1	27	33%
	%	46%	52%	2%			14%	15%	50%			40%	29%	17%		
Grade 6/7	WB	266	400	2	668	31%	33	25	0	58	9%	12	8	0	20	34%
	OW	524	751	4	1279	60%	37	67	1	105	8%	12	18	1	31	30%
	BME	32	37	0	69	3%	4	2	0	6	9%	1	0	0	1	17%
	NK	37	49	24	110	5%	1	6	0	7	6%	0	2	0	2	29%
	Count	859	1237	30	2126		75	100	1	176	8%	25	28	1	54	31%
	%	40%	58%	1%			9%	8%	3%			33%	28%	100%		

¹* - percentage of applicants shortlisted

^ -percentage of those shortlisted that were successful

source - Jobtrain 15/11/12

Job Grade	Ethnicity ⁱ	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	% ^
Grade 6/7/8	WB	0	1	0	1	6%				0	0%				0	
	OW	7	4	0	11	61%				0	0%				0	
	BME	2	2	0	4	22%				0	0%				0	
	NK	0	1	1	2	11%				0	0%				0	
	Count	9	8	1	18		0	0	0	0	0%	0	0	0	0	
	%	50%	44%	6%			0%	0%	0%							
Grade 7	WB	1	5	0	6	10%				0	0%				0	
	OW	6	14	0	20	34%	0	2	0	2	10%	0	1	0	1	50%
	BME	7	24	0	31	53%	1	1	0	2	6%				0	0%
	NK	1	1	0	2	3%	1	1	0	2	100%	1	1	0	2	100%
	Count	15	44	0	59		2	4	0	6	10%	1	2	0	3	50%
	%	25%	75%	0%			13%	9%				50%	50%			
Grade 7/8	WB	10	4	0	14	56%	4	0	0	4	29%				0	0%
	OW	5	5	0	10	40%	3	1	0	4	40%	2	0	0	2	50%
	BME				0	0%				0					0	
	NK	0	1	0	1	4%				0	0%				0	
	Count	15	10	0	25		7	1	0	8	32%	2	0	0	2	25%
	%	60%	40%	0%			47%	10%				29%	0%			
Grade 8	WB	14	41	0	55	47%	1	2	0	3	5%	0	1	0	1	33%
	OW	15	39	0	54	46%	1	4	0	5	9%				0	0%
	BME	0	4	1	5	4%				0	0%				0	
	NK	1	2	0	3	3%	0	1	0	1	33%	0	1	0	1	100%
	Count	30	86	1	117		2	7	0	9	8%	0	2	0	2	22%
	%	26%	74%	1%			7%	8%	0%			0%	29%			
Prof	WB	17	34	0	51	46%	3	12	0	15	29%	2	2	0	4	27%
	OW	20	31	0	51	46%	7	10	0	17	33%	4	2	0	6	35%

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		Female	Male	NK	Total		Female	Male	NK	Total		Female	Male	NK	Total	
		Count	Count	Count	Count	%	Count	Count	Count	Count	% *	Count	Count	Count	Count	% ^
		1	3	0	4	4%				0	0%				0	
	BME	2	3	1	6	5%	1	1	0	2	33%				0	0%
	NK	40	71	1	112		11	23	0	34		6	4	0	10	
	Count	36%	63%	1%			28%	32%	0%			55%	17%			
	%	388	588	3	979	32%	56	63	1	120	12%	18	18	0	36	30%
All core academic staff	WB	725	975	6	1706	56%	67	101	3	171	10%	26	26	2	54	32%
	OW	110	114	1	225	7%	11	4	0	15	7%	5	0	0	5	33%
	BME	50	75	35	160	5%	4	12	3	19	12%	1	6	0	7	37%
	NK	1273	1752	45	3070		138	180	7	325		50	50	2	102	
	Count	41%	57%	1%			11%	10%	16%			36%	28%	29%		
	%															

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