

University of York

Candidate data on protected characteristics

This data provides a breakdown by the protected characteristics of age, disability, ethnicity and gender of the applicants for jobs advertised by the University as at the date set.

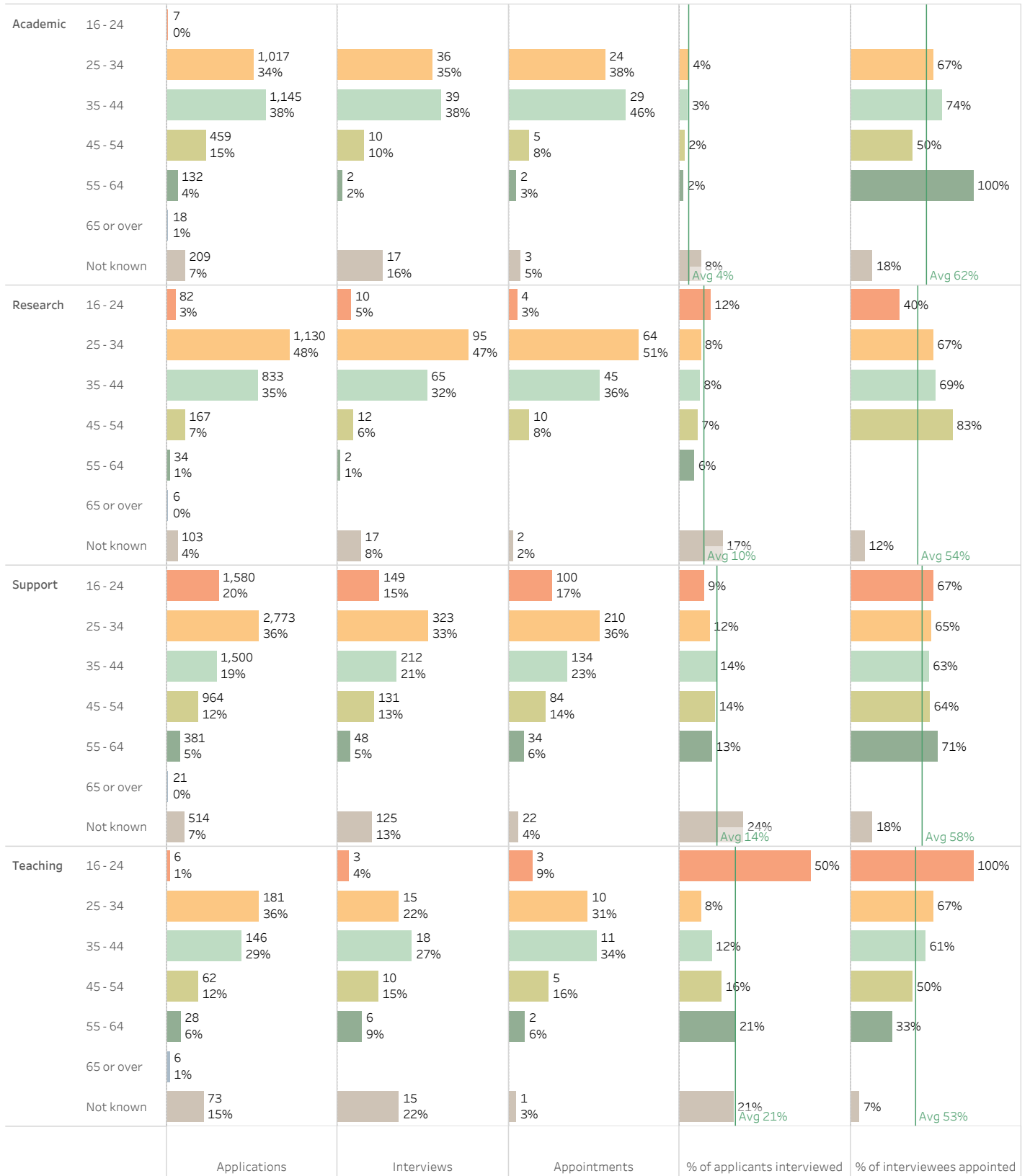
Numbers are provided by job type for each of the protected characteristics.

Data has been supplied by Human Resources. Queries should be sent to hr-comms-info-team@york.ac.uk.

Job candidates by Age and staff group

Date advertised

1/1/2022 12:00:00 AM to 12/31/2023 12:00:00 AM



Job candidates by Disability and staff group

Dateon

1/1/2022 12:00:00 AM to 12/31/2023 12:00:00 AM

Staff Group	Disability Status	Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed
Academic	Disabled	119 4%				
	Not disabled	2,795 94%	104 100%	63 100%	4%	61%
	Not known	75 3%				
					Avg 4%	Avg 61%
Research	Disabled	85 4%	11 5%	9 7%	13%	82%
	Not disabled	2,226 95%	181 90%	109 87%	8%	60%
	Not known	44 2%	9 4%	7 6%	20%	78%
					Avg 14%	Avg 73%
Support	Disabled	570 7%	71 7%	40 7%	12%	56%
	Not disabled	6,811 88%	870 88%	517 89%	13%	59%
	Not known	352 5%	47 5%	27 5%	13%	57%
					Avg 13%	Avg 58%
Teaching	Disabled	25 5%	3 4%	1 3%	12%	33%
	Not disabled	467 93%	63 94%	30 94%	13%	48%
	Not known	10 2%	1 1%	1 3%	10%	100%
					Avg 12%	Avg 60%
		Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed

Job candidates by Ethnicity and staff group

		Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed
Academic	BME	2,481 83%	65 63%	37 59%	3%	57%
	White	505 17%	39 38%	26 41%	8%	67%
	Not known	1 0%				
					Avg 5%	Avg 62%
Research	BME	2,052 87%	118 59%	63 50%	6%	53%
	White	303 13%	83 41%	62 50%	27%	75%
					Avg 17%	Avg 64%
Support	BME	3,081 40%	232 23%	129 22%	8%	56%
	White	4,651 60%	755 76%	455 78%	16%	60%
	Not known	1 0%	1 0%		100%	
					Avg 41%	Avg 58%
Teaching	BME	358 71%	27 40%	13 41%	8%	48%
	White	144 29%	40 60%	19 59%	28%	48%
					Avg 18%	Avg 48%
		Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed

Job candidates by Gender and staff group

		Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed
Academic	Female	1,138 38%	37 36%	26 41%	3%	70%
	Male	1,849 62%	67 64%	37 59%	4%	55%
					Avg 3%	Avg 63%
Research	Female	1,001 43%	109 54%	68 54%	11%	62%
	Male	1,354 57%	92 46%	57 46%	7%	62%
					Avg 9%	Avg 62%
Support	Female	4,744 61%	654 66%	376 64%	14%	57%
	Male	2,989 39%	334 34%	208 36%	11%	62%
					Avg 12%	Avg 60%
Teaching	Female	236 47%	38 57%	19 59%	16%	50%
	Male	266 53%	29 43%	13 41%	11%	45%
					Avg 14%	Avg 47%
		Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed

Job candidates by Nationality and staff group

		Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed
Academic	UK	760 25%	40 38%	29 46%	5%	73%
	EU	347 12%	16 15%	10 16%	5%	63%
	Rest of world	1,880 63%	48 46%	24 38%	3% Avg 4%	50% Avg 62%
Research	UK	362 15%	89 44%	66 53%	25%	74%
	EU	209 9%	18 9%	12 10%	9%	67%
	Rest of world	1,784 76%	94 47%	47 38%	5% Avg 13%	50% Avg 64%
Support	UK	5,534 72%	845 86%	515 88%	15%	61%
	EU	406 5%	52 5%	26 4%	13%	50%
	Rest of world	1,793 23%	91 9%	43 7%	5% Avg 11%	47% Avg 53%
Teaching	UK	187 37%	47 70%	24 75%	25%	51%
	EU	61 12%	3 4%	2 6%	5%	67%
	Rest of world	254 51%	17 25%	6 19%	7% Avg 12%	35% Avg 51%
		Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed