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-systems@york.ac.uk.

Date advertised
1/1/2024 12:00:00 AM to 12/31/2024 12:00:00 AM

Job candidates by Age and staff group

To prevent identification of individuals, numbers are subject to HESA rounding methodology:
https://www.hesa.ac.uk/about/regulation/data-protection/rounding-and-suppression-anonymise-statistics

- Counts of people are rounded to the nearest multiple of 5
- Percentages are not published if they are fractions of a small groups of people (fewer than 22.5)

Totals for each area have been added to allow comparisons between different age categories.

		Applications	Interviews	Appointments	% of applicants interviewed	% of interviewees appointed
Academic	16 - 24	35 2%	0	0		
	25 - 34	920 45%	90 46%	25 62%	10%	27%
	35 - 44	700 34%	65 34%	10 23%	9%	14%
	45 - 54	240 12%	20 11%	5 15%	9%	
	55 - 64	90 4%	15 8%	0	16%	
	65 or over	20 1%	0 1%	0		
	Not known	25 1%	0 1%	0	4%	
	Total	**2,035 100%**	**195 100%**	**40 100%**	**10%**	**20%**
Research	16 - 24	170 5%	25 5%	5 5%	14%	25%
	25 - 34	1,645 51%	275 60%	90 72%	17%	34%
	35 - 44	1,080 33%	120 26%	25 19%	11%	20%
	45 - 54	245 8%	25 6%	5 3%	11%	15%
	55 - 64	65 2%	10 2%	0 2%	12%	
	65 or over	5 0%	0 0%	0		
	Not known	25 1%	5 1%	0	16%	
	Total	**3,230 100%**	**460 100%**	**130 100%**	**14%**	**28%**
Support	16 - 24	1,430 26%	240 26%	85 32%	17%	36%
	25 - 34	2,115 38%	300 32%	85 30%	14%	28%
	35 - 44	1,130 20%	215 23%	65 23%	19%	29%
	45 - 54	645 11%	120 13%	30 10%	19%	24%
	55 - 64	240 4%	50 6%	10 3%	22%	17%
	65 or over	20 0%	5 1%	0 0%		
	Not known	35 1%	5 1%	5 1%	18%	
	Total	**5,605 100%**	**940 100%**	**275 100%**	**17%**	**29%**
Teaching	16 - 24	5 2%	0	0		
	25 - 34	110 31%	20 31%	10	17%	
	35 - 44	125 35%	20 29%	5	14%	
	45 - 54	60 17%	10 19%	0	19%	
	55 - 64	35 9%	10 13%	5	24%	
	65 or over	15 4%	5 6%	0		
	Not known	5 2%	0 2%	0		
	Total	**360 100%**	**60 100%**	**15**	**17%**	**24%**

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Job candidates by Disability and staff group

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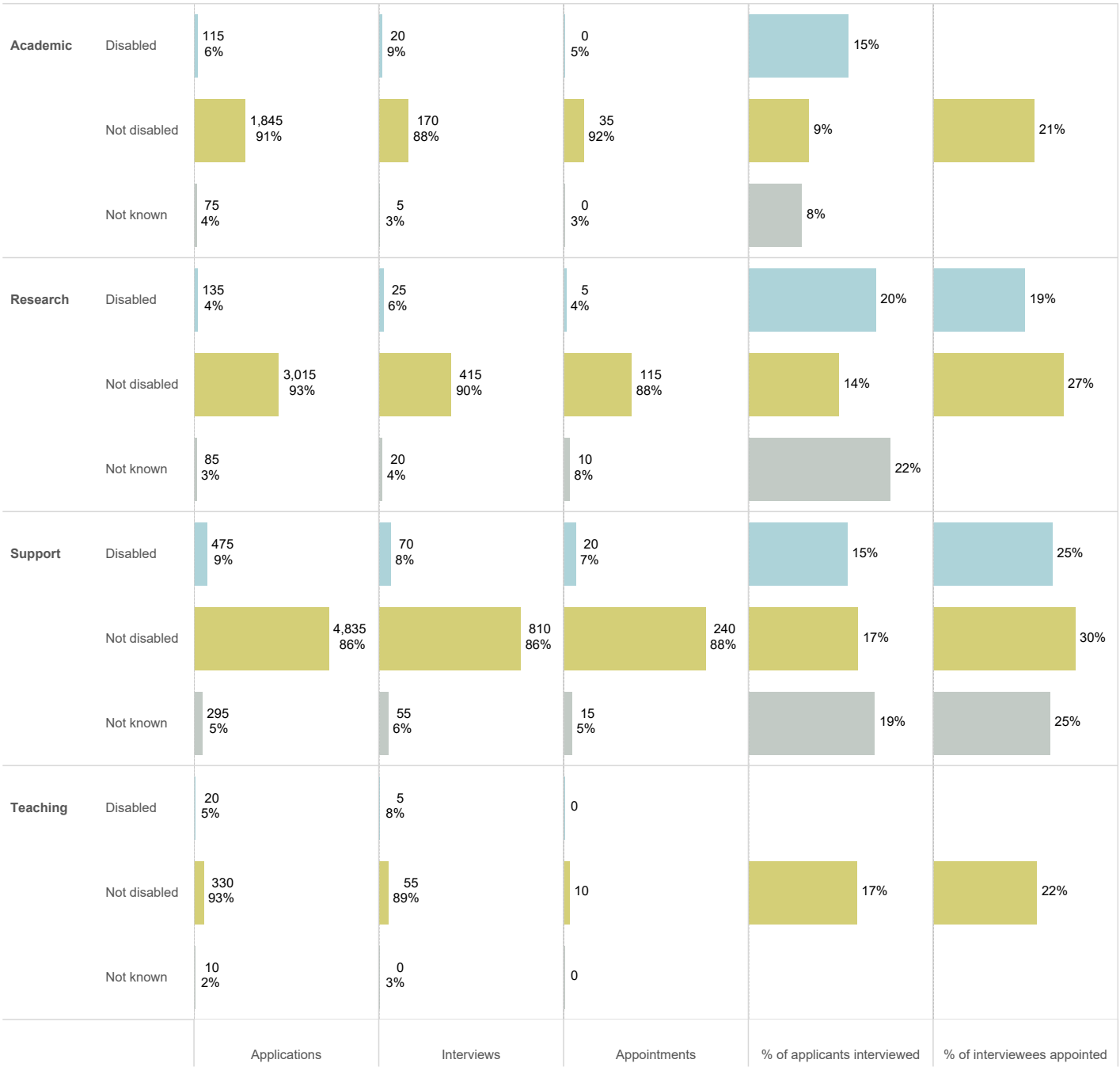

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Job candidates by Ethnicity and staff group

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Job candidates by Gender and staff group

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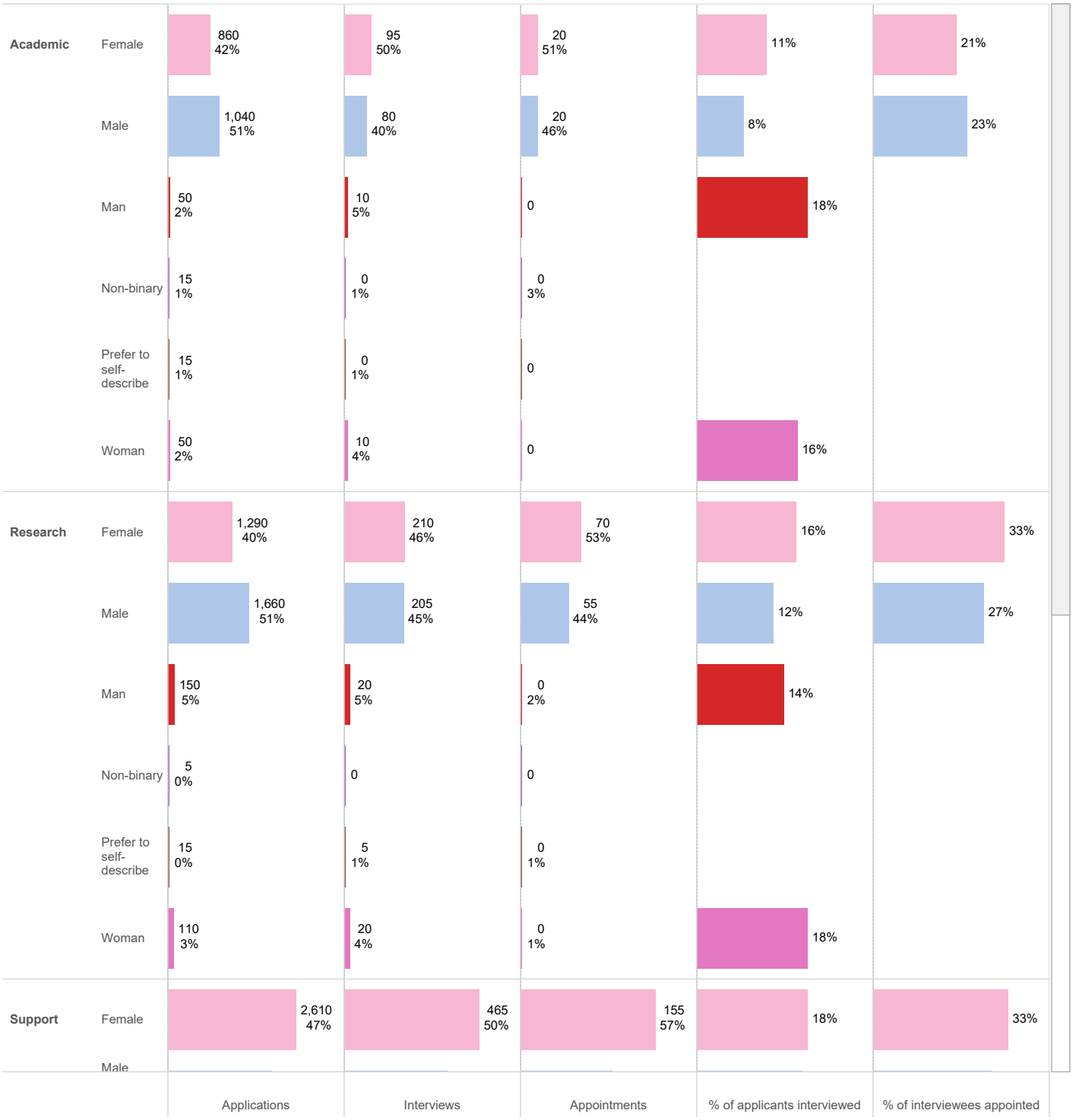

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Job candidates by Nationality and staff group

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Totals for each area have been added to allow comparisons between different Nationality categories.