

RECRUITMENT BY NATIONALITY

PROFESSIONAL SERVICES					
Nationality	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
UK	2041	62%	188	71%	67%
EU	331	10%	23	9%	8%
Non EU	813	25%	45	17%	13%
Unknown	126	4%	7	3%	12%
Total	3311	100%	263	100%	100%

HUMANITIES & SOCIAL SCIENCES					
Nationality	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
UK	339	35%	43	52%	58%
EU	301	31%	20	24%	19%
Non EU	313	32%	12	15%	15%
Not Known	29	3%	7	9%	8%
Total	982	100%	82	100%	100%

SCHOOL OF MEDICINE & DENTISTRY						
Nationality	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job	Offered Job %
UK	4728	51%	395	60%	109	57%
EU	1541	17%	124	19%	51	27%
Non EU	2825	30%	122	19%	26	14%
Not Known	211	2%	16	2%	4	2%
Total	9305	100%	657	100%	190	100%

SCIENCE & ENGINEERING					
Nationality	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
UK	608	43%	70	48%	33%
EU	272	19%	25	17%	24%
Non EU	466	33%	37	26%	27%
Not Known	80	6%	13	9%	15%
Total	1426	100%	145	100%	100%

All College						
Nationality	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job	Offered Job %
UK	7716	51%	696	61%	185	57%
EU	2445	16%	192	17%	70	22%
Non EU	4417	29%	216	19%	49	15%
Not Known	446	3%	43	4%	20	6%
Total	15024	100%	1147	100%	324	100%

EU: excludes UK

Variations are not available as data by nationality was not produced in the previous academic years

RECRUITMENT BY ETHNICITY

PROFESSIONAL SERVICES					
Ethnicity	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
WHITE	1323	40%	145	55%	53%
ASIAN	944	29%	47	18%	20%
BLACK	606	18%	40	15%	11%
CHINESE & OTHER	233	7%	14	5%	3%
MIXED	126	4%	12	5%	3%
UNKNOWN / REFUSED	79	2%	5	2%	11%
Total	3311	100%	263	100%	100%

HUMANITIES & SOCIAL SCIENCES				
Ethnicity	Applied	Applied %	Shortlisted %	Offered Job %
WHITE	677	69%	68%	69%
ASIAN	111	11%	6%	8%
BLACK	64	7%	4%	4%
CHINESE & OTHER	50	5%	5%	8%
MIXED	43	4%	5%	0%
UNKNOWN / REFUSED	37	4%	12%	12%
Total	982	100%	100%	100%

SCHOOL OF MEDICINE & DENTISTRY					
Ethnicity	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
WHITE	4127	44%	368	56%	64%
ASIAN	2812	30%	139	21%	18%
BLACK	1084	12%	56	9%	5%
CHINESE & OTHER	572	6%	45	7%	6%
MIXED	337	4%	22	3%	3%
UNKNOWN	373	4%	27	4%	4%
Total	9305	100%	657	100%	100%

SCIENCE & ENGINEERING				
Ethnicity	Applied	Applied %	Shortlisted %	Offered Job %
WHITE	693	49%	57%	67%
ASIAN	336	24%	18%	15%
BLACK	112	8%	3%	0%
CHINESE & OTHER	220	15%	12%	12%
MIXED	55	4%	5%	3%
UNKNOWN	10	1%	4%	3%
Total	1426	100%	100%	100%

All College					
Ethnicity	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
WHITE	6820	45%	652	57%	62%
ASIAN	4203	28%	217	19%	18%
BLACK	1866	12%	104	9%	6%
CHINESE & OTHER	1075	7%	81	7%	6%
MIXED	561	4%	45	4%	2%
UNKNOWN	499	3%	48	4%	6%
Total	15024	100%	1147	100%	100%

Variation 2008-09; 2009-10; 2010-11

Ethnicity	Applied 2009-10 %	Applied 2010-11 %	Shortlisted 2009-10 %	Shortlisted 2010-11 %	Offered Job 2009-10 %	Offered Job 2010-11 %
WHITE	48%	45%	61%	57%	64%	62%
BME	51%	52%	39%	39%	34%	32%
UNKNOWN	1%	3%	0%	4%	1%	6%
Total	100%	100%	100%	100%	100%	100%

BME: includes Asian, Black, Chinese and other, Mixed

Data is not available for 2008-09 as unknown and BME were calculated together

RECRUITMENT BY AGE SUMMARY

PROFESSIONAL SERVICES					
	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
[b] 18 - 25	842	25%	54	21%	29%
[c] 26 - 34	1150	35%	82	31%	24%
[d] 35 - 50	679	21%	73	28%	20%
[e] 51 - 65	199	6%	16	6%	4%
[f] 66+	0	0%	0	0%	0%
Unknown	441	13%	38	14%	23%
Total	3311	100%	263	100%	100%

HUMANITIES & SOCIAL SCIENCES			
Age	Applied %	Shortlisted %	Offered Job %
[b] 18 - 25	5%	4%	4%
[c] 26 - 34	50%	44%	38%
[d] 35 - 50	30%	34%	50%
[e] 51 - 65	6%	10%	4%
[f] 66+	0%	0%	0%
Unknown	7%	9%	4%
Total	100%	100%	100%

SCHOOL OF MEDICINE & DENTISTRY					
	Applied %	Shortlisted	Shortlisted %	Offered Job	Offered Job %
[b] 18 - 25	33%	89	14%	22	12%
[c] 26 - 34	44%	344	52%	102	54%
[d] 35 - 50	16%	152	23%	45	24%
[e] 51 - 65	4%	48	7%	12	6%
[f] 66+	0%	0	0%	0	0%
Unknown	3%	24	4%	9	5%
Total	100%	657	100%	190	100%

SCIENCE & ENGINEERING				
Age	Applied	Applied %	Shortlisted %	Offered Job %
[b] 18 - 25	151	11%	8%	6%
[c] 26 - 34	650	46%	46%	52%
[d] 35 - 50	393	28%	30%	24%
[e] 51 - 65	58	4%	3%	0%
[f] 66+	0	0%	0%	0%
Unknown	174	12%	14%	18%
Total	1426	100%	100%	100%

All College				
Age	Applied %	Shortlisted %	Offered Job	Offered Job %
[b] 18 - 25	27%	14%	47	15%
[c] 26 - 34	43%	46%	147	45%
[d] 35 - 50	19%	26%	81	25%
[e] 51 - 65	4%	7%	16	5%
[f] 66+	0%	0%	0	0%
Unknown	7%	8%	33	10%
Total	100%	100%	324	100%

Variations are not available due to a change in methodology for the categorisation of age group

RECRUITMENT BY DISABILITY

PROFESSIONAL SERVICES				
Disability	Applied	Applied %	Shortlisted %	Offered Job %
Yes, Disability	91	2.7%	2.7%	1.3%
No Known Disability	3189	96.3%	95.8%	85.3%
Not Known / Refused	31	0.9%	1.5%	13.3%
Total	3311	100.0%	100.0%	100.0%

HUMANITIES & SOCIAL SCIENCES				
Disability	Applied	Applied %	Shortlisted %	Offered Job %
Yes, Disability	22	2.2%	1.2%	0.0%
No Known Disability	960	97.8%	98.8%	100.0%
Not Known / Refused	0	0.0%	0.0%	0.0%
Total	982	100.0%	100.0%	100.0%

SCHOOL OF MEDICINE & DENTISTRY					
Disability	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
Yes, Disability	232	2.5%	18	2.7%	1.1%
No Known Disability	8892	95.6%	626	95.3%	97.4%
Unknown	181	1.9%	13	2.0%	1.6%
Total	9305	100.0%	657	100.0%	100.0%

SCIENCE & ENGINEERING				
Disability	Applied	Applied %	Shortlisted %	Offered Job %
Yes, Disability	29	2.0%	4.1%	12.1%
No Known Disability	1397	98.0%	95.9%	87.9%
Not Known	0	0.0%	0.0%	0.0%
Grand Total	1426	100.0%	100.0%	100.0%

All College					
Disability	Applied	Applied %	Shortlisted	Shortlisted %	Offered Job %
Yes, Disability	374	2.5%	32	2.8%	2.2%
No Known Disability	14438	96.1%	1098	95.7%	93.8%
Not Known	212	1.4%	17	1.5%	4.0%
Grand Total	15024	100.0%	1147	100.0%	100.0%

Variation 2008-09; 2009-10; 2010-11

Disability	Applied 2008-09 %	Applied 2009-10 %	Applied 2010-11 %	Shortlisted 2008-09 %	Shortlisted 2009-10 %	Shortlisted 2010-11 %	Offered Job 2008-09 %	Offered Job 2009-10 %	Offered Job 2010-11 %
Yes, Disability	2.0%	1.7%	2.5%	2.0%	1.6%	2.8%	1.4%	0.0%	2.2%
No Known Disability	98.0%	98.3%	96.1%	98.0%	98.4%	95.7%	98.6%	100.0%	93.8%
Not Known			1.4%			1.5%			4.0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

For 2008-09 and 2009-10 "Not known" is included in "no known disability"

