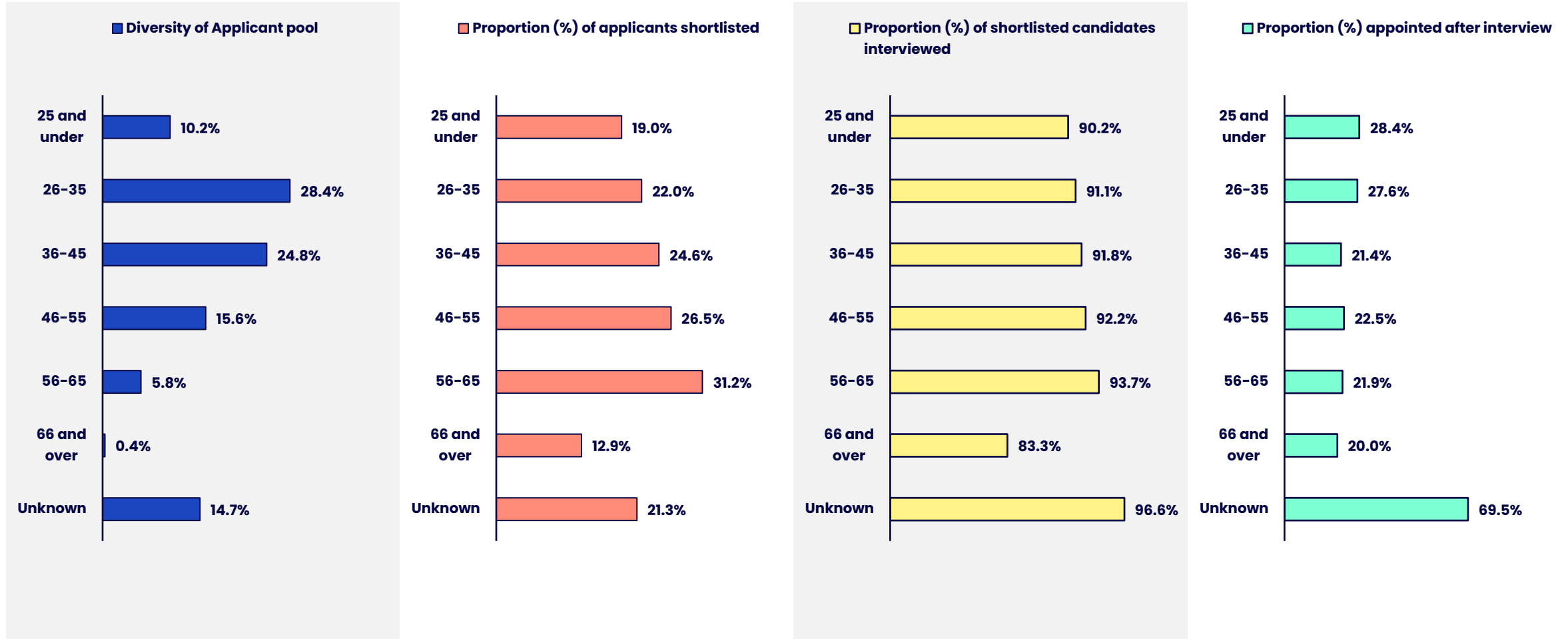


Recruitment 2021/22

Recruitment data pipeline by protected characteristics

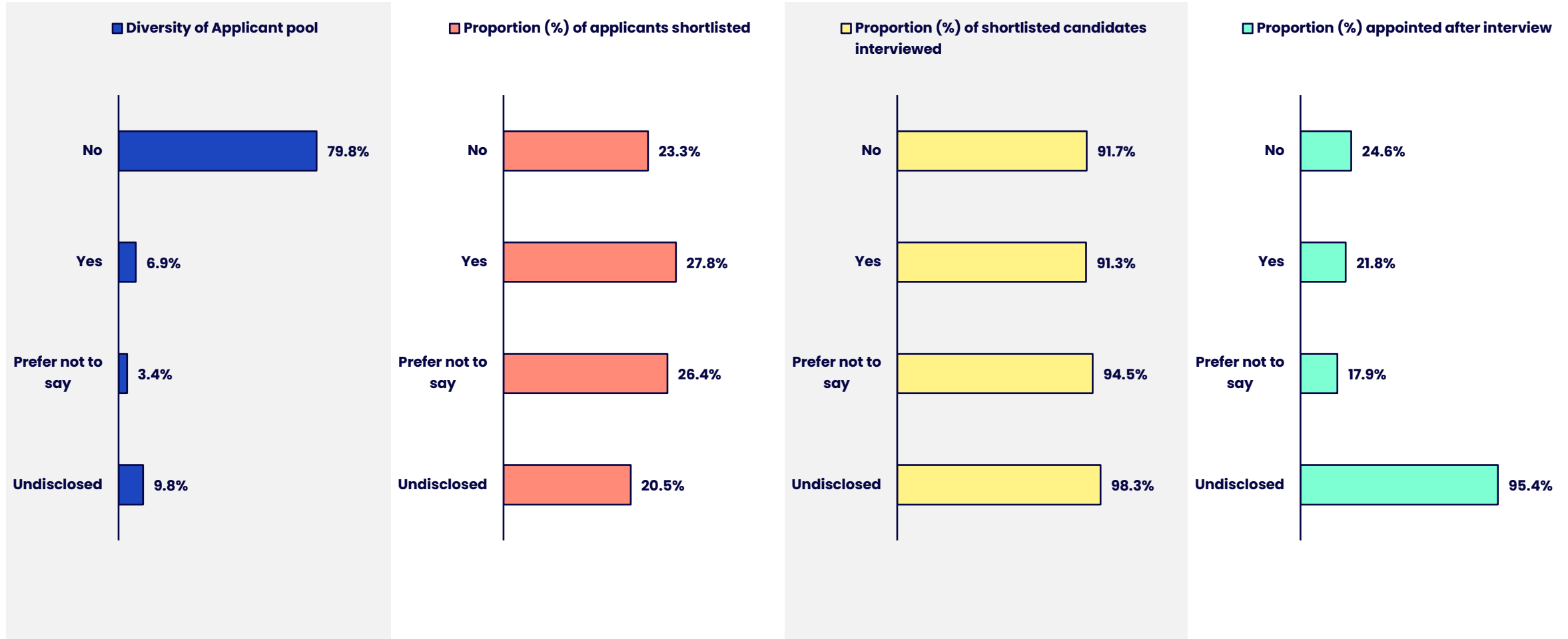
Age – Recruitment

The majority of applicants (63%) in 2021/22 are 45 and under; the average age of the candidate pool is 38.2 years old. The 56-65 age group is the most likely to be shortlisted while 25 and under are more likely to be appointed after interview. There were less than 70 applicants aged 66 and over in 2021/22.



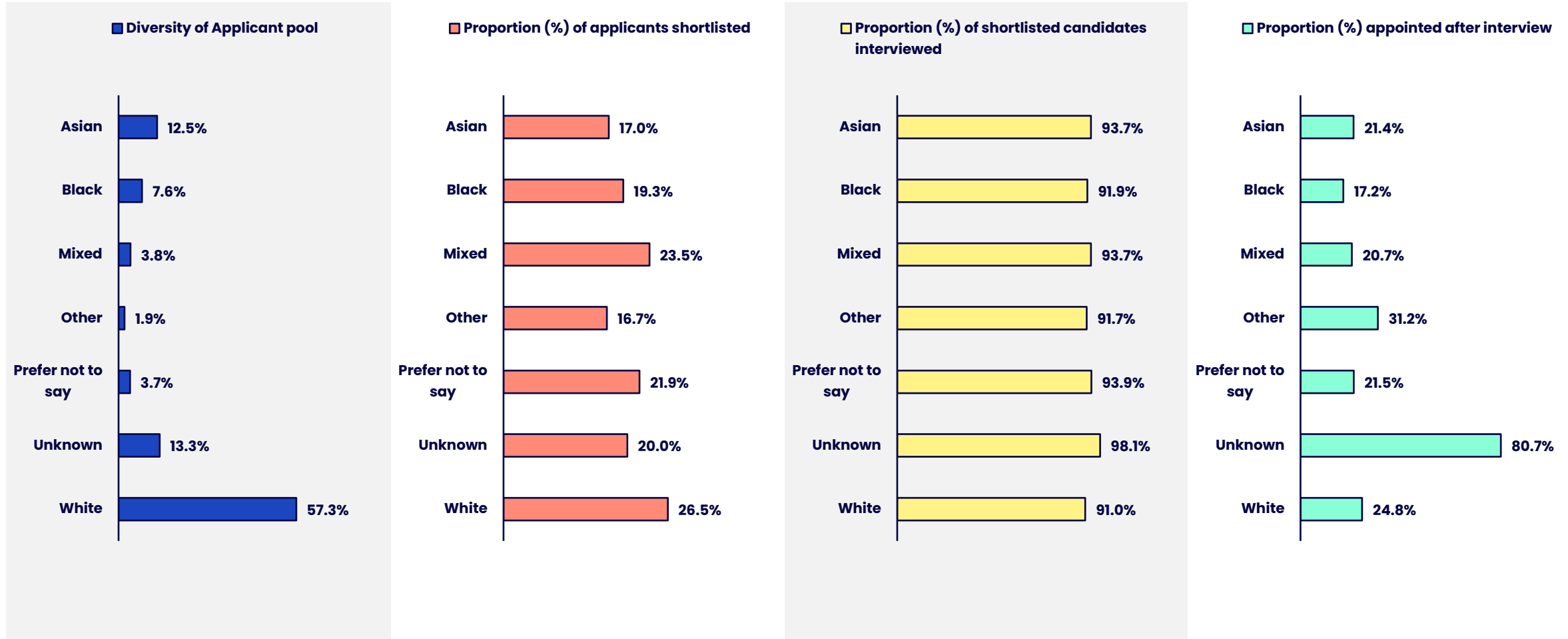
Disability – Recruitment

In 2021/22, 6.9% of all applicants declared a disability. More than a quarter (27.8%) of applicants with a declared disability are shortlisted for an interview. One in 5 (21.8%) applicants with disabilities are appointed after an interview, compared to 1 in 4 (24.6%) of candidates with no disability.



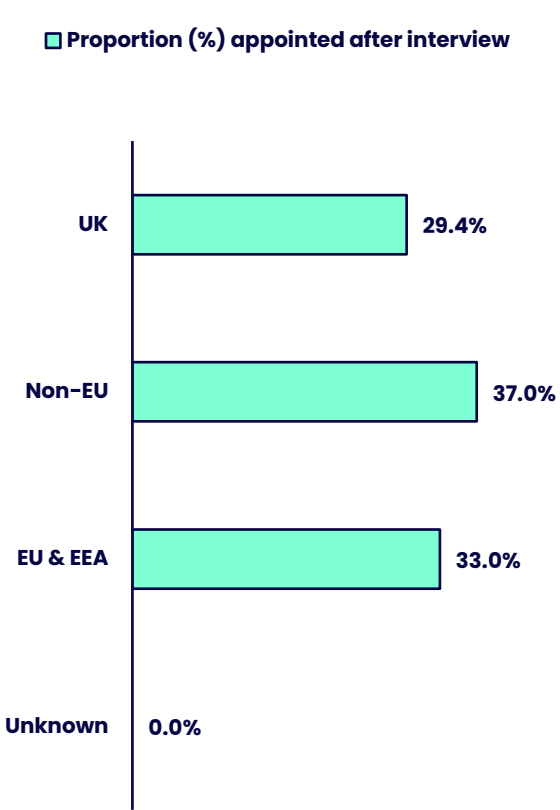
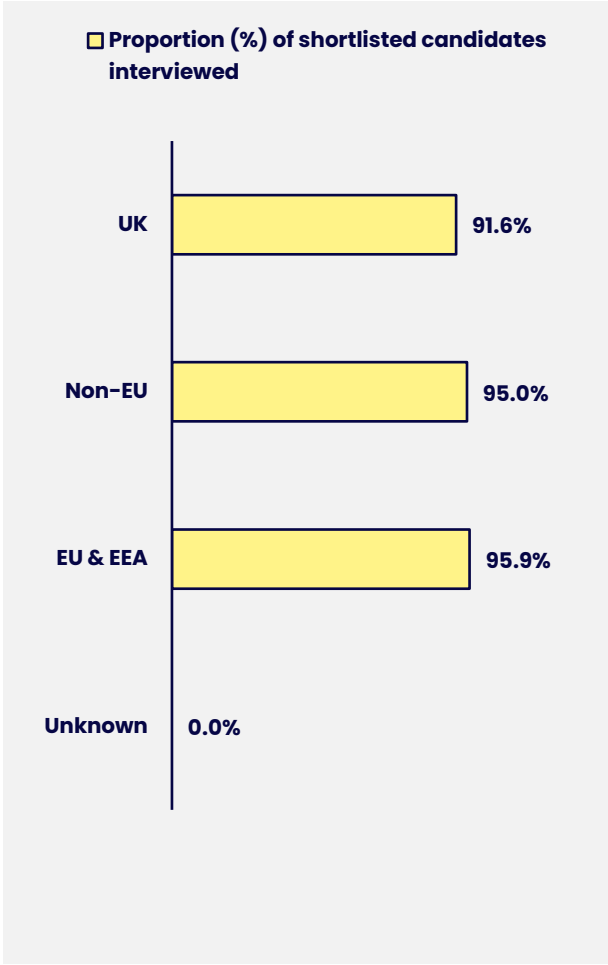
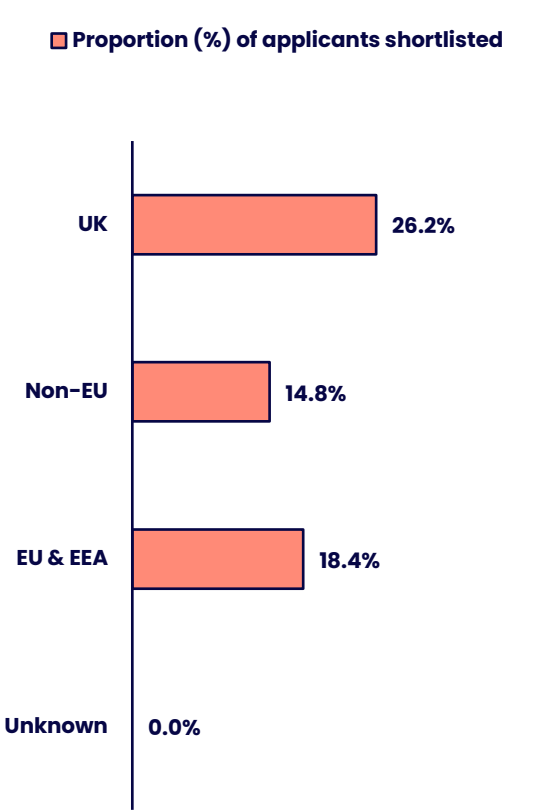
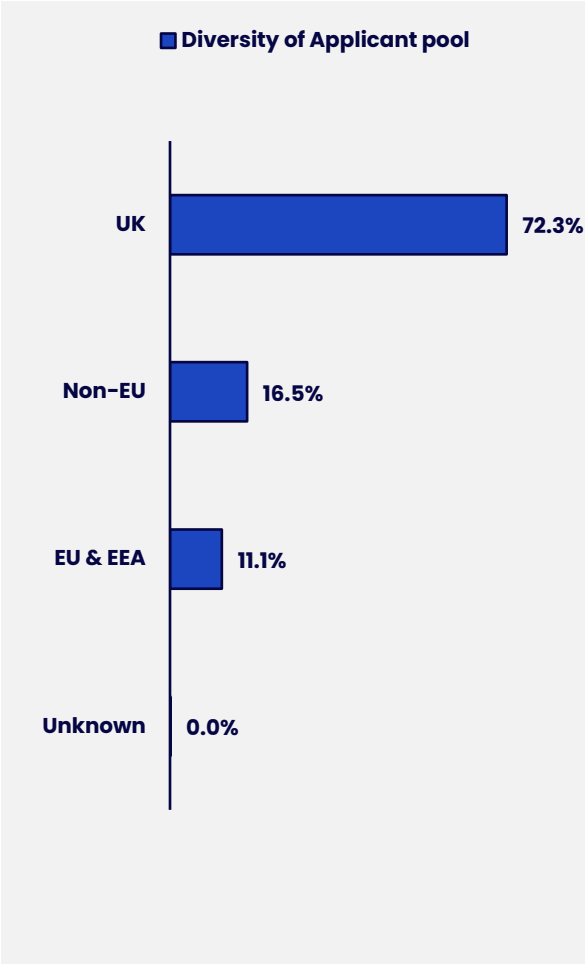
Ethnicity – Recruitment

A quarter (25.8%) of the applicant pool are candidates from Black, Asian and minority ethnic backgrounds, led largely by Asian ethnicities (12.5%). Candidates from Other ethnicities are the least likely to be shortlisted (16.7%) followed by Asian ethnicity groups (17.0%). Black candidates are the least likely to be appointed after interview (17.2%).



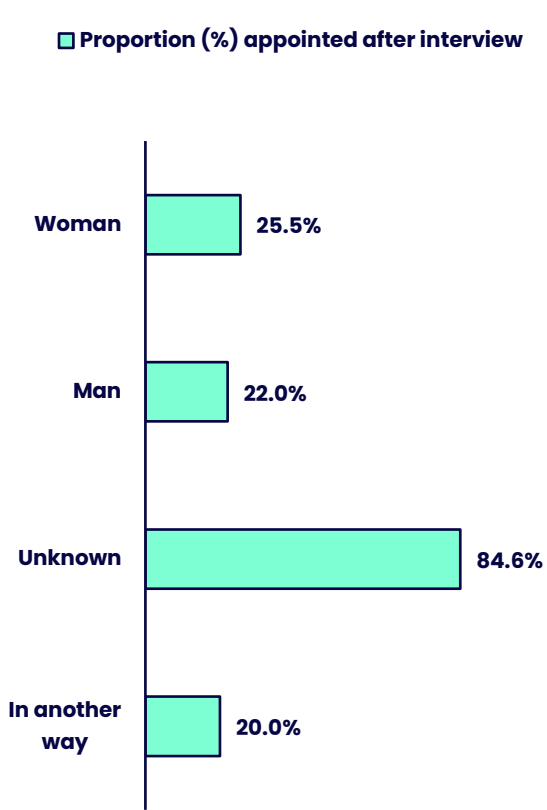
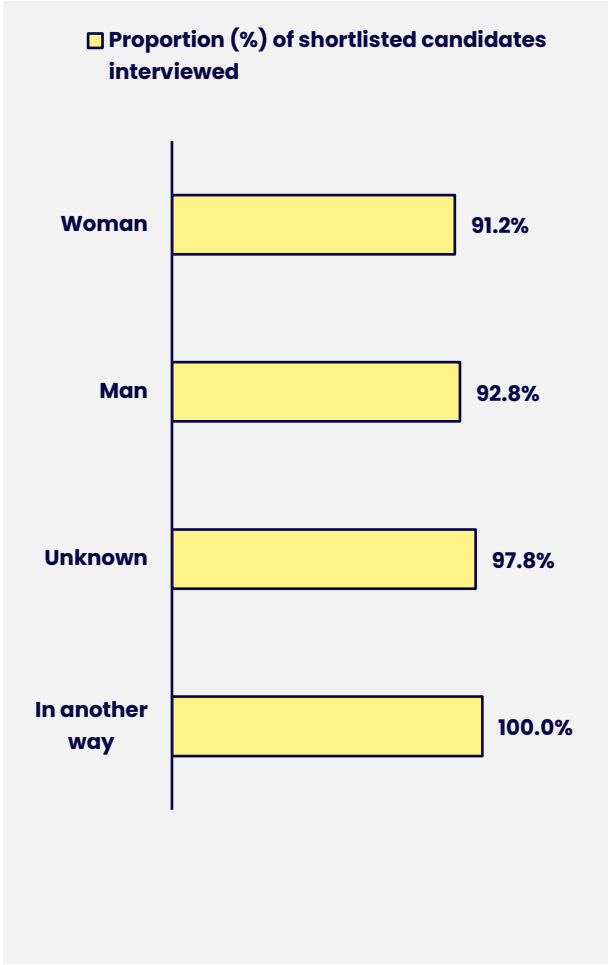
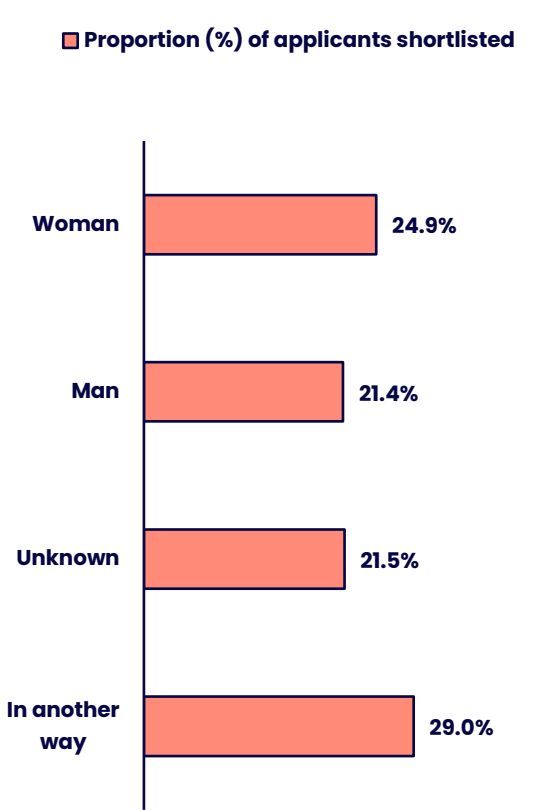
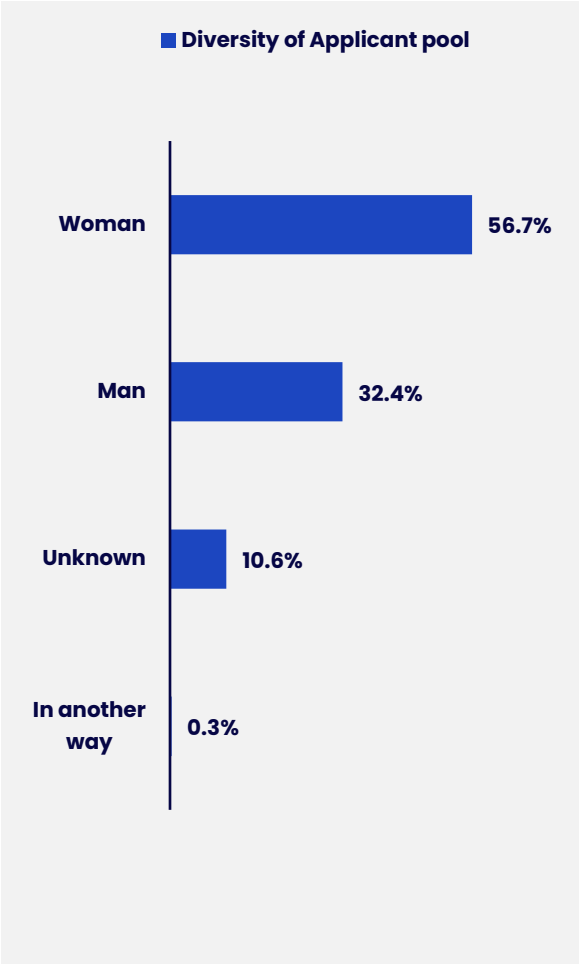
Nationality – Recruitment

The large majority of applicants (72.3%) are UK nationals, followed by non-EU (16.5%) and EU/EEA (11.1%) nationalities. EU/EEA nationals are more likely to be shortlisted compared to non-EU nationals; however, non-EU nationals are more likely to be appointed after interview compared to UK and EU/EEA.



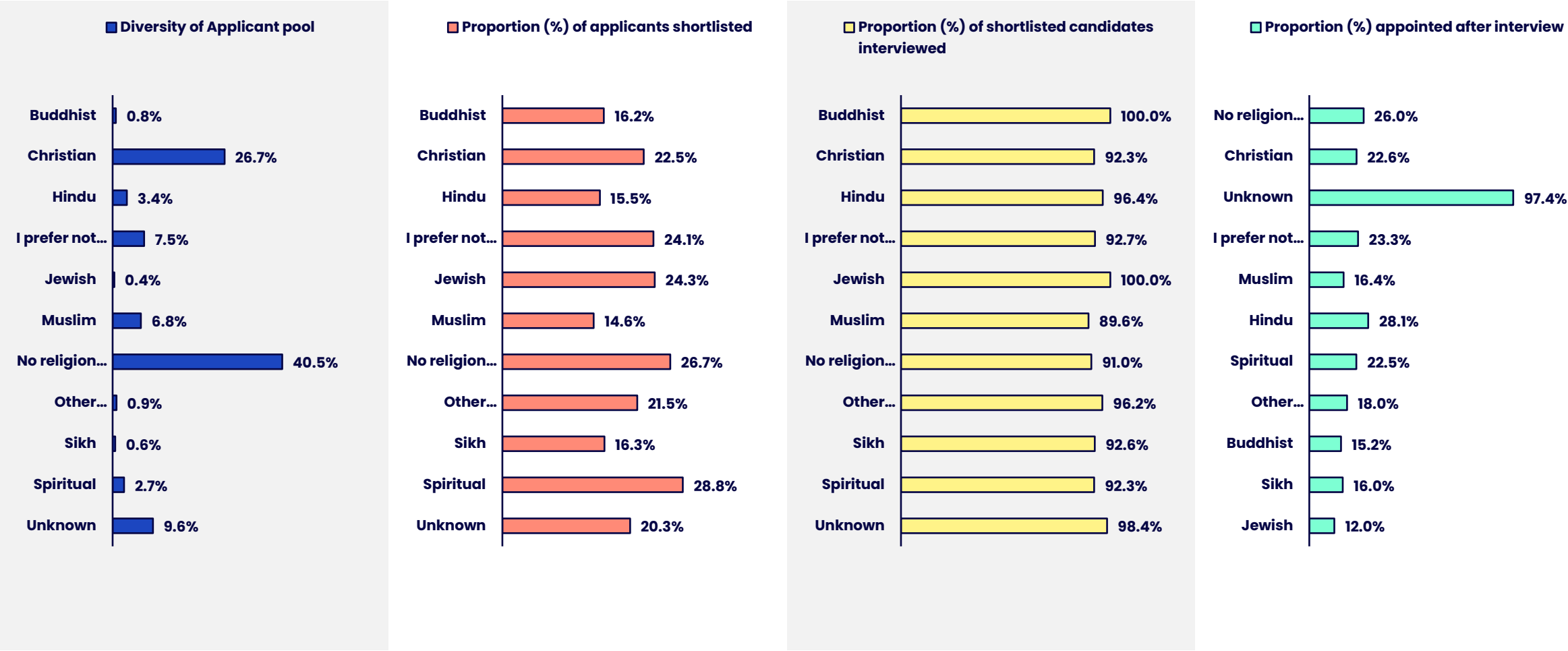
Gender – Recruitment

The majority (56.7%) of applicants are women who are also more likely to be shortlisted and appointed after interview compared to men. One in 10 (10.6%) have not revealed their gender identity. 69 applicants (0.3% of the total candidate pool) preferred to describe their gender identity in another way.



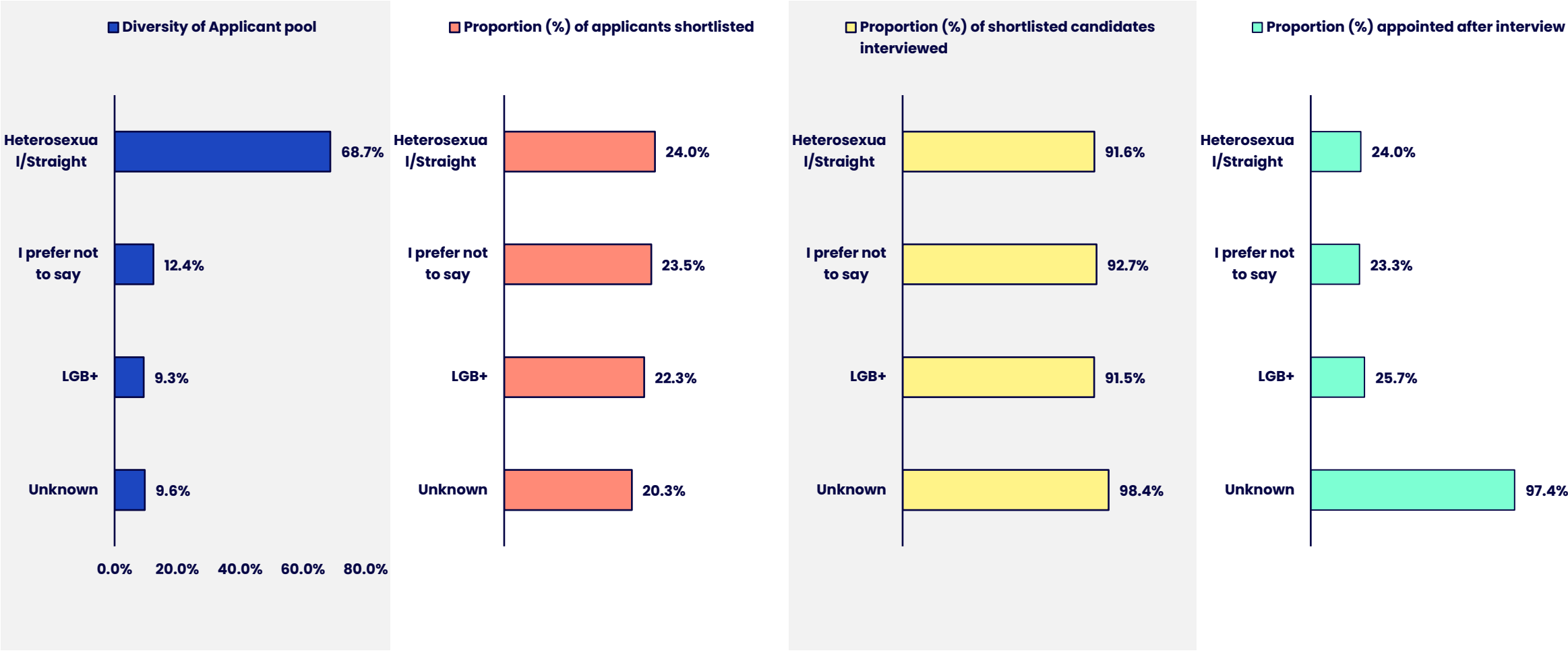
Religion – Recruitment

Two-fifths (40.5%) of applicants declared they had no religion or belief. Christianity was the second most common religion or belief group, representing over a quarter (26.7%) of all candidates. Despite representing the 3rd most common religion or belief group, Muslim candidates are the least likely to be shortlisted (14.6%) and interviewed. Fewer Jewish candidates are hired after interview compared to other religion or belief groups.



Sexual Orientation – Recruitment

One in 10 (9.3%) applicants identify as LGB+. Sexual orientation disclosure is the lowest compared to all other protected characteristics in recruitment, with 12.4% of candidates preferring not to say their sexual orientation. LGB+ candidates are slightly less likely to be shortlisted compared to heterosexual candidates but slightly more likely to be appointed after interview compared to heterosexual candidates.





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