

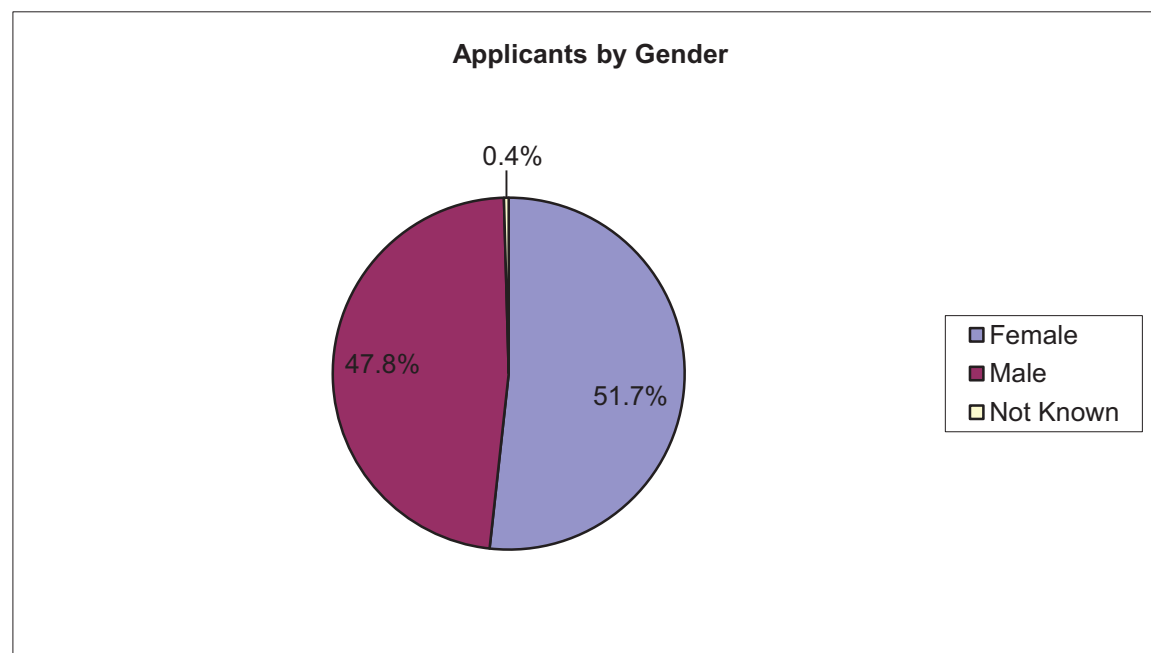
Recruitment

This section looks at the protected characteristics (of gender, disability, ethnicity, age, religion and belief and sexual orientation) of candidates who have applied for positions at the School, divided into applicants, applicants shortlisted for interview, and appointees. The data is based on everyone who applied for a position at the School from 1st January to 31st December 2012.

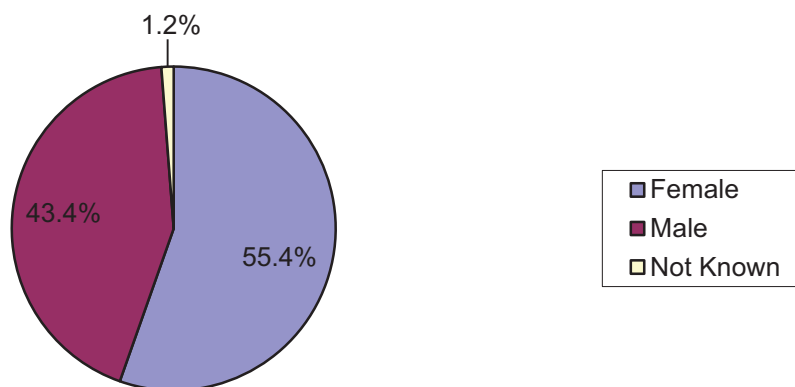
Gender

	Headcounts		
Gender	Applied	Shortlisted	Offered Position
Female	9418	636	156
Male	8707	498	131
Not Known	79	14	9
Total	18204	1148	296

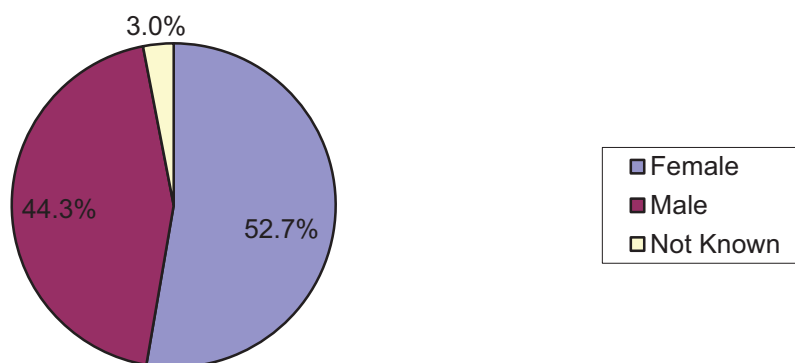
	Percentages		
Gender	Applied	Shortlisted	Offered Position
Female	51.7%	55.4%	52.7%
Male	47.8%	43.4%	44.3%
Not Known	0.4%	1.2%	3.0%



Shortlisted Candidates by Gender



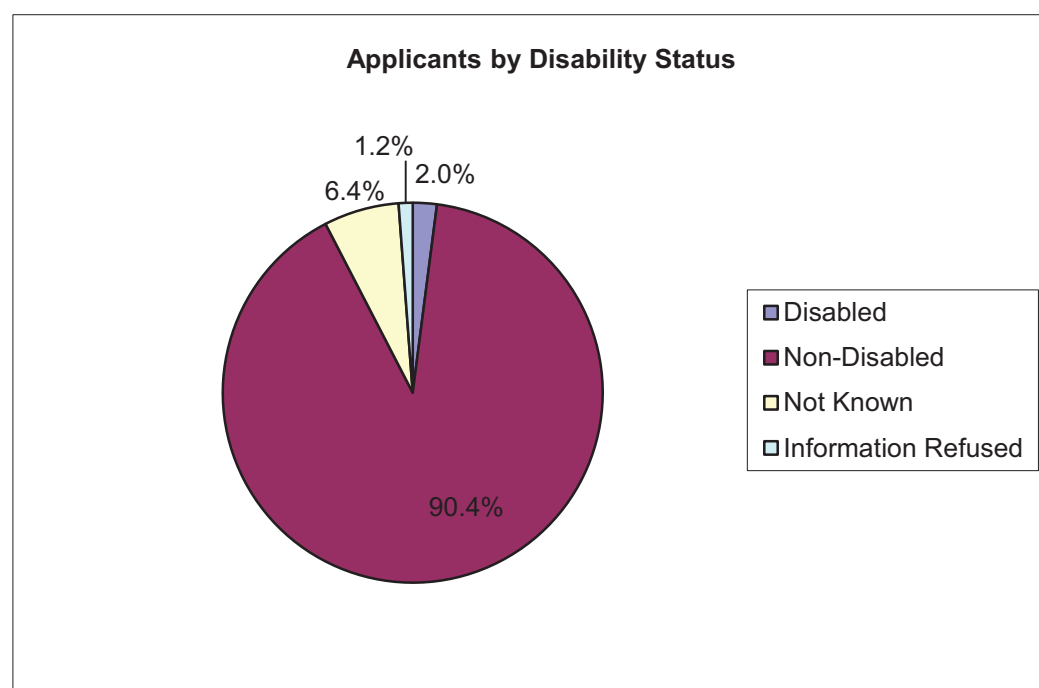
Applicants Offered Position by Gender



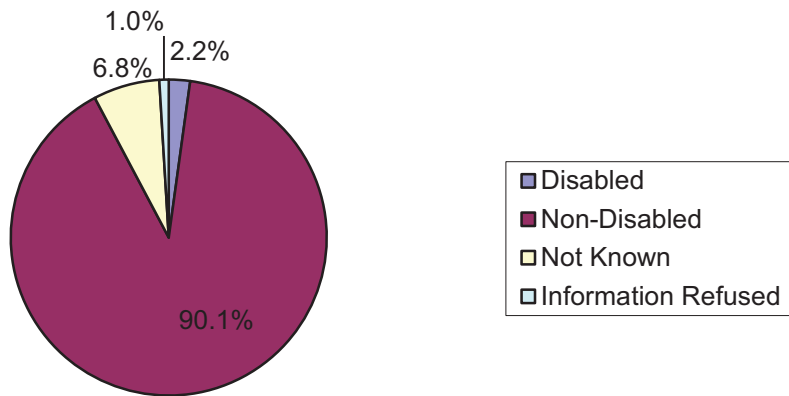
Disability

	Headcounts		
Disability Status	Applied	Shortlisted	Offered Position
Disabled	372	25	5
Non-Disabled	16450	1034	244
Not Known	1165	78	29
Information Refused	217	11	18
Total	18204	1148	296

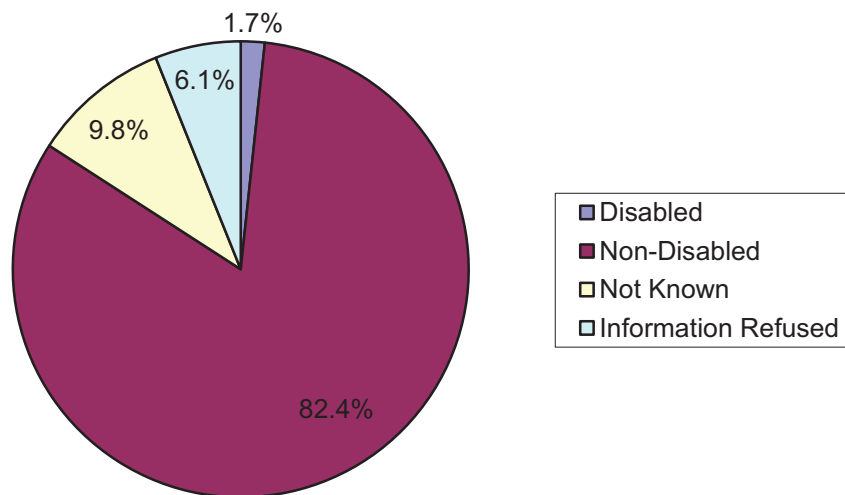
	Percentages		
Disability Status	Applied	Shortlisted	Offered Position
Disabled	2.0%	2.2%	1.7%
Non-Disabled	90.4%	90.1%	82.4%
Not Known	6.4%	6.8%	9.8%
Information Refused	1.2%	1.0%	6.1%



Shortlisted Candidates by Disability Status



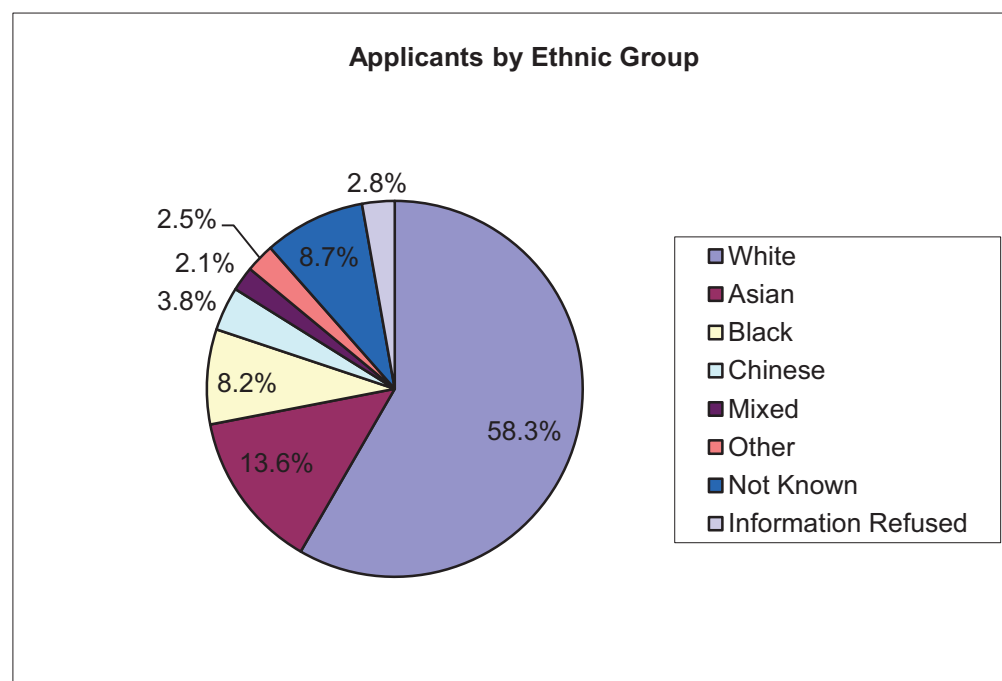
Applicants Offered Position by Disability Status



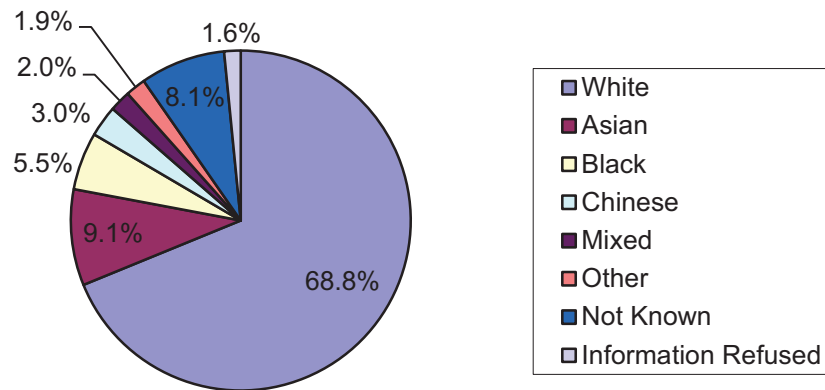
Ethnicity

	Headcounts		
Ethnic Origin	Applied	Shortlisted	Offered Position
White	10620	790	206
Asian	2480	105	22
Black	1486	63	5
Chinese	687	34	9
Mixed	384	23	4
Other	452	22	3
Not Known	1586	93	32
Information Refused	509	18	15
Total	18204	1148	296

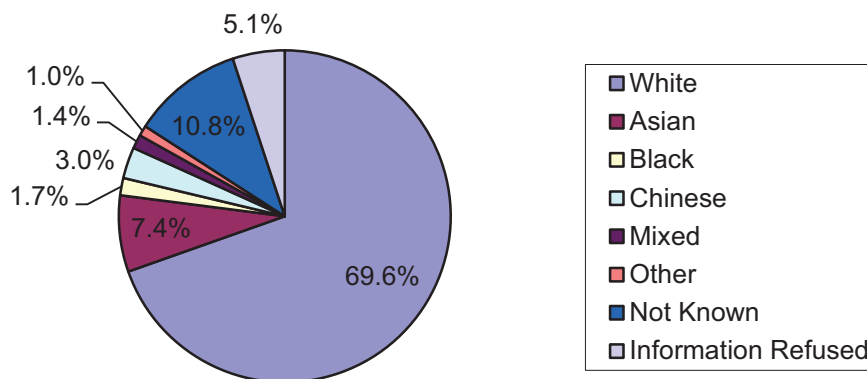
	Percentages		
Ethnic Origin	Applied	Shortlisted	Offered Position
White	58.3%	68.8%	69.6%
Asian	13.6%	9.1%	7.4%
Black	8.2%	5.5%	1.7%
Chinese	3.8%	3.0%	3.0%
Mixed	2.1%	2.0%	1.4%
Other	2.5%	1.9%	1.0%
Not Known	8.7%	8.1%	10.8%
Information Refused	2.8%	1.6%	5.1%



Shortlisted Candidates by Ethnic Group



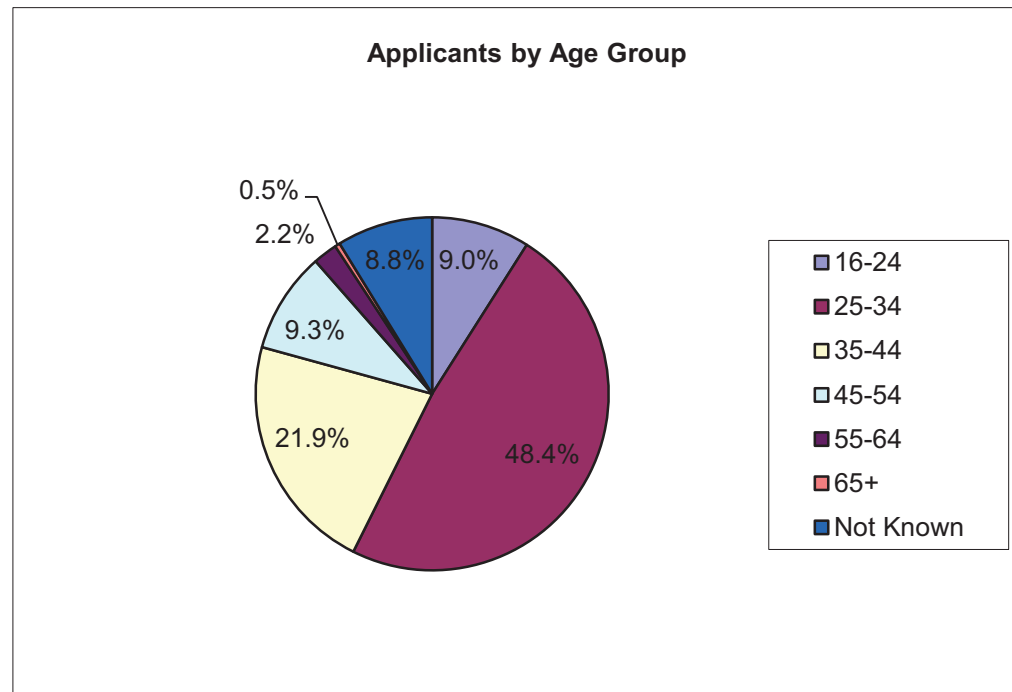
Applicants Offered Position by Ethnic Group



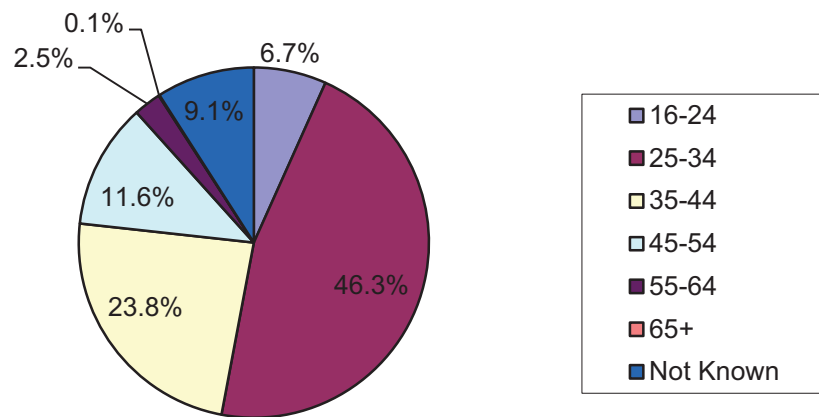
Age

	Headcounts		
Age Range	Applied	Shortlisted	Offered Position
16-24	1640	77	24
25-34	8804	531	158
35-44	3985	273	50
45-54	1685	133	22
55-64	406	29	6
65+	85	1	1
Not Known	1599	104	35
Total	18204	1148	296

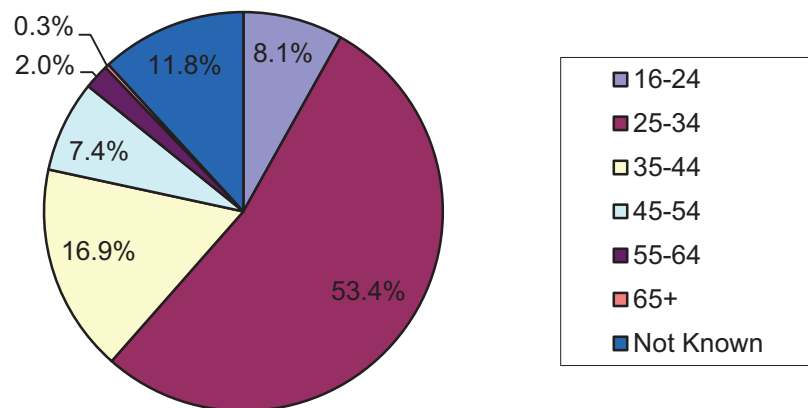
	Percentages		
Age Range	Applied	Shortlisted	Offered Position
16-24	9.0%	6.7%	8.1%
25-34	48.4%	46.3%	53.4%
35-44	21.9%	23.8%	16.9%
45-54	9.3%	11.6%	7.4%
55-64	2.2%	2.5%	2.0%
65+	0.5%	0.1%	0.3%
Not Known	8.8%	9.1%	11.8%



Shortlisted Candidates by Age Group



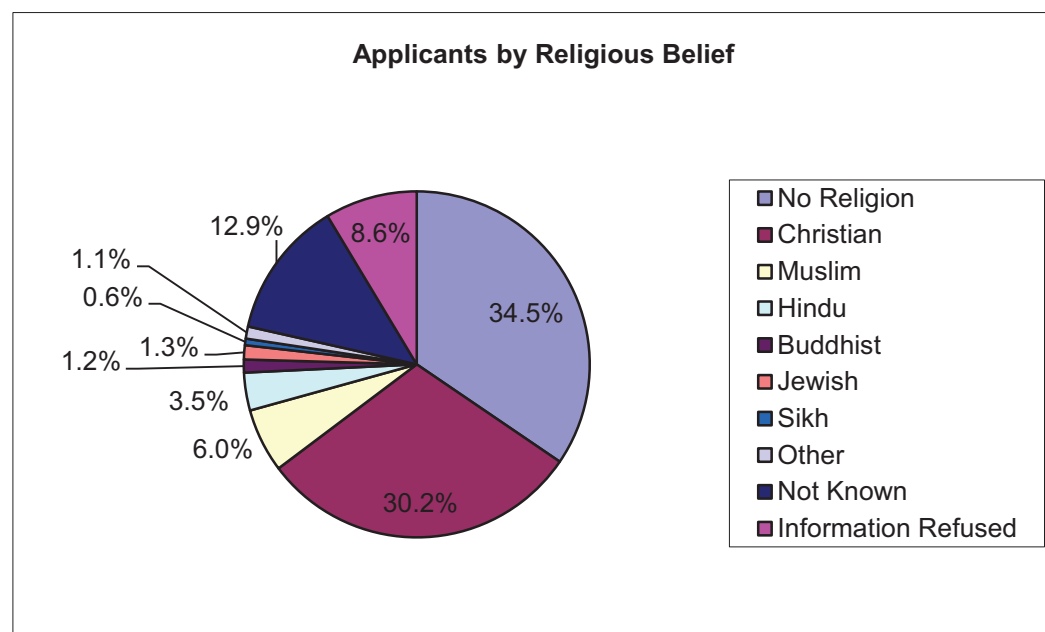
Candidates Offered Position by Age Group



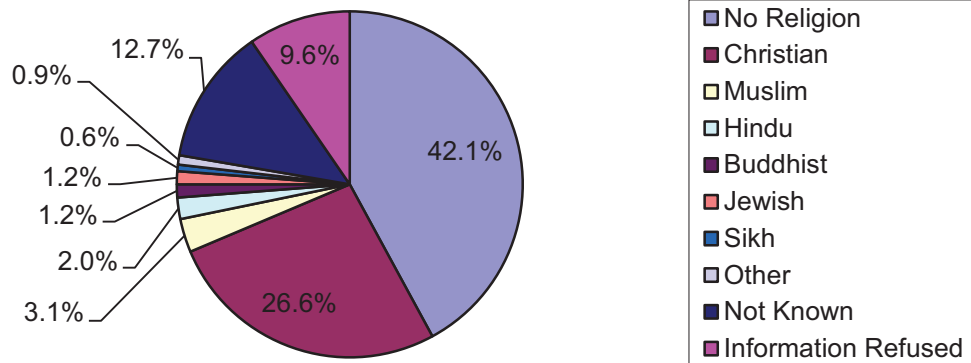
Religion and belief

	Headcounts		
Religious Belief	Applied	Shortlisted	Offered Position
No Religion	6282	483	126
Christian	5502	305	59
Muslim	1087	36	7
Hindu	643	23	3
Buddhist	221	14	1
Jewish	241	14	5
Sikh	111	7	3
Other	207	10	0
Not Known	2341	146	61
Information Refused	1569	110	31
Total	18204	1148	296

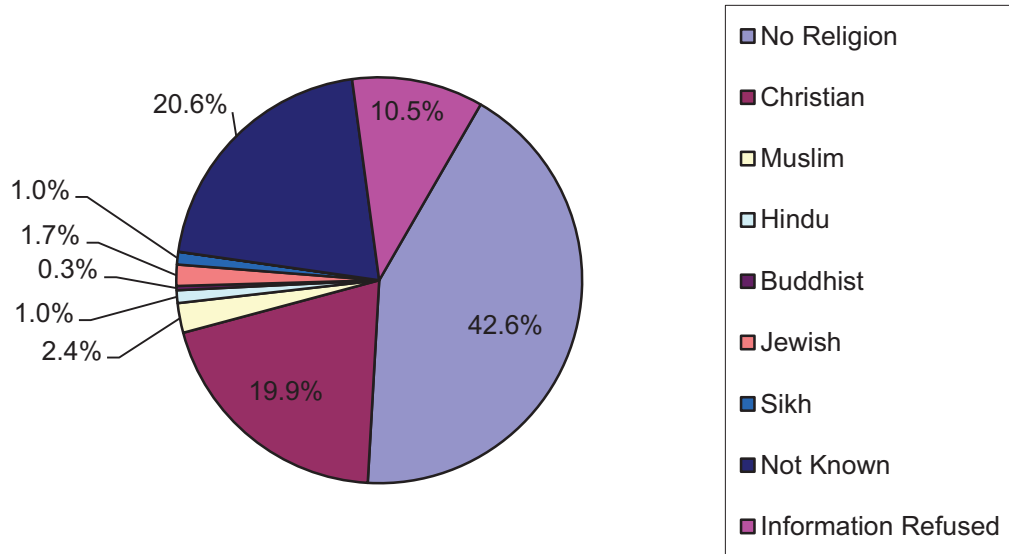
	Percentages		
Religious Belief	Applied	Shortlisted	Offered Position
No Religion	34.5%	42.1%	42.6%
Christian	30.2%	26.6%	19.9%
Muslim	6.0%	3.1%	2.4%
Hindu	3.5%	2.0%	1.0%
Buddhist	1.2%	1.2%	0.3%
Jewish	1.3%	1.2%	1.7%
Sikh	0.6%	0.6%	1.0%
Other	1.1%	0.9%	0.0%
Not Known	12.9%	12.7%	20.6%
Information Refused	8.6%	9.6%	10.5%



Shortlisted Candidates by Religious Belief



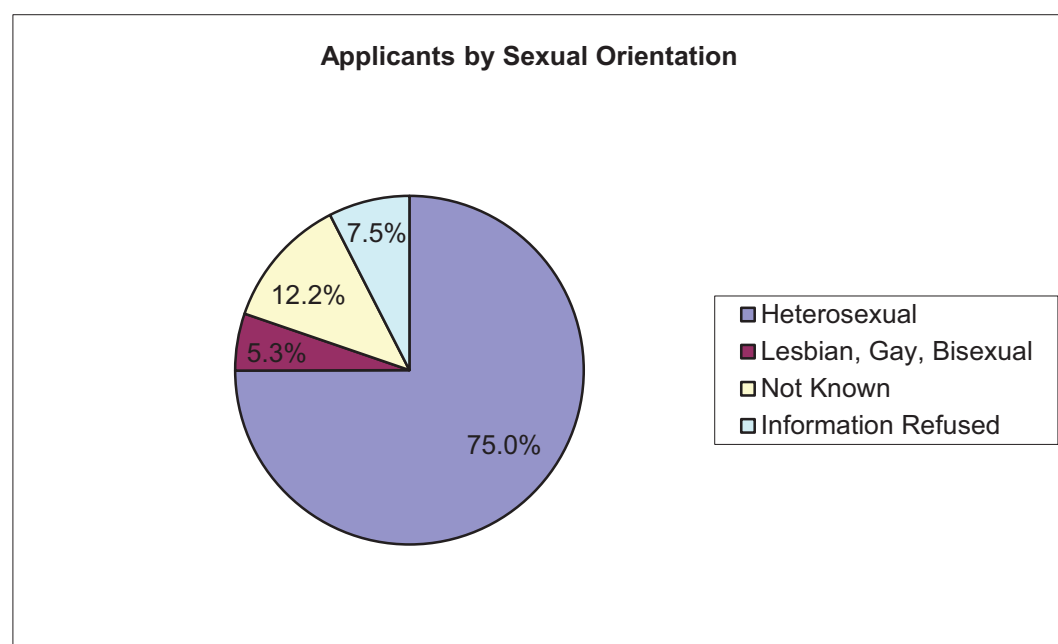
Candidates Offered Position by Religious Belief



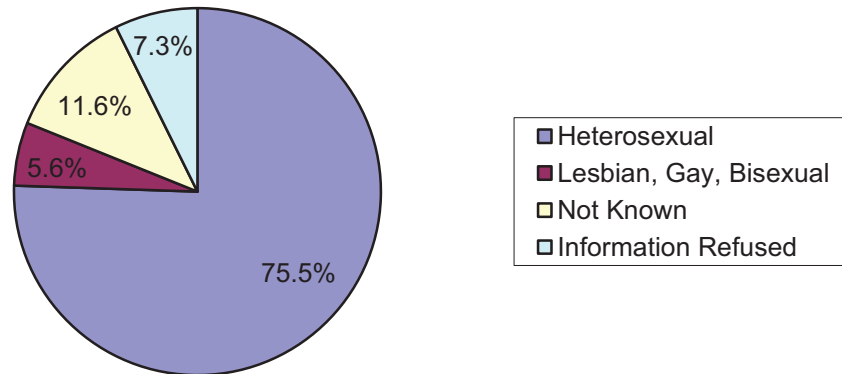
Sexual Orientation

	Headcounts		
Sexual Orientation	Applied	Shortlisted	Offered Position
Heterosexual	13645	867	197
Lesbian, Gay, Bisexual	965	64	15
Not Known	2224	133	47
Information Refused	1370	84	37
Total	18204	1148	296

	Percentages		
Sexual Orientation	Applied	Shortlisted	Offered Position
Heterosexual	75.0%	75.5%	66.6%
Lesbian, Gay, Bisexual	5.3%	5.6%	5.1%
Not Known	12.2%	11.6%	15.9%
Information Refused	7.5%	7.3%	12.5%



Shortlisted Candidates by Sexual Orientation



Candidates Offered Position by Sexual Orientation

