

From: Freedom of Information

Sent: 16 October 2020 15:56

To:

Subject: Freedom of Information Response (Our Ref: K/20/367)

Dear

Freedom of Information Response (Our Ref: K/20/367)

Thank you for your Freedom of Information (FOI) request dated 21 September 2020, reference K/20/367.

Your request read:

"I request the University of Leeds provide the following information in respect of the recruitment selection and employment of prospective NHS employees pursuant of Employment with Leeds University Hospitals NHS Trust and Pre-Registration Training in Clinical Psychology:

I request the University of Leeds provide information in respect of selection for employment commencing September/October each year (i) 2017, (ii) 2018, (iii) 2019, (iv) 2020, as follows for EACH YEAR SEPARATELY:

- (1) The number of applications received - detailing (a) the number of Male applicants and Female; and (b) the number of Disabled Persons.
- (2) The number of persons shortlisted for interview, detailing (a) the number of interviews offered to Males and number of interviews offered to Females; and (b) the number of Disabled Persons offered interview.
- (3) The number of persons offered employment as by Leeds University Hospitals NHS Trust - detailing (a) the number of offers of employment to Males and number of offers of employment to Females; and (b) the number of Disabled Persons offered employment.
- (4) The number of applicants (in each year) in the following Age groups:
 - 20-29
 - 30-39
 - 40-49
 - 50-59
 - 60 and above.
- (5) The number of interviews offered (in each year) to persons in the following Age groups:

- 20-29
- 30-39
- 40-49
- 50-59

60 and above.

(6) The number of offers of employment (in each year) to persons in the following Age groups:

20-29

30-39

40-49

50-59

60 and above.

(7) The highest qualification (and degree classification) held for each person offered employment in each year.

(8) The number of Council Tax Exemption Letters issued by the University of Leeds to persons for each year (i) 2017, (ii) 2018, (iii) 2019, (iv) 2020, who are undertaking Pre-Registration Training in Clinical Psychology.

(9) A true full copy of the contracts and contractual documents between the University of Leeds and Health Education England in respect of recruitment, selection, employment and Pre-Registration Training in Clinical Psychology.”

The University of Leeds holds some of this information. We do not yet hold information in relation to 2020 entry; this information will not be provided to the University of Leeds until the Spring of 2021. You may therefore wish to resubmit your enquiry in 2021 for this information.

For your convenience, we have responded to each of your questions in turn below.

(1) The number of applications received - detailing

- i. **the number of Male applicants and Female; and**
- ii. **the number of Disabled Persons.**

In 2017, there were 656 applications. Of these, 539 applicants gave their gender as 'female'; 114 as 'male', with the remaining three declining to provide their gender. 71 applicants declared a disability.

In 2018, there were 620 applications. Of these, 514 applicants gave their gender as 'female'; 105 as 'male', with the remaining applicant declining to provide their gender. 79 applicants declared a disability.

In 2019, there were 629 applications. Of these, 542 applicants gave their gender as 'female'; 85 as 'male', with the remaining two declining to provide their gender. 88 applicants declared a disability.

(2) The number of persons shortlisted for interview, detailing

- i. **the number of interviews offered to Males and number of interviews offered to Females; and**
- ii. **the number of Disabled Persons offered interview.**

In 2017, there were 93 applicants shortlisted for interview, of which 80 were female, 12 were male and one had not provided gender information. 28 shortlisted candidates had declared a disability.

In 2018, there were 76 applicants shortlisted for interview, of which 66 were female and 10 were male. 12 shortlisted candidates had declared a disability.

In 2019, there were 79 applicants shortlisted for interview, of which 67 were female, and 12 were male. 13 shortlisted candidates had declared a disability.

(3) The number of persons offered employment as by Leeds University Hospitals NHS Trust – detailing

- i. the number of offers of employment to Males and number of offers of employment to Females; and**
- ii. the number of Disabled Persons offered employment.**

In 2017, a total of 16 applicants were accepted. All successful applicants were female. Fewer than five successful applicants declared a disability. We are withholding the exact number under section 40(2) of the Freedom of Information Act, to protect the identity of individuals who fall within this group. To release information which identifies (or could be used to identify) individuals and reveals sensitive personal information (i.e. whether they have a disability) would be unfair, and would therefore breach the data protection rights of the individuals concerned.

In 2018, a total of 16 applicants were accepted, of which 15 were female and one was male. Fewer than five successful applicants declared a disability. We are withholding the exact number under section 40(2) as outlined above.

In 2019, a total of 16 applicants were accepted. All successful applicants were female. Fewer than five successful applicants declared a disability. We are withholding the exact number under section 40(2) as outlined above.

(4) The number of applicants (in each year) in the following Age groups:

(5) The number of interviews offered (in each year) to persons in the following Age groups:

(6) The number of offers of employment (in each year) to persons in the following Age groups:

20-29

30-39

40-49

50-59

60 and above.

We address these questions together.

Please note that not all candidates provide age information and as such the data provided below will not necessary match exactly with figures given elsewhere in this response.

We do not hold information in the exact age brackets you have set out. We can only identify applicants who are aged 55 and over; this means we cannot provide figures for the categories 50-59 or 60 and above. Instead we have provided information for applicants who are aged between 40 and 54 years old, and those aged 55+. We hope that this information is helpful. Please find this information disclosed in the tables below:

2017

Age	Applications	Shortlisted for interview	Accepted
20-29	506	76	16
30-39	111	13	0
40-54	34	<5	0
55+	<5	0	0

2018

Age	Applications	Shortlisted for interview	Accepted
20-29	462	59	14
30-39	131	14	<5
40-54	27	<5	0
55+	0	0	0

2019

Age	Applications	Shortlisted for interview	Accepted
20-29	409	55	12
30-39	113	20	<5
40-54	24	<5	0
55+	<5	0	0

As outlined above, we are withholding exact figures where there are five or fewer people in a particular group.

(7) The highest qualification (and degree classification) held for each person offered employment in each year.

We hold this information. However, we consider that to provide the degree classification and highest qualification of each successful trainee would be very likely to lead to the identification of individuals, which would be unfair as outlined above. We are therefore withholding this information under section 40(2). However, in the hope that it is helpful we have set out in the table below the number of trainees who hold each type of qualification. The categories are not mutually exclusive; a trainee with an MSc may also be counted within the number of trainees with a 2:1 undergraduate degree, and those with PhDs.

2017 start	2018 start	2019 start	2020 start
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First class honours degree	9	5	7	9
2:1 degree	7	11	9	11
MSc	5	7	9	14
PhD	<5	<5	0	0

(8) The number of Council Tax Exemption Letters issued by the University of Leeds to persons for each year

- i. 2017
- ii. 2018
- iii. 2019
- iv. 2020

who are undertaking Pre-Registration Training in Clinical Psychology.

Historically, the University used to provide letters for trainees to take to Council offices, but more recently Councils have contacted the University to check that trainees are registered as students. The University has written no such letters since 2017.

(9) A true full copy of the contracts and contractual documents between the University of Leeds and Health Education England in respect of recruitment, selection, employment and Pre-Registration Training in Clinical Psychology.

There is no contract between the University of Leeds and Health Education England in respect of recruitment, selection, employment and Pre-Registration Training in Clinical Psychology.

We hope this information is helpful. If you have any questions about this email, however, please do not hesitate to contact us on foi@leeds.ac.uk

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you can request an Internal Review. Requests for Internal Review should be made in writing using the following contact information:

Post: Mr D Wardle
Deputy Secretary
The University of Leeds
Leeds
LS2 9JT

Email: foi@leeds.ac.uk

Requests for Internal Review should be submitted within 40 working days of receiving the University's response to your request. Further information about how the University manages Freedom of Information requests and about our complaints procedure is also available on our website (www.leeds.ac.uk).

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review/complaints procedure provided by the University. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Kind regards

Chloe Wilkins

Freedom of Information Officer

Secretariat

University of Leeds