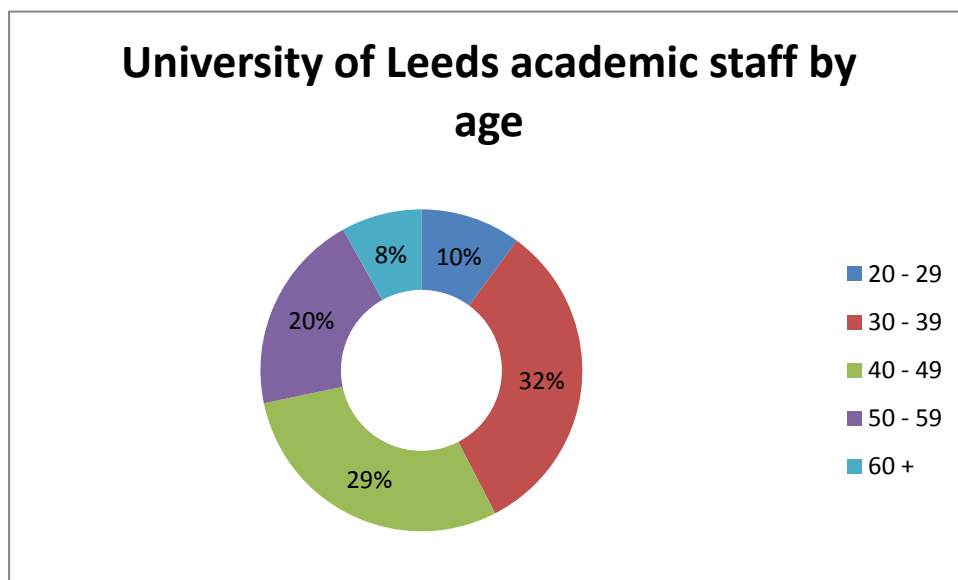


University of Leeds academic staff in post by protected characteristic¹

Figure 1. Age

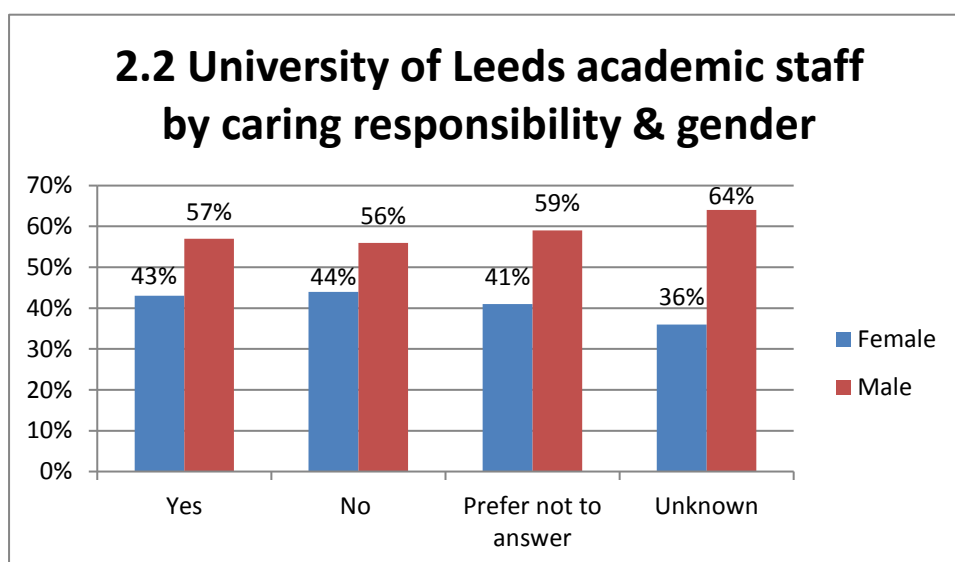
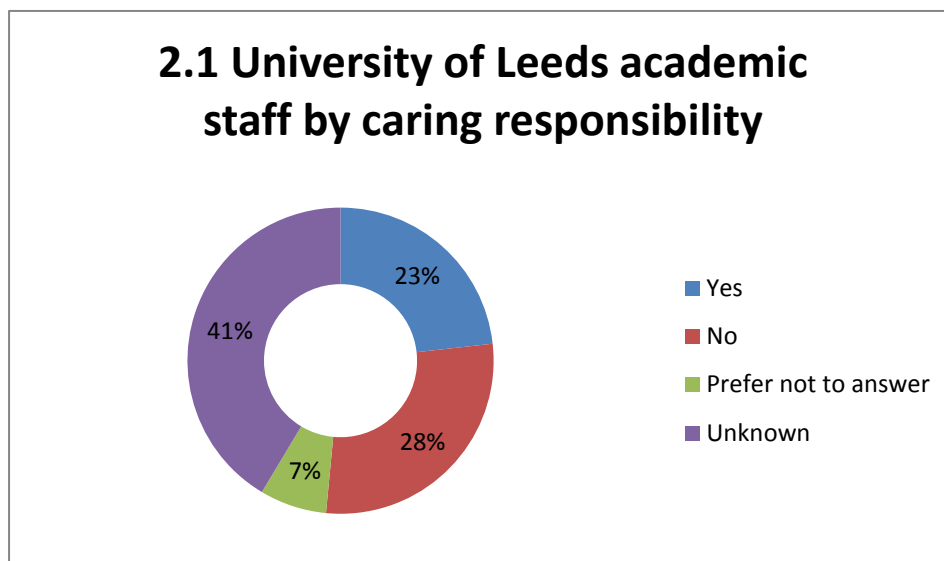


	Total	%
Under 20	0	0%
20 - 29	293	10%
30 - 39	958	32%
40 - 49	865	29%
50 - 59	606	20%
60 +	250	8%

Figure 1 provides a breakdown of the total university academic staff population by age group. Currently staff aged 30 – 39 and 40 – 49 make up the largest staff groups, totalling more than 60% of the staff population. This figure declines to 8% for staff aged 60+.

¹ Data produced July 2011

Figure 2. Caring responsibilities



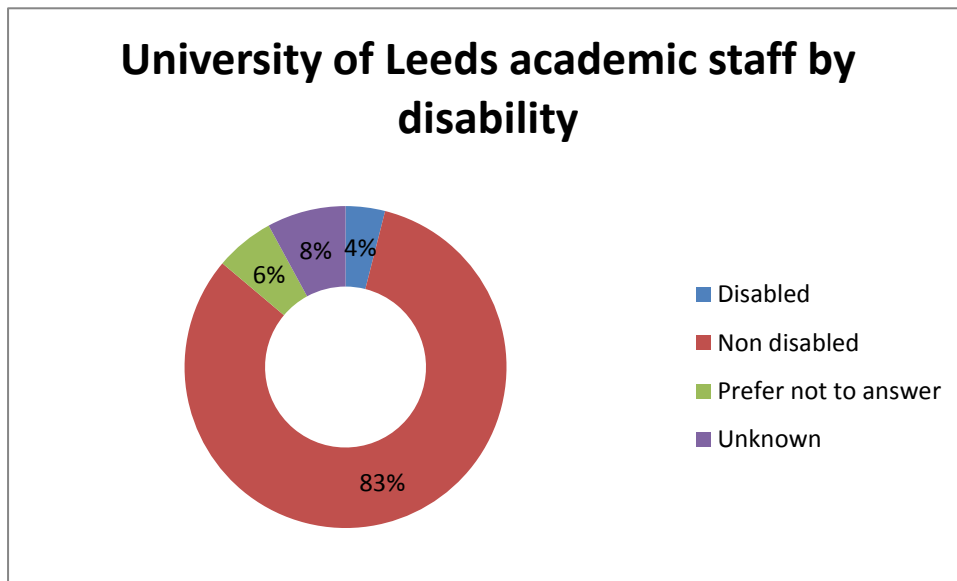
	Female	Female %	Male	Male %	Total	Total %
Yes	294	43%	397	57%	691	23%
No	371	44%	470	56%	841	28%
Prefer not to answer	90	41%	129	59%	219	7%
Unknown	434	36%	787	64%	1221	41%

Figures 2.1 and 2.2 provide information on the number of academic staff across the university who have declared they have a caring responsibility². 23% of overall academic staff have declared they have a caring responsibility, however 41% of data remains unknown and 7% prefer not to answer, suggesting further activity is required to increase disclosure.

Interestingly, when the data is broken down further by gender (fig 2.2), of the 23% of staff who have a caring responsibility, 57% are male and 43% are female.

² of either one or more children, one or more disabled children, a relative or family member

Figure 3. Disability

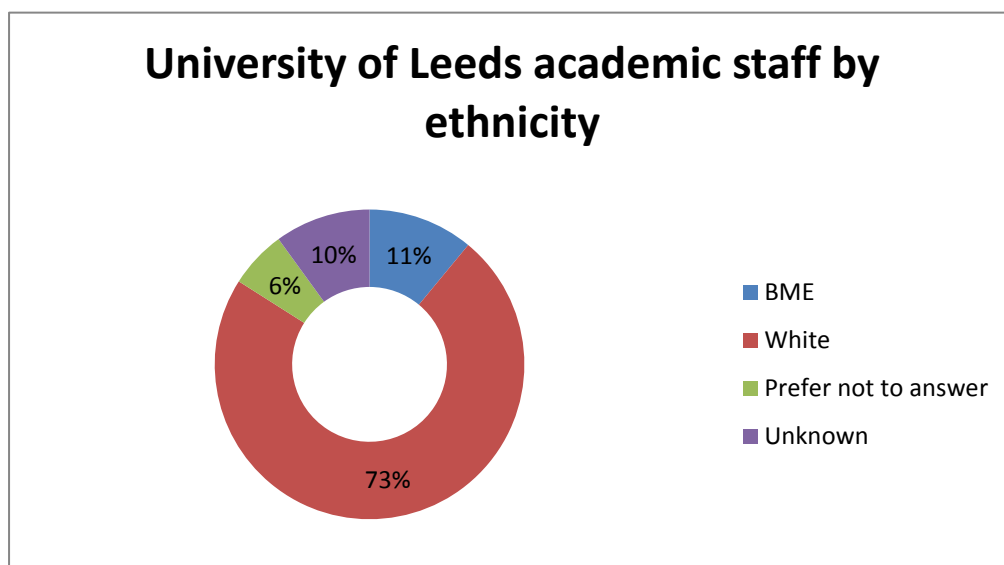


	Count	%
Disabled	107	4%
Non disabled	2457	83%
Prefer not to answer	169	6%
Unknown	239	8%

Figure 3 provides information on the number of academic staff across the university who have declared their disability status³. 4% of overall academic staff have declared they have a disability. However 8% of staff information remains unknown and 6% of overall academic staff prefer not to state their disability status, suggesting further activity should be considered to increase disclosure.

³ The university currently defines a disability as a physical or mental impairment that has lasted, or is expected to last 12 months or more and has a substantial effect on your ability to carry out day to day activities.

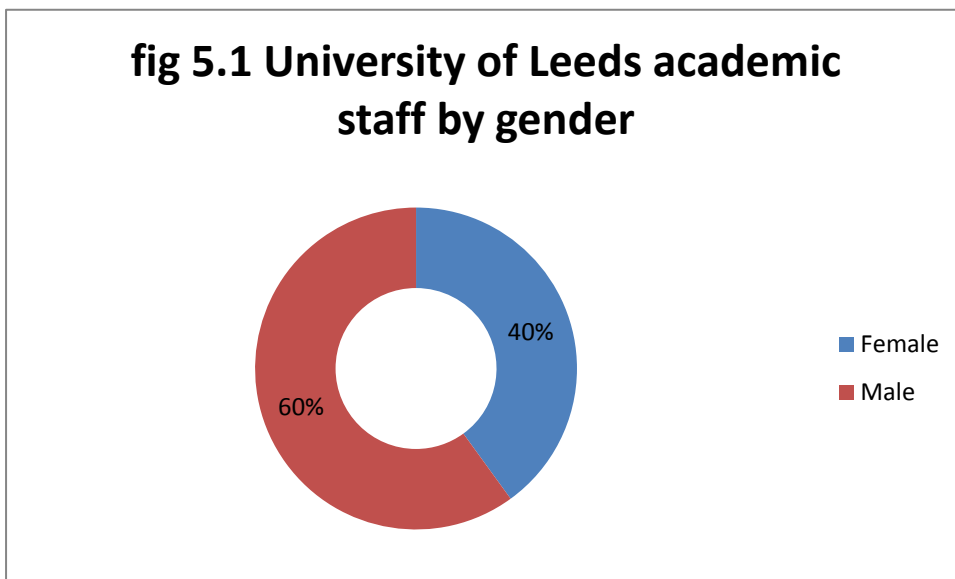
Figure 4. Ethnicity



	Count	%
BME	334	11%
White	2168	73%
Prefer not to answer	178	6%
Unknown	292	10%

Figure 4 provides information on the overall academic staff population across the institution by ethnicity. 11% of staff have declared they are from a black and minority ethnic background. However 10% of staff ethnicity data remains unknown, and 6% of staff have not answered questions relating to their ethnicity status, suggesting further activity could be considered by the university to increase disclosure.

Figure 5. Gender



Female	Female %	Male	Male %	Total
1189	40%	1783	60%	2972

Contract status

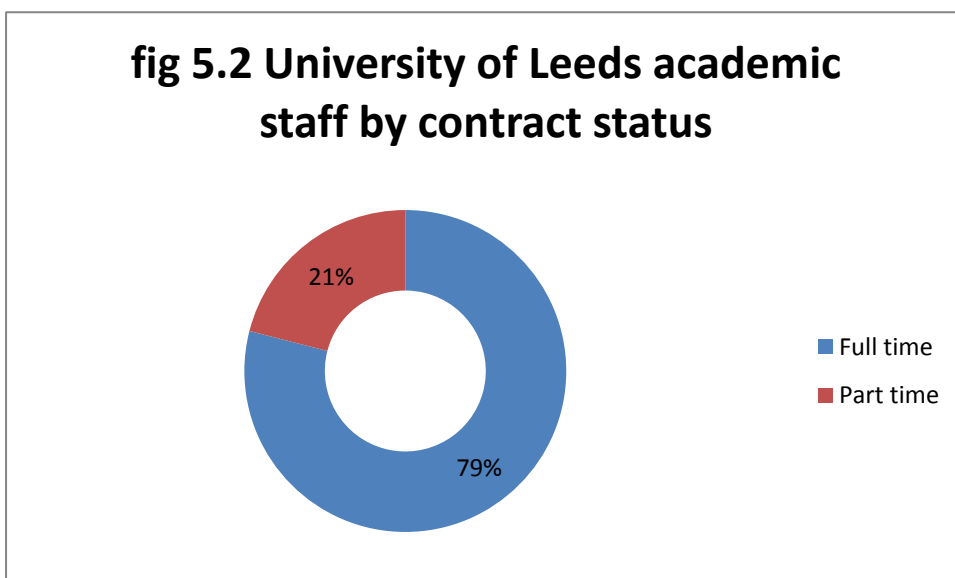
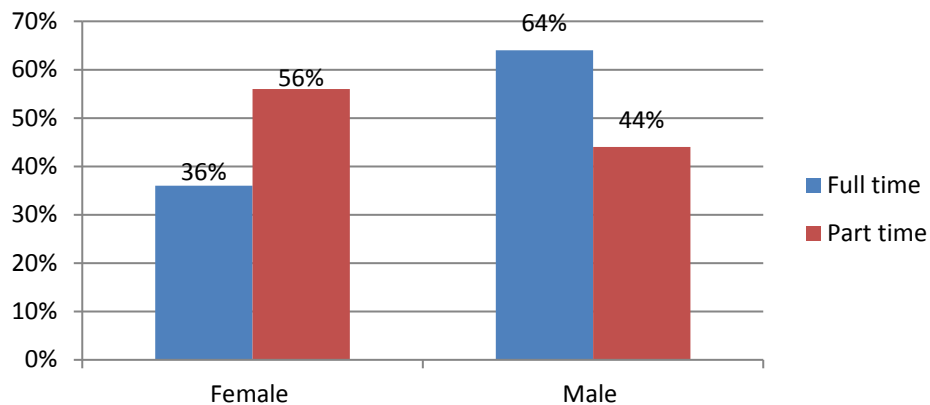


fig 5.3 University of Leeds academic staff by contract status & gender



	Female	Female %	Male	Male %	Total	Total %
Full time	844	36%	1510	64%	2354	79%
Part time	345	56%	273	44%	618	21%

Contract type

fig 5.4 University of Leeds academic staff by contract type

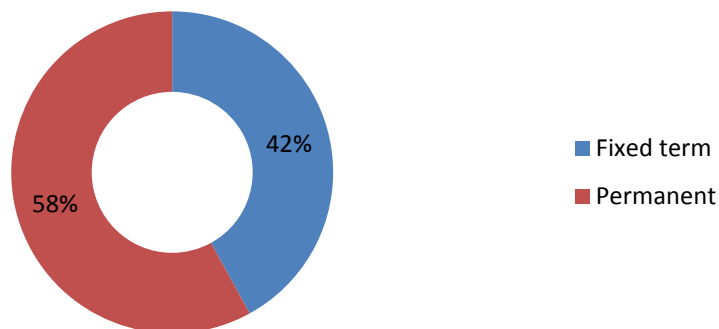
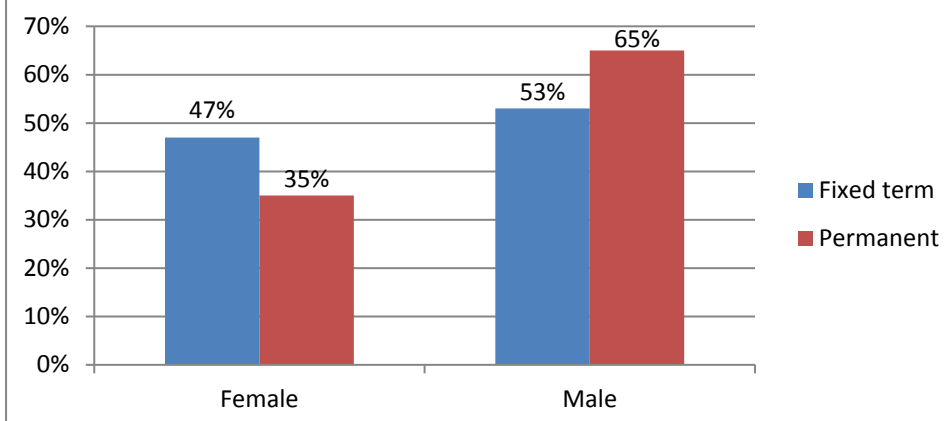


fig 5.5 University of Leeds academic staff by contract type & gender



Total	Female	Female %	Male	Male %	Total	Total %
Fixed term	582	47%	655	53%	1237	42%
Permanent	607	35%	1128	65%	1735	58%

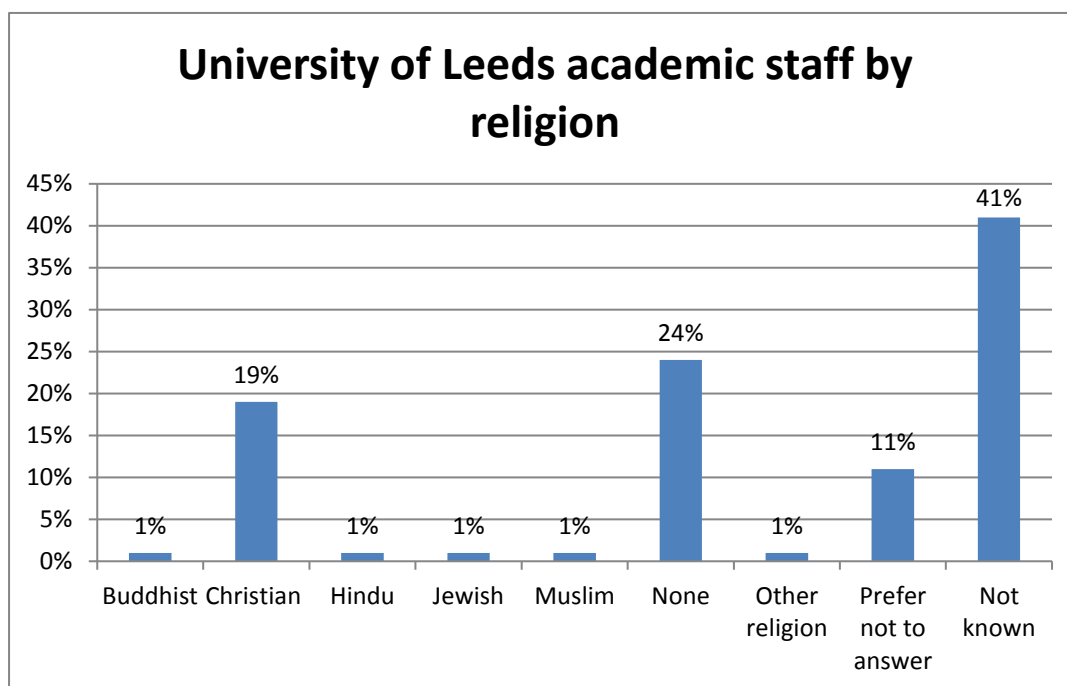
The figures in this section provide information on the overall academic staff population across the university by gender.

The headcount academic staff population across the university is 2972, of which 40% are female and 60% are male (fig 5.1).

Fig 5.2 highlights the overall academic staff data by contract status, 79% of overall staff work full time. Fig 5.3 breaks this information down further by gender, highlighting that of those academic staff working full time, 64% are male and 56% are female and also highlighting that of those staff working part time, 56% are female and 44% are male.

58% of all academic staff have a permanent contract status (fig 5.4). When this data is broken down further (fig 5.5) of those staff who have a permanent contract, 35% are female and 65% are male; in addition, of those staff that have a fixed term contract, 47% are female and 53% are male.

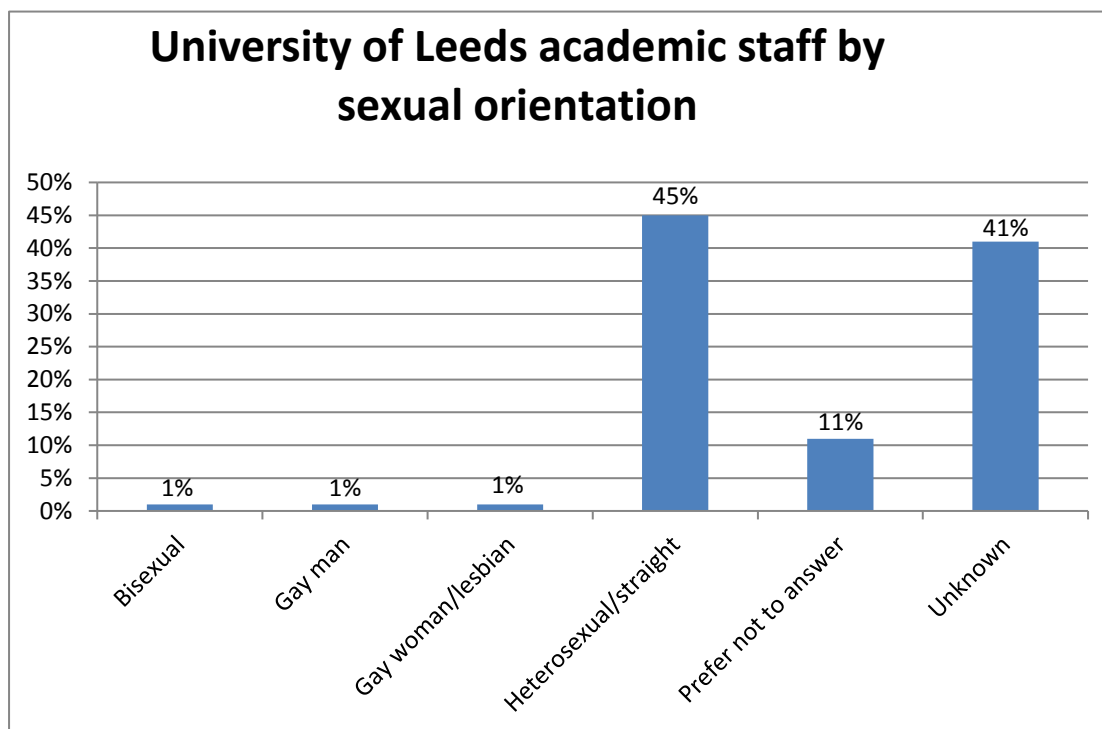
Figure 6. Religion



	Count	%
Buddhist	23	1%
Christian	574	19%
Hindu	30	1%
Jewish	17	1%
Muslim	32	1%
Sikh	3	0%
None	728	24%
Other religion	22	1%
Prefer not to answer	322	11%
Not known	1221	41%

Fig 6 provides information on academic staff across the institution by religion. 24% of staff have declared they have no religion, while 19% of staff belong to the Christian faith. However 37% of staff data remains unknown and 11% of staff have decided not to answer the question relating to their religion, suggesting that further work could be considered to increase disclosure.

Figure 7. Sexual orientation



	Count	% Total
Bisexual	24	1%
Gay man	21	1%
Gay woman/lesbian	25	1%
Heterosexual/straight	1333	45%
Other	7	0%
Prefer not to answer	341	11%
Unknown	1221	41%

Figure 7 provides information on the overall academic staff population by sexual orientation. Currently, around 3% of staff have stated they are either lesbian, a gay man, or bisexual; However, 41% of staff data remains unknown and 11% of staff prefer not to answer the question of their sexual orientation, further highlighting the case for promoting activity to increase disclosure.