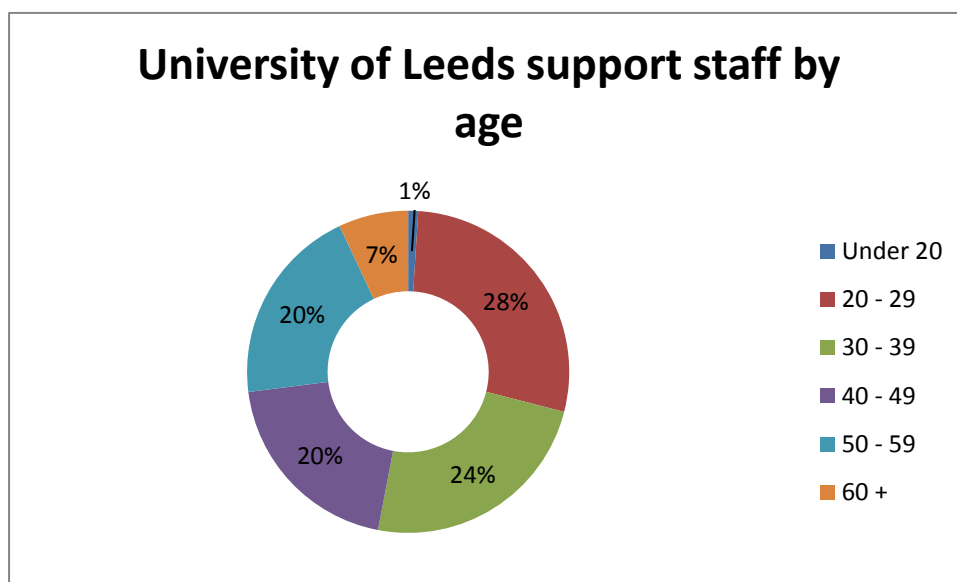


University of Leeds support staff in post by protected characteristic¹

Figure 1. Age

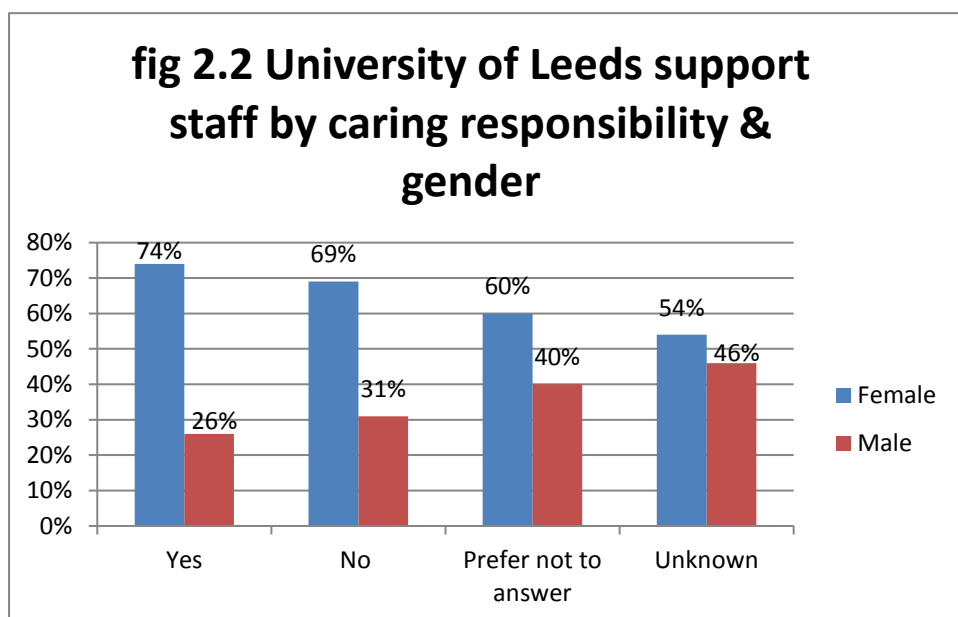
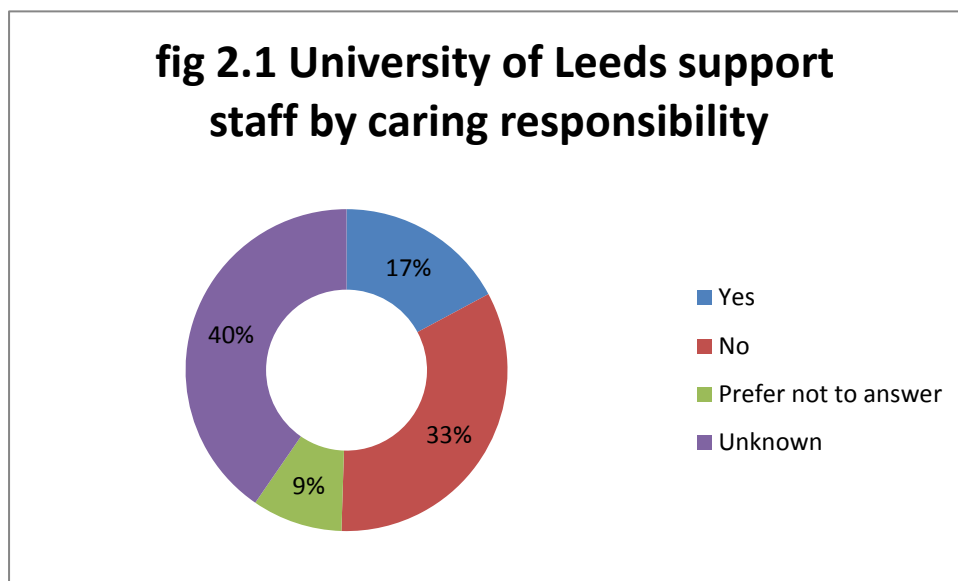


	Count	%
Under 20	19	1%
20 - 29	852	28%
30 - 39	726	24%
40 - 49	615	20%
50 - 59	605	20%
60 +	203	7%

Figure 1 provides a breakdown of the overall university support staff population by age group. The support staff population is the most diverse staff group by age in comparison to academic and professional/ managerial staff. Currently support staff aged 20 – 29 make up the largest staff group, at 28%. This figure declines to 7% for staff aged 60+.

¹ Data produced July 2011

Figure 2. Caring responsibilities



	Female	Female %	Male	Male %	Total	Total %
Yes	380	74%	133	26%	513	17%
No	695	69%	312	31%	1007	33%
Prefer not to answer	167	60%	113	40%	280	9%
Unknown	657	54%	563	46%	1220	40%

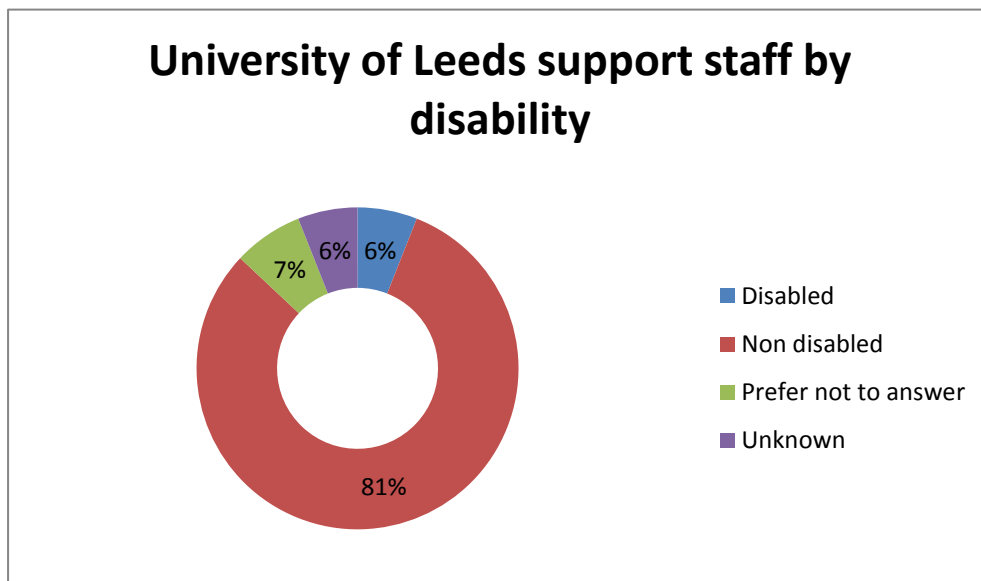
Figures 2.1 and 2.2 provide information on the number of support staff across the university who have declared they have a caring responsibility². 17% of overall

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

support staff have declared they have a caring responsibility, however 40% of data remain unknown and 9% 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 17% of support staff who have indicated they have a caring responsibility, 74% are female and 26% are male.

Figure 3. Disability

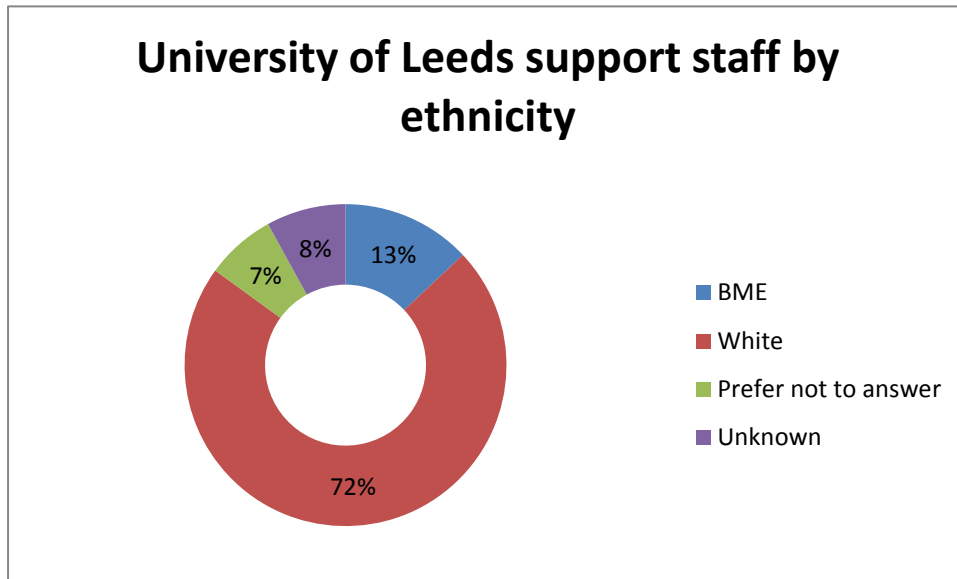


	Count	%
Disabled	178	6%
Non disabled	2441	81%
Prefer not to answer	210	7%
Unknown	191	6%

Figure 3 provides information on the number of support staff across the university who have declared their disability status³. 6% of overall support staff have declared they have a disability. However 6% of staff information remains unknown and 7% of overall 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.

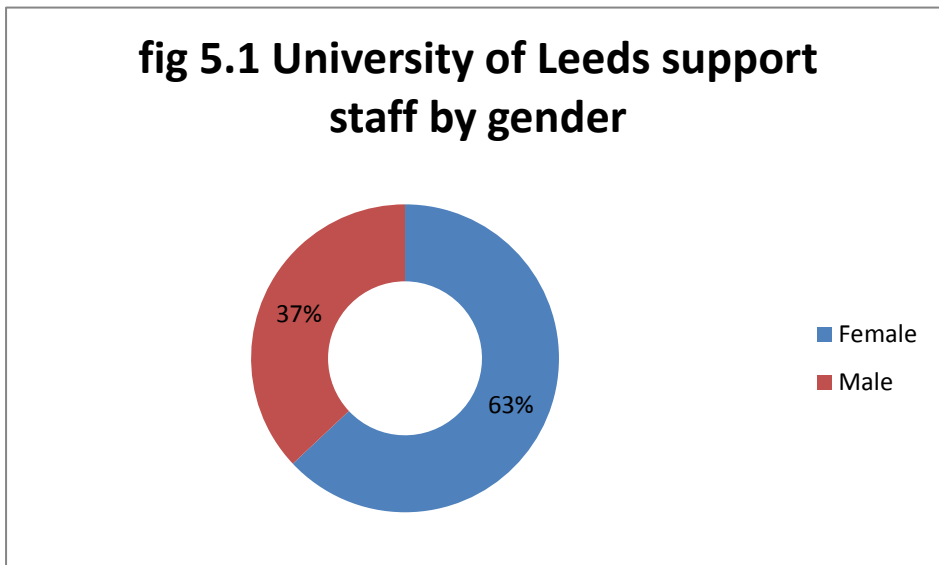
Figure 4. Ethnicity



	Count	%
BME	380	13%
White	2185	72%
Prefer not to answer	205	7%
Unknown	250	8%

Figure 4 provides information on the overall support staff population across the institution by ethnicity. 13% of staff have declared they are from a black and minority ethnic background. However 8% of staff ethnicity data remains unknown, and 7% of staff have not answered questions relating to their ethnicity status, suggesting further activity could be considered by to increase disclosure.

Figure 5. Gender



Female	Female %	Male	Male %	Total
1899	63%	1121	37%	3020

Contract status

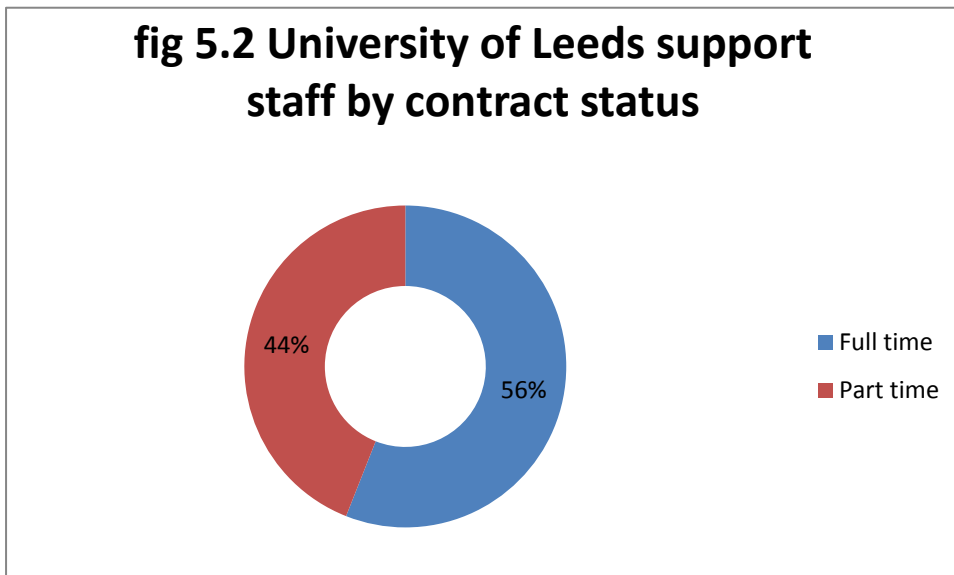
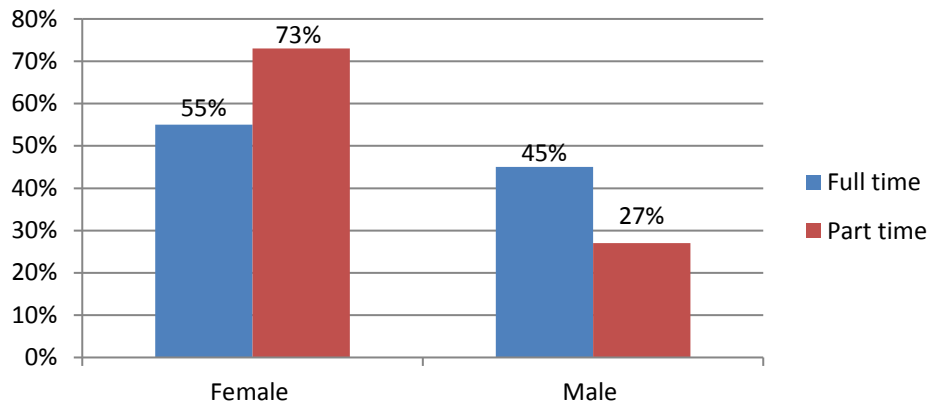


fig 5.3 University of Leeds support staff by contract status & gender



	Female	Female %	Male	Male %	Total	Total %
Full time	924	55%	754	45%	1678	56%
Part time	975	73%	367	27%	1342	44%

Contract type

fig 5.4 University of Leeds support staff by contract type

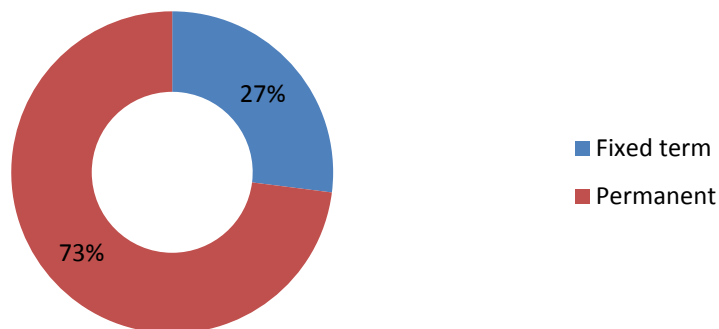
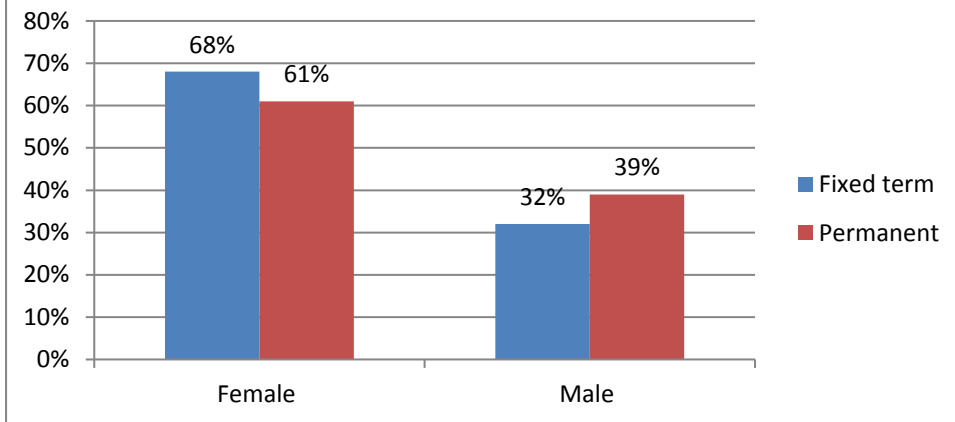


fig 5.5 University of Leeds support staff by contract type & gender



	Female	Female %	Male	Male %	Total	Total %
Fixed term	557	68%	265	32%	822	27%
Permanent	1342	61%	856	39%	2198	73%

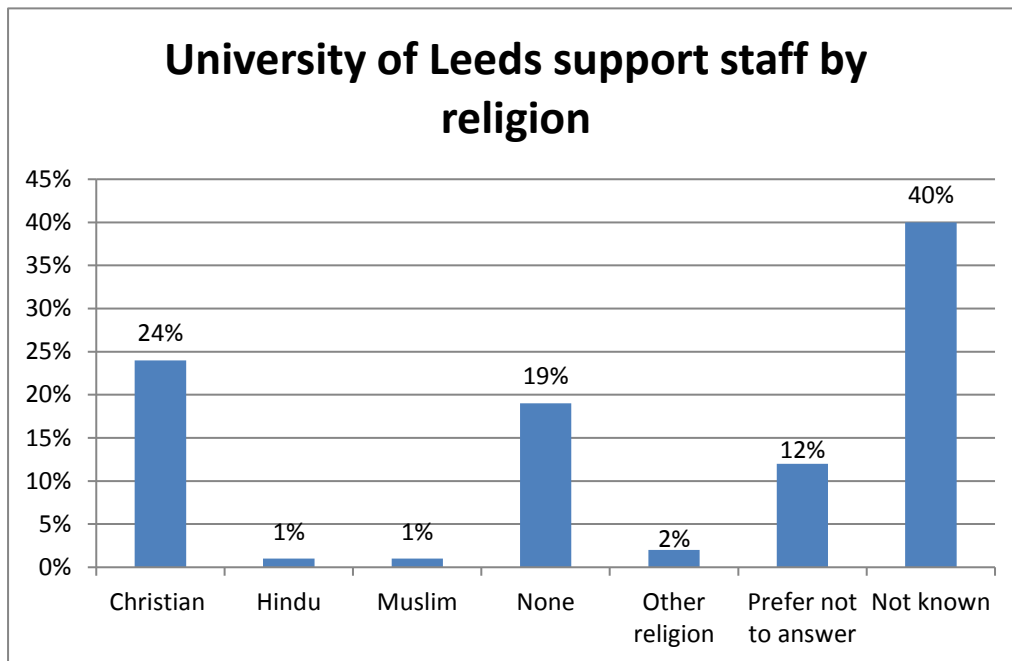
The figures in this section provide information on the overall support staff population across the university by gender.

The headcount support staff population across the university is 3020, of which 63% are female and 37% are male (fig 5.1).

Fig 5.2 highlights the overall support staff data by contract status, 56% of overall staff work full time. Fig 5.3 breaks this information down further by gender, highlighting that of those support staff working full time, 55% are female and 45% are male and also suggesting that of those staff working part time, 73% are female and 27% are male.

73% of all support 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, 61% are female and 39% are male; in addition, of those staff that have a fixed term contract, 68% are female and 32% are male.

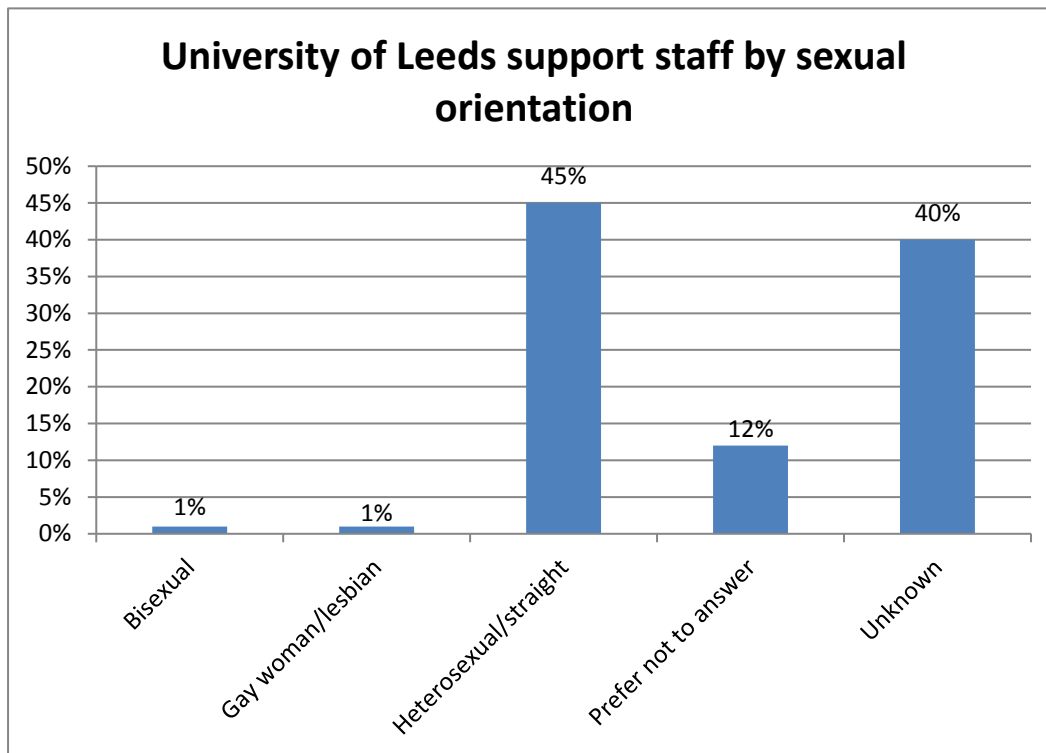
Figure 6. Religion



	Count	%
Buddhist	14	0%
Christian	733	24%
Hindu	19	1%
Jewish	11	0%
Muslim	32	1%
Sikh	11	0%
None	575	19%
Other religion	52	2%
Prefer not to answer	353	12%
Not known	1220	40%

Fig 6 provides information on support staff across the institution by religion. 19% of staff have declared they have no religion, while 19% of staff belong to the Christian faith. However 40% of staff data remains unknown and 12% 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	29	1%
Gay man	10	0%
Gay woman/lesbian	19	1%
Heterosexual/straight	1372	45%
Other	12	0%
Prefer not to answer	358	12%
Unknown	1220	40%

Figure 7 provides information on the overall support staff population by sexual orientation. Currently, around 2% of staff have stated they are either lesbian, a gay man, or bisexual; However, 40% of staff data remains unknown and 12% of staff prefer not to answer the question of their sexual orientation, further highlighting the case for promoting activity to increase disclosure.