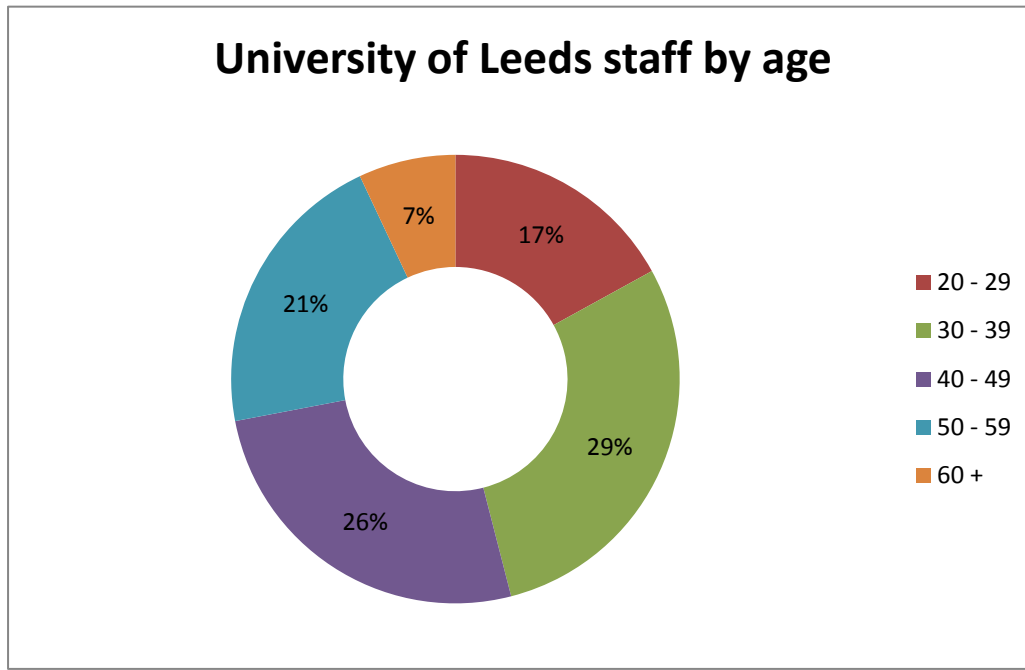


University of Leeds (all) staff in post by protected characteristic¹

Figure 1. Age

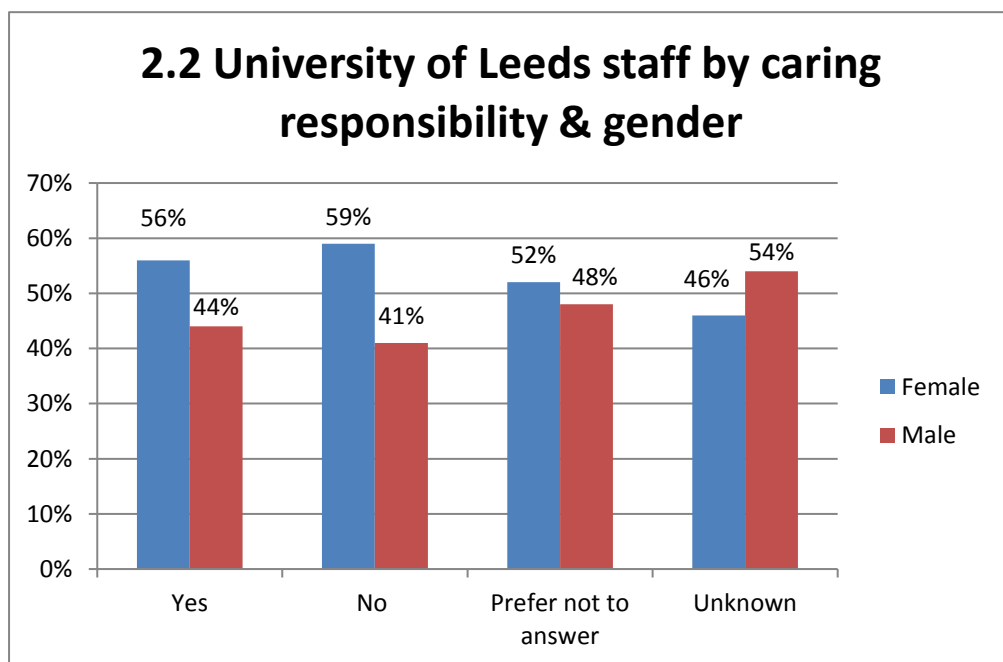
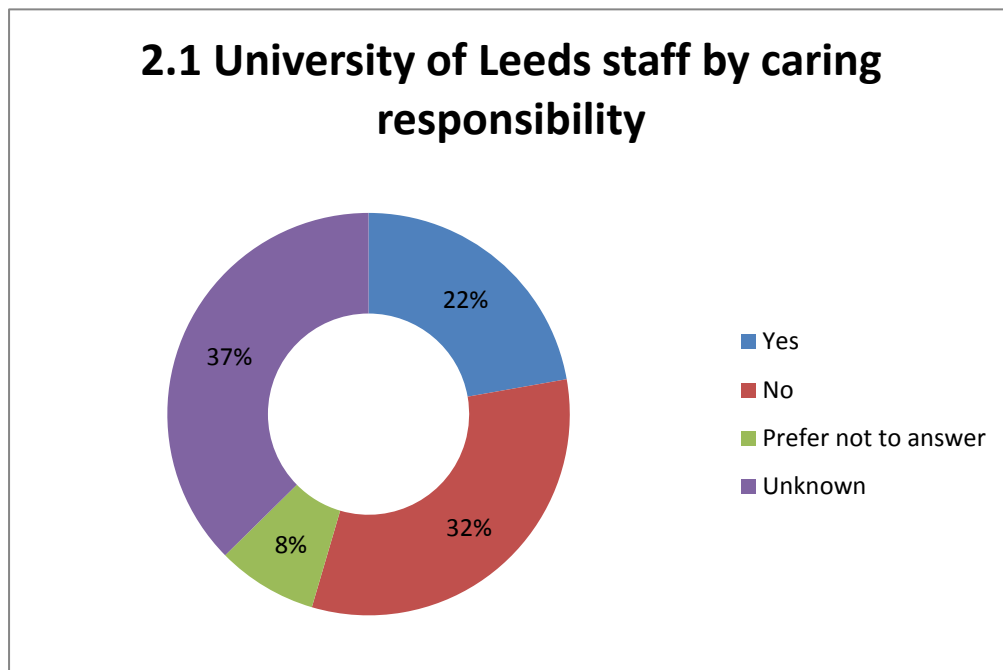


	Count	%
Under 20	19	0%
20 - 29	1231	17%
30 - 39	2148	29%
40 - 49	1927	26%
50 - 59	1510	21%
60 +	503	7%

Figure 1 provides a breakdown of all the university of Leeds staff by age group. Currently staff aged 30 – 39 and 40 – 49 make up the largest staff groups, totalling more than 50% of the staff population.

¹ Data produced July 2011

Figure 2. Caring responsibilities



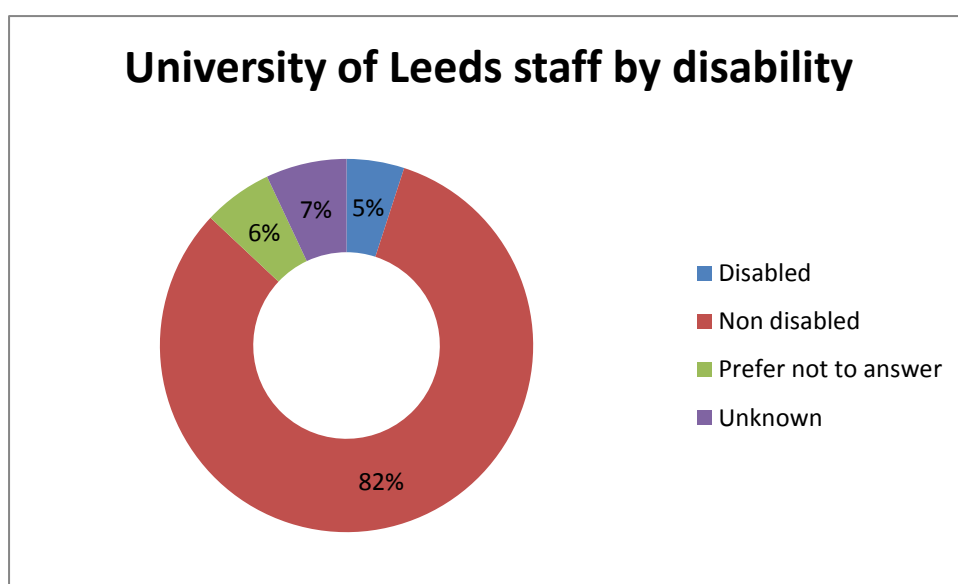
Figures 2.1 and 2.2 provide information on the number of staff across the University who have declared they have a caring responsibility². 22% of overall staff declared they have a caring responsibility, however 37% remain unknown, suggesting further activity is required to increase disclosure.

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

Interestingly, when the data is broken down further by gender (fig 2.2), of the 22% of staff who have a caring responsibility, 56% are female and 44% are male.

Caring responsibility	Female	Female %	Male	Male %	Total	Total %
Yes	920	56%	717	44%	1637	22%
No	1390	59%	968	41%	2358	32%
Prefer not to answer	310	52%	289	48%	599	8%
Unknown	1269	46%	1475	54%	2744	37%

Figure 3.Disability

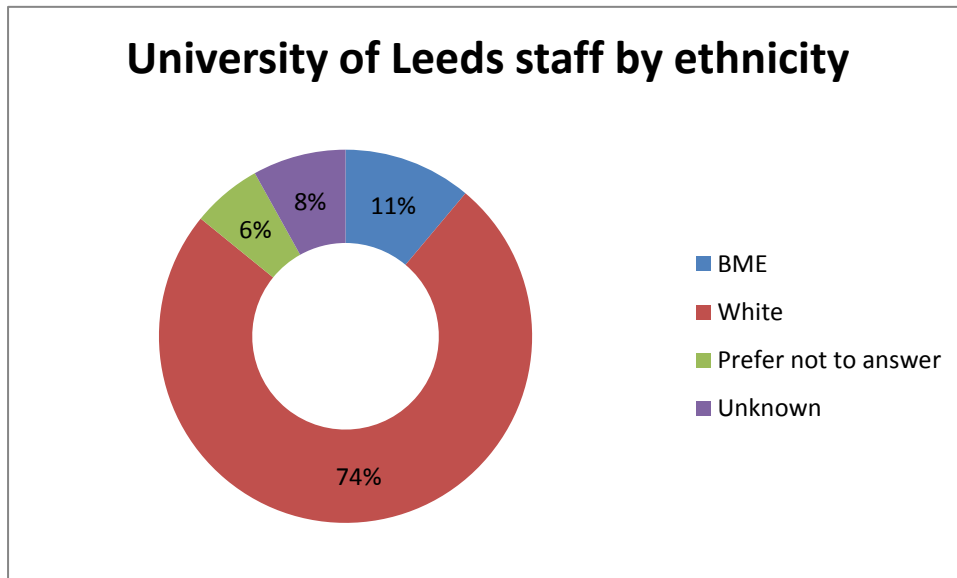


	Count	%
Disabled	353	5%
Non disabled	6040	82%
Prefer not to answer	457	6%
Unknown	488	7%

Figure 3 provides information on the number of staff across the University who have declared their disability status³. 5% of overall University staff have declared they have a disability. However 7% of staff information remains unknown and 6% 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.

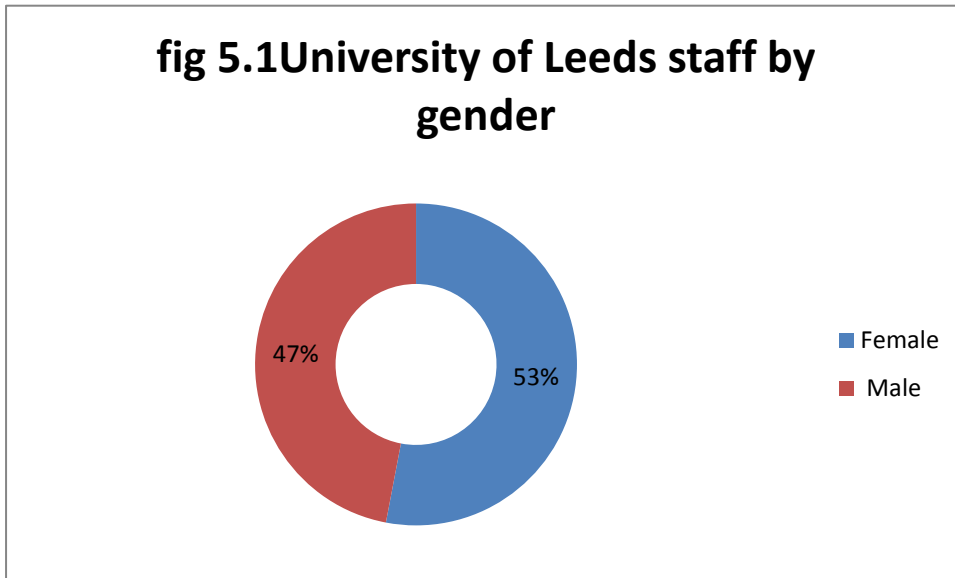
Figure 4. Ethnicity



	Count	%
BME	802	11%
White	5480	74%
Prefer not to answer	449	6%
Unknown	607	8%

Figure 4 provides information on the overall University population, by ethnicity. 11% of staff have declared they are from a black and minority ethnic background. However 8% 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	3889	53%	3449	47%

Contract status

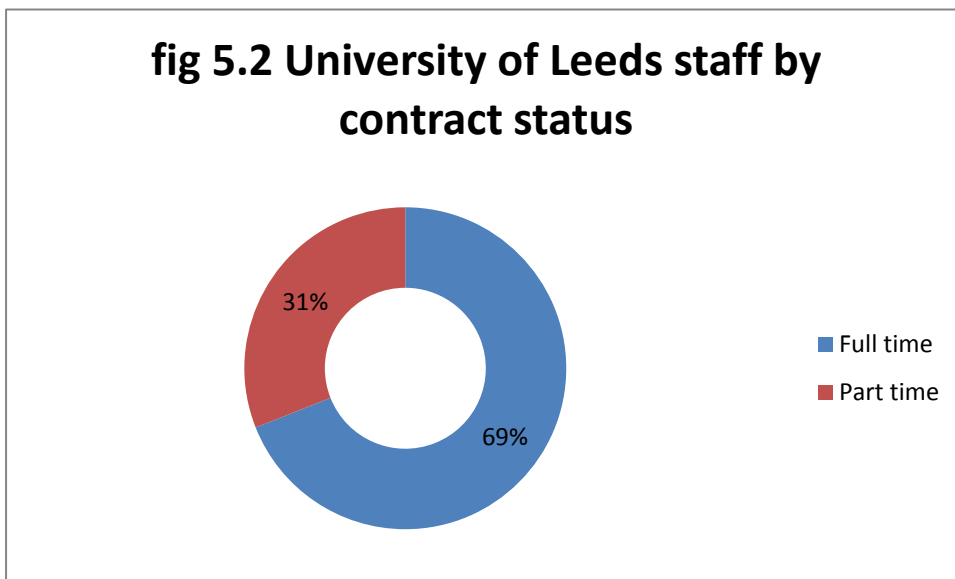
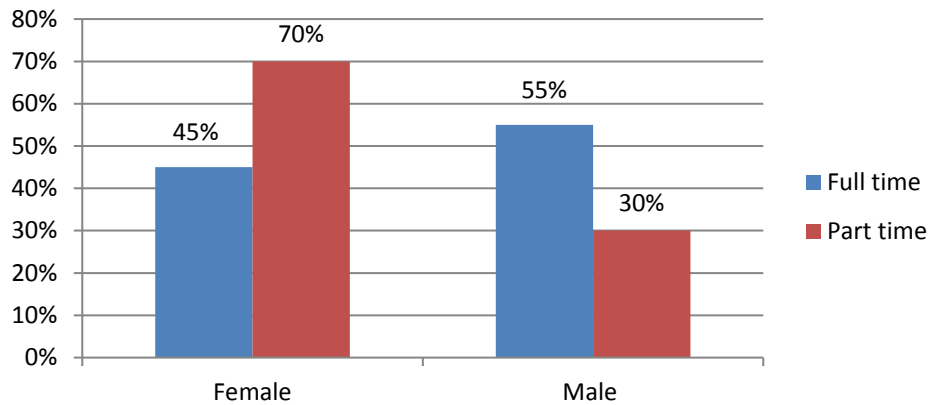


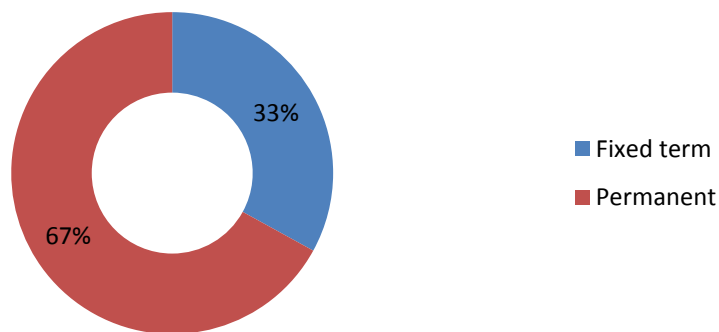
fig 5.3 University of Leeds staff by contract status & gender

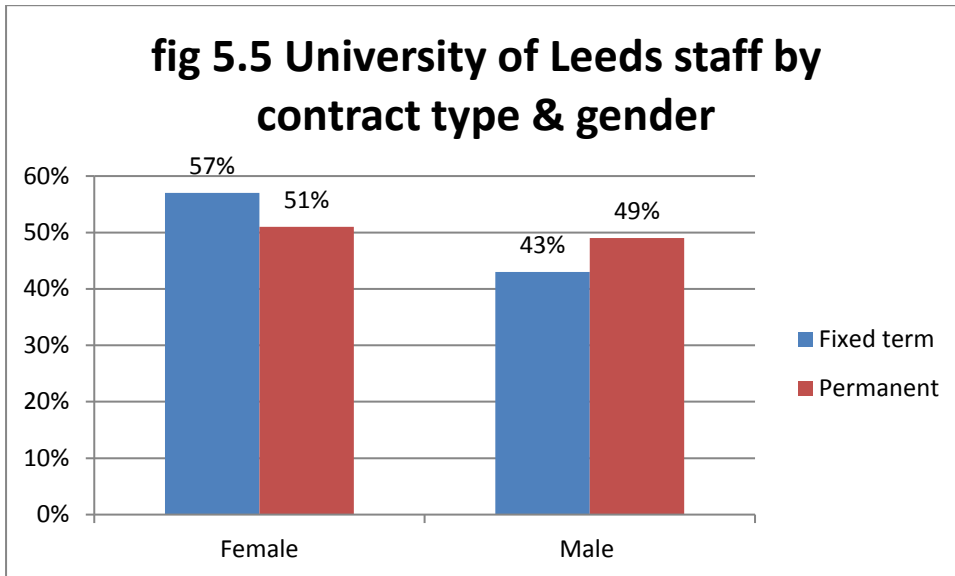


	Female	Female %	Male	Male %	Total	Total %
Full time	2282	45%	2745	55%	5027	69%
Part time	1607	70%	704	30%	2311	31%

Contract type

fig 5.4 University of Leeds staff by contract type





	Female	Female %	Male	Male %	Total	Total %
Fixed term	1392	57%	1055	43%	2447	33%
Permanent	2497	51%	2394	49%	4891	67%

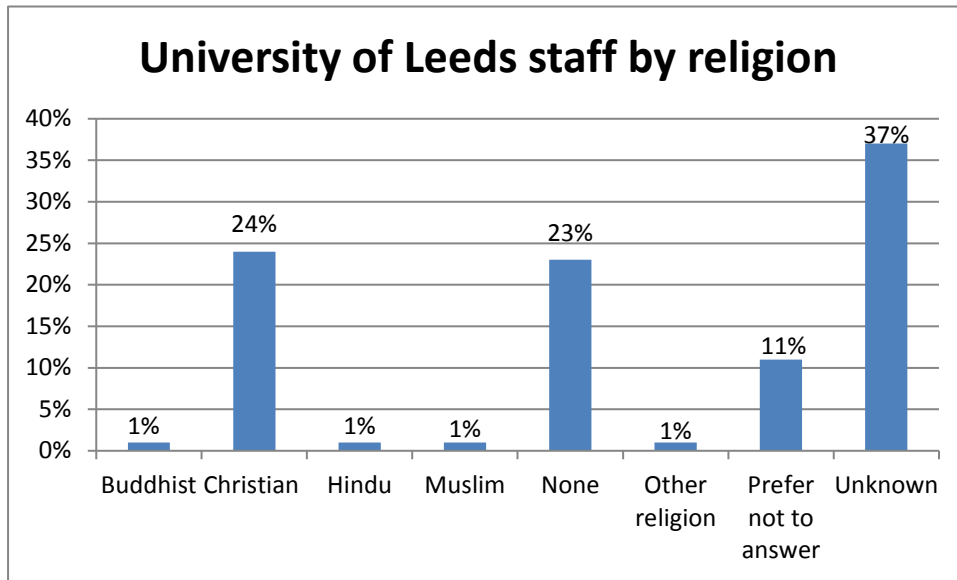
The figures in this section provide information on the overall University of Leeds staff population by gender.

The headcount staff population across the university is 7338, 53% of which are female and 47% are male (fig 5.1).

Fig 5.2 highlights university staff data by contract status, 69% of overall staff work full time. Fig 5.3 breaks this information down further by gender, highlighting that of those staff working full time, 55% are male and 45% are female, and also highlighting that of those staff working part time, 70% are female and 30% are male.

67% of all university 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, 51% are female and 49% are male; in addition, of those staff who have a fixed term contract, 57% are female and 43% are male.

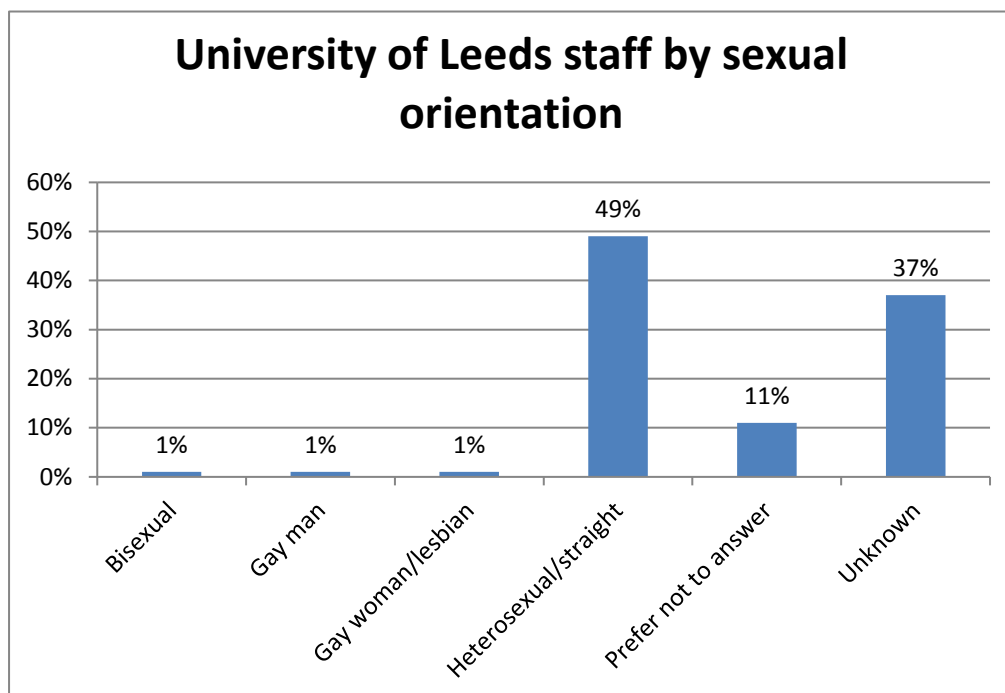
Figure 6. Religion



	Count	%
Buddhist	43	1%
Christian	1747	24%
Hindu	53	1%
Jewish	36	0%
Muslim	78	1%
Sikh	21	0%
None	1700	23%
Other religion	89	1%
Prefer not to answer	827	11%
Unknown	2744	37%

Fig 6 provides information on overall University of Leeds staff by religion. 23% of staff have declared they have no religion. The largest group of staff belong to the Christian faith (24%). 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	66	1%
Gay man	46	1%
Gay woman/lesbian	55	1%
Heterosexual/straight	3566	49%
Other	20	0%
Prefer not to answer	841	11%
Unknown	2744	37%

Figure 7 provides information on overall University of Leeds staff population by sexual orientation. Currently, around 3% of staff have stated they are either lesbian, a gay man, or bisexual. However, 37% 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.