University of Leeds professional and managerial staff in post by protected characteristic\(^1\)

Figure 1. Age

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 20</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>20 - 29</td>
<td>86</td>
<td>6%</td>
</tr>
<tr>
<td>30 - 39</td>
<td>464</td>
<td>34%</td>
</tr>
<tr>
<td>40 - 49</td>
<td>447</td>
<td>33%</td>
</tr>
<tr>
<td>50 - 59</td>
<td>299</td>
<td>22%</td>
</tr>
<tr>
<td>60 +</td>
<td>50</td>
<td>4%</td>
</tr>
</tbody>
</table>

Figure 1 provides a breakdown of professional and managerial staff across the institution 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 4% for staff aged 60+.

\(^1\) Data produced July 2011
Figure 2. Caring responsibilities

Figure 2.1 University of Leeds professional & managerial staff by caring responsibility

- Yes: 32%
- No: 38%
- Prefer not to answer: 7%
- Unknown: 23%

Figure 2.2 University of Leeds professional & managerial staff by caring responsibility & gender

- Female:
  - Yes: 57%
  - No: 43%
  - Prefer not to answer: 53%
  - Unknown: 59%

- Male:
  - Yes: 43%
  - No: 36%
  - Prefer not to answer: 47%
  - Unknown: 41%

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Female %</th>
<th>Male</th>
<th>Male %</th>
<th>Total</th>
<th>Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>246</td>
<td>57%</td>
<td>187</td>
<td>43%</td>
<td>433</td>
<td>32%</td>
</tr>
<tr>
<td>No</td>
<td>324</td>
<td>64%</td>
<td>186</td>
<td>36%</td>
<td>510</td>
<td>38%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>53</td>
<td>53%</td>
<td>47</td>
<td>47%</td>
<td>100</td>
<td>7%</td>
</tr>
<tr>
<td>Unknown</td>
<td>178</td>
<td>59%</td>
<td>125</td>
<td>41%</td>
<td>303</td>
<td>23%</td>
</tr>
</tbody>
</table>

Figures 2.1 and 2.2 provide information on the number of professional and managerial staff across the university who have declared they have a caring responsibility.
responsibility. 32% of all professional and managerial staff have declared they have a caring responsibility (higher than the overall institutional figure) however 23% remain unknown and 7% of professional and managerial staff have chosen no to respond to this question, suggesting further activity is required to increase disclosure.

Interestingly, when the data is broken down further by gender (fig 2.2), of the 32% of staff who have a caring responsibility, 57% are female and 43% are male.

**Figure 3. Disability**

<table>
<thead>
<tr>
<th></th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disabled</td>
<td>68</td>
<td>5%</td>
</tr>
<tr>
<td>Non disabled</td>
<td>1142</td>
<td>85%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>78</td>
<td>6%</td>
</tr>
<tr>
<td>Unknown</td>
<td>58</td>
<td>4%</td>
</tr>
</tbody>
</table>

Figure 3 provides information on the number of professional and managerial staff across the university who have declared their disability status. 5% of professional and managerial staff have declared they have a disability, However 4% of staff

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

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.
information remains unknown and 6% of overall professional and managerial staff prefer not to state their disability status, suggesting further activity should be considered to increase disclosure.

**Figure 4. Ethnicity**

<table>
<thead>
<tr>
<th></th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>BME</td>
<td>88</td>
<td>7%</td>
</tr>
<tr>
<td>White</td>
<td>1127</td>
<td>84%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>66</td>
<td>5%</td>
</tr>
<tr>
<td>Unknown</td>
<td>65</td>
<td>5%</td>
</tr>
</tbody>
</table>

Figure 4 provides information on the overall professional and managerial staff across the institution by ethnicity. 7% of staff have declared they are from a black and minority ethnic background. However 5% of staff ethnicity data remains unknown and 5% of staff have not answered questions relating to their ethnicity status, suggesting further activity could be considered by to increase disclosure.
Figure 5. Gender

**Fig 5.1 University of Leeds professional & managerial staff by gender**

<table>
<thead>
<tr>
<th>Female</th>
<th>Female %</th>
<th>Male</th>
<th>Male %</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>801</td>
<td>60%</td>
<td>545</td>
<td>40%</td>
<td>1346</td>
</tr>
</tbody>
</table>

**Contract status**

**Fig 5.2 University of Leeds professional & managerial staff by contract status**
<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Female %</th>
<th>Male</th>
<th>Male %</th>
<th>Total</th>
<th>Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time</td>
<td>514</td>
<td>52%</td>
<td>481</td>
<td>48%</td>
<td>995</td>
<td>74%</td>
</tr>
<tr>
<td>Part time</td>
<td>287</td>
<td>82%</td>
<td>64</td>
<td>18%</td>
<td>351</td>
<td>26%</td>
</tr>
</tbody>
</table>

**Contract type**

Fig 5.4 University of Leeds professional & managerial staff by contract type

- Fixed term: 29%
- Permanent: 71%
The figures in this section provide information on the overall professional and managerial staff population across the university by gender.

The headcount professional and managerial staff population across the university is 1346, 60% of which are female and 40% are male (fig 5.1).

Fig 5.2 highlights the data by contract status, suggesting 74% of overall staff work full time. Fig 5.3 breaks this information down further by gender, highlighting that of those professional and managerial staff working full time, 52% are male and 48% are female and also highlighting that of those staff working part time (26%), 82% are female and 18% are male.

71% of all professional and managerial staff have a permanent contract status (fig 5.4). When this data is broken down by further (fig 5.5), of those staff who have a permanent contract, 57% are female and 43% are male. Additionally, of the professional and managerial staff that have a fixed term contract (29%) 65% are female and 35% are male.
Figure 6. Religion

<table>
<thead>
<tr>
<th>Religion</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buddhist</td>
<td>6</td>
<td>0%</td>
</tr>
<tr>
<td>Christian</td>
<td>440</td>
<td>33%</td>
</tr>
<tr>
<td>Hindu</td>
<td>4</td>
<td>0%</td>
</tr>
<tr>
<td>Jewish</td>
<td>8</td>
<td>1%</td>
</tr>
<tr>
<td>Muslim</td>
<td>14</td>
<td>1%</td>
</tr>
<tr>
<td>Sikh</td>
<td>7</td>
<td>1%</td>
</tr>
<tr>
<td>None</td>
<td>397</td>
<td>29%</td>
</tr>
<tr>
<td>Other religion</td>
<td>15</td>
<td>1%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>152</td>
<td>11%</td>
</tr>
<tr>
<td>Not known</td>
<td>303</td>
<td>23%</td>
</tr>
</tbody>
</table>

Fig 6 provides information on professional and managerial staff across the institution by religion. 29% of staff have declared they have no religion, while 33% of staff belong to the Christian faith. However 23% of staff data remains unknown and 11% of staff have decided not to answer the question relating to their religion, suggesting further work could be considered to increase disclosure.
Figure 7 provides information on the overall professional and managerial staff population by sexual orientation. Currently, around 3% of staff have stated they are either lesbian, a gay man, or bisexual; However, 23% 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.