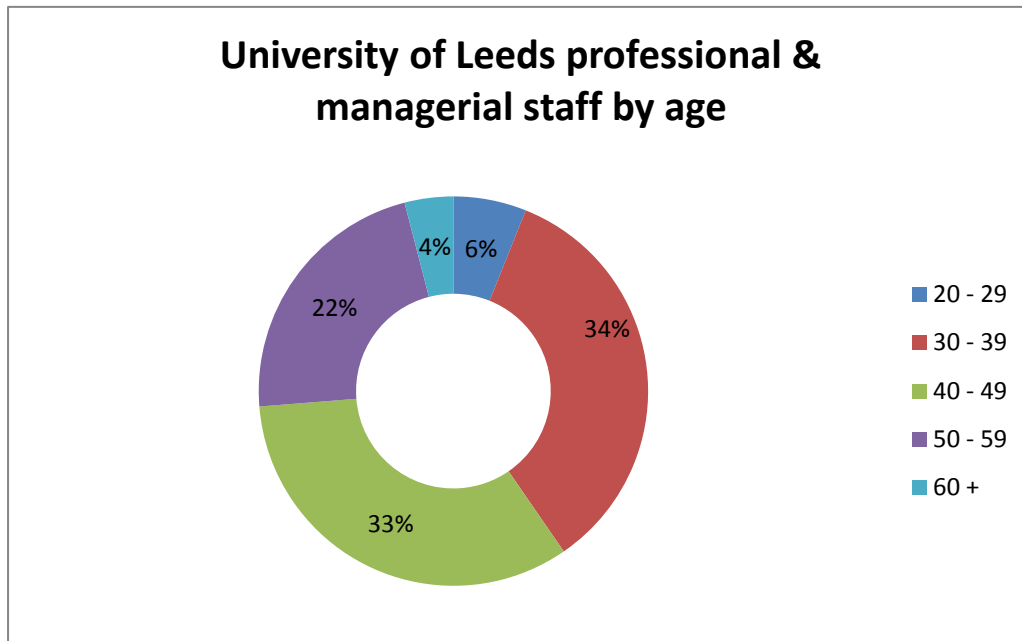


University of Leeds professional and managerial staff in post by protected characteristic¹

Figure 1. Age



	Count	%
Under 20	0	0%
20 - 29	86	6%
30 - 39	464	34%
40 - 49	447	33%
50 - 59	299	22%
60 +	50	4%

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

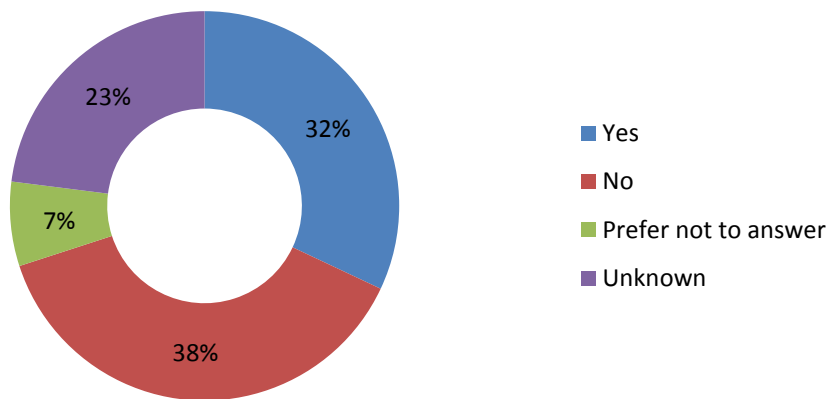
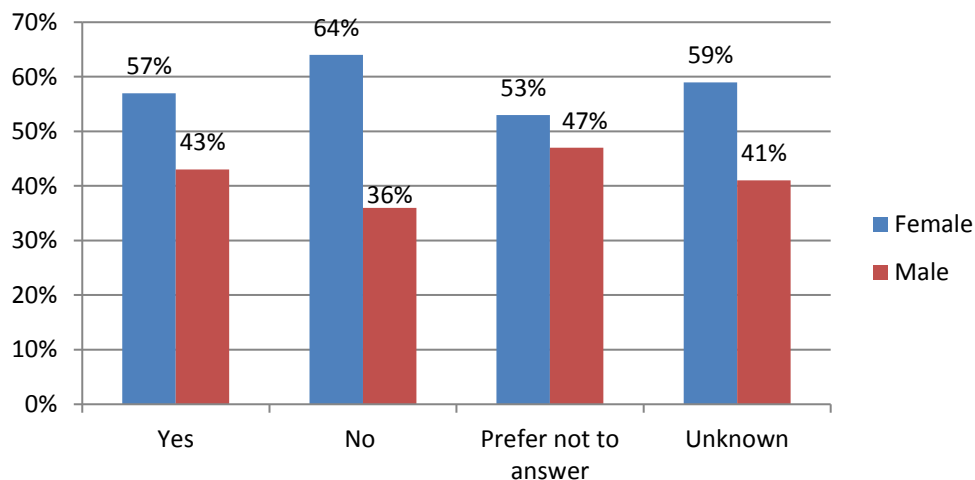


Figure 2.2 University of Leeds professional & managerial staff by caring responsibility & gender



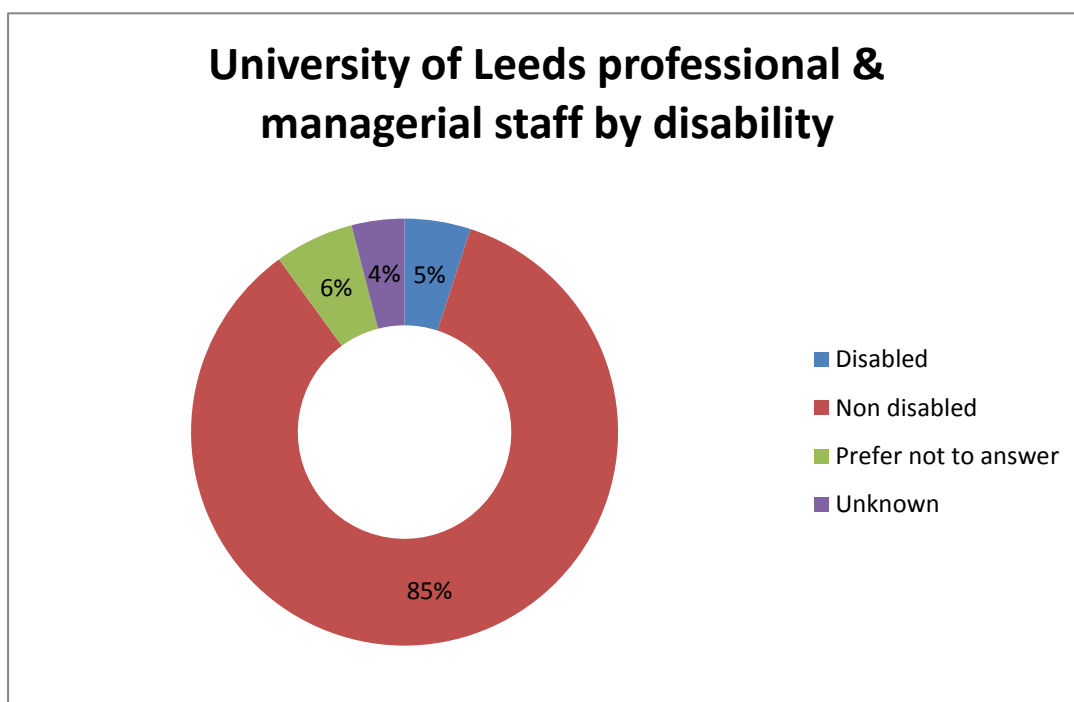
	Female	Female %	Male	Male %	Total	Total %
Yes	246	57%	187	43%	433	32%
No	324	64%	186	36%	510	38%
Prefer not to answer	53	53%	47	47%	100	7%
Unknown	178	59%	125	41%	303	23%

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

responsibility². 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



	Count	%
Disabled	68	5%
Non disabled	1142	85%
Prefer not to answer	78	6%
Unknown	58	4%

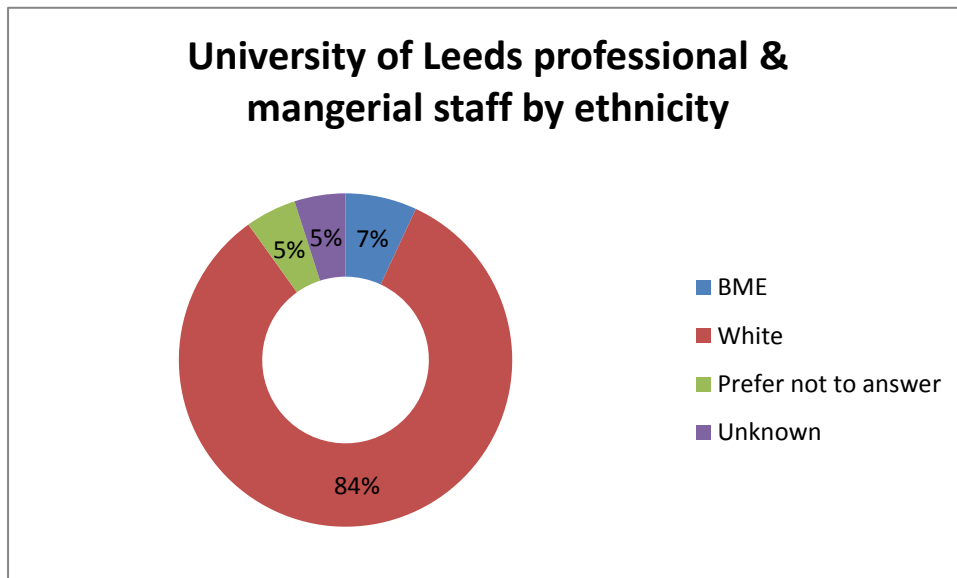
Figure 3 provides information on the number of professional and managerial staff across the university who have declared their disability status³. 5% of professional and managerial staff have declared they have a disability, However 4% of staff

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.

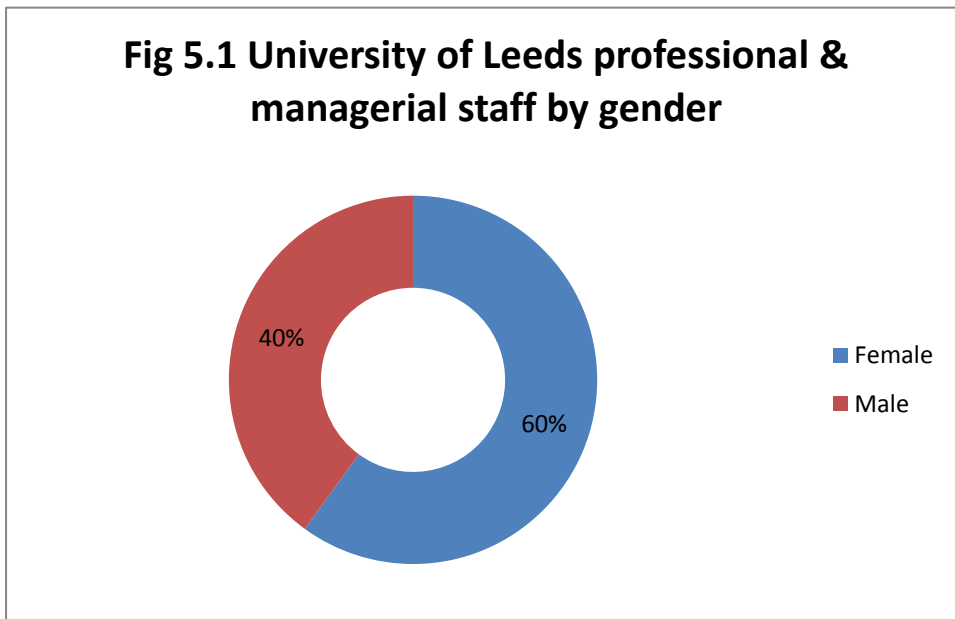
Figure 4. Ethnicity



	Count	%
BME	88	7%
White	1127	84%
Prefer not to answer	66	5%
Unknown	65	5%

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



Female	Female %	Male	Male %	Total
801	60%	545	40%	1346

Contract status

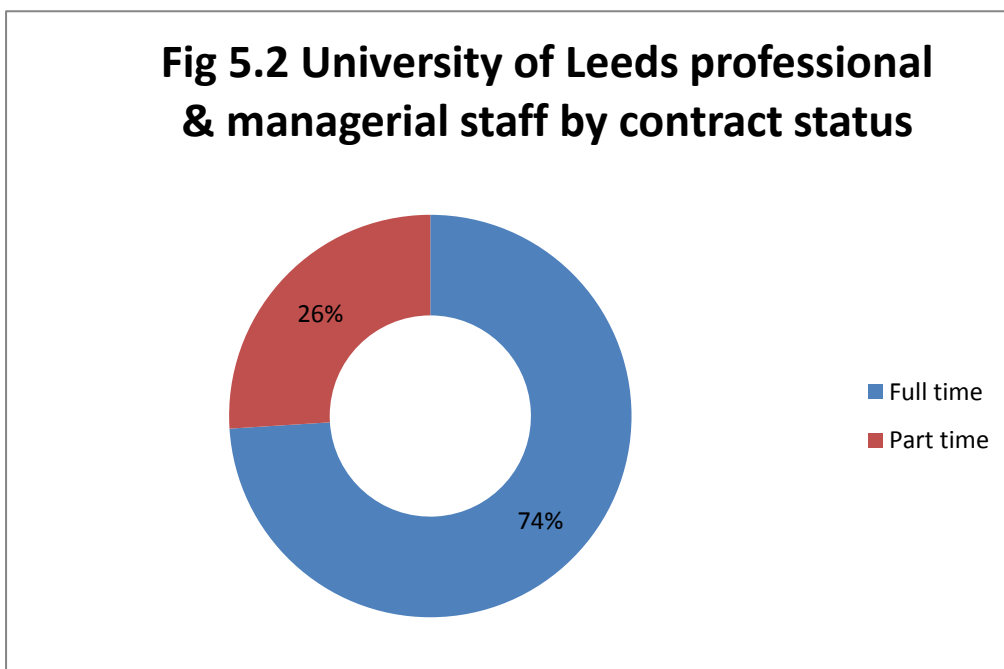
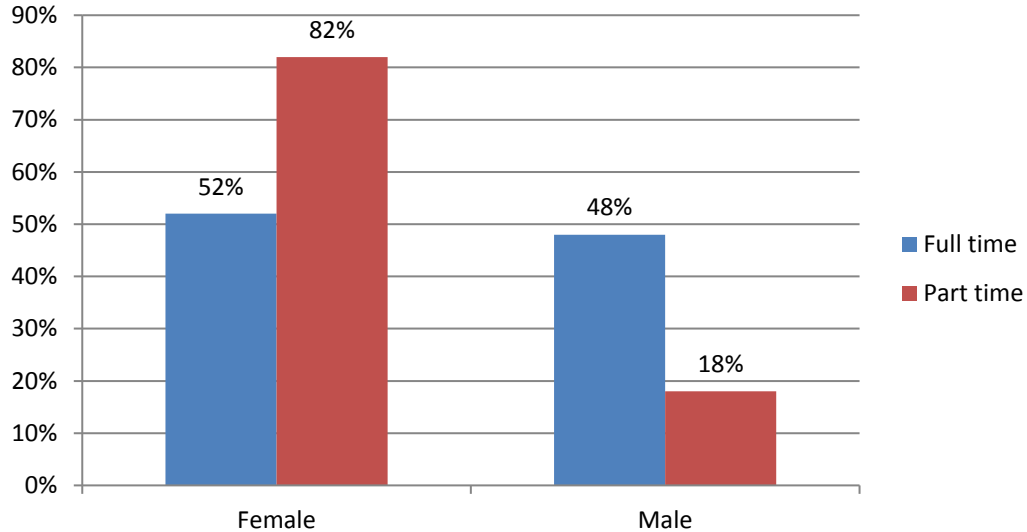


Fig 5.3 University of Leeds professional & managerial staff by contract status & gender



	Female	Female %	Male	Male %	Total	Total %
Full time	514	52%	481	48%	995	74%
Part time	287	82%	64	18%	351	26%

Contract type

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

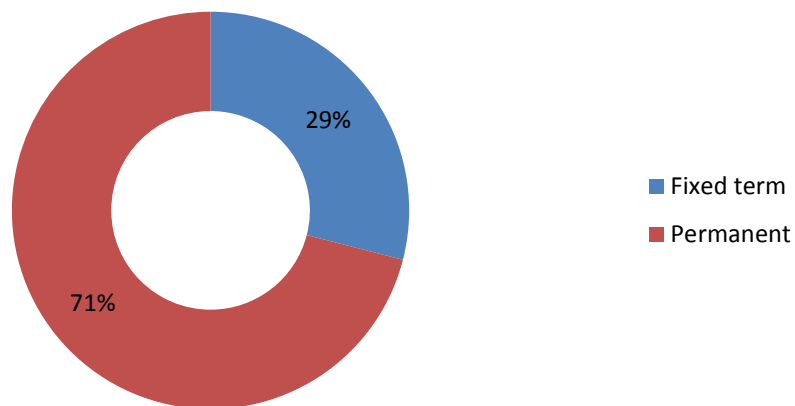
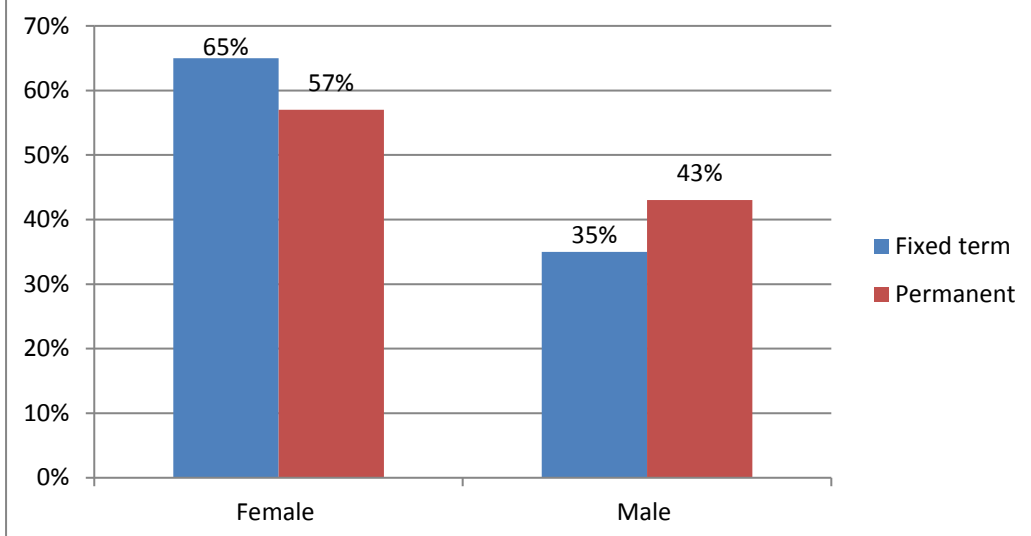


Fig 5.5 University of Leeds professional & managerial staff by contract type & gender



	Female	Female %	Male	Male %	Total	Total %
Fixed term	253	65%	135	35%	388	29%
Permanent	548	57%	410	43%	958	71%

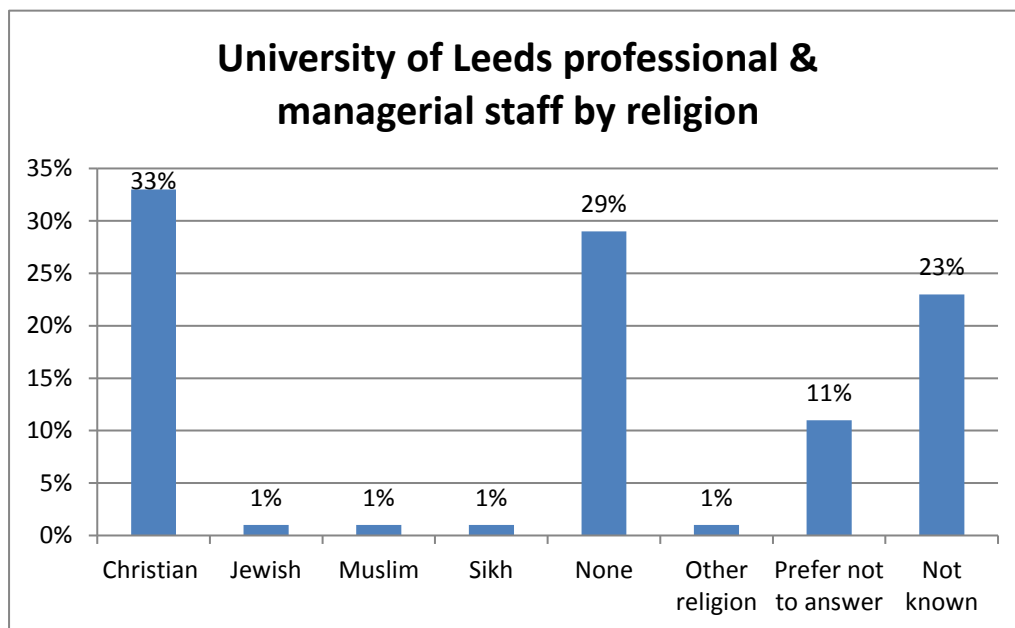
The figures in this section provide information on the overall professional and managerial staff population across the university by gender.

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.

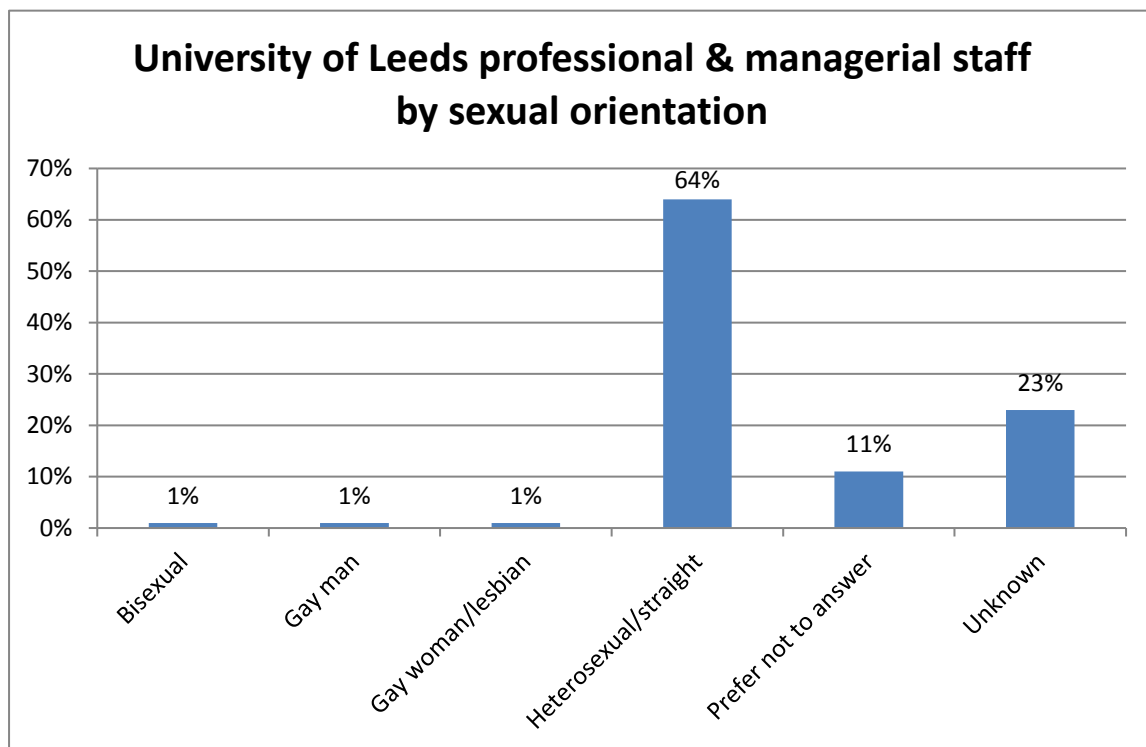
Figure 6. Religion



	Count	%
Buddhist	6	0%
Christian	440	33%
Hindu	4	0%
Jewish	8	1%
Muslim	14	1%
Sikh	7	1%
None	397	29%
Other religion	15	1%
Prefer not to answer	152	11%
Not known	303	23%

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. Sexual orientation



	Count	%
Bisexual	13	1%
Gay man	15	1%
Gay woman/lesbian	11	1%
Heterosexual/straight	861	64%
Other	1	0%
Prefer not to answer	142	11%
Unknown	303	23%

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.