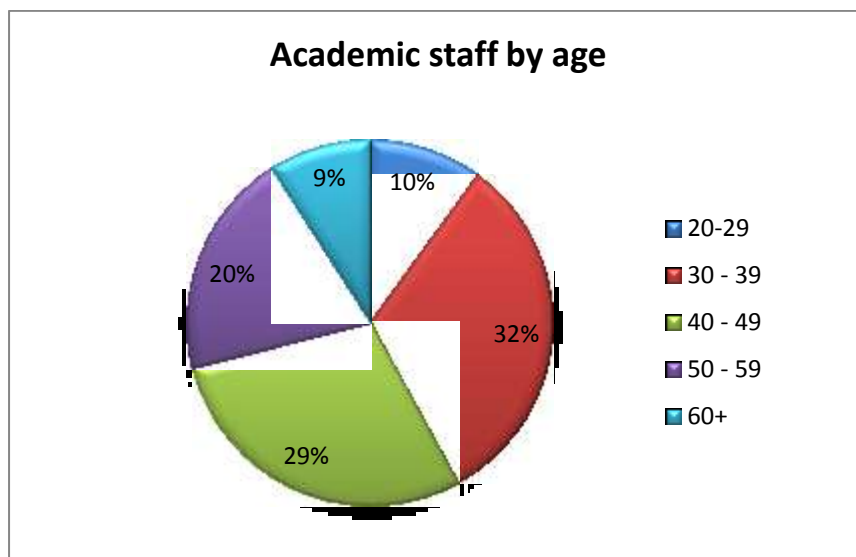


University of Leeds - academic staff in post by protected characteristic – July 2012

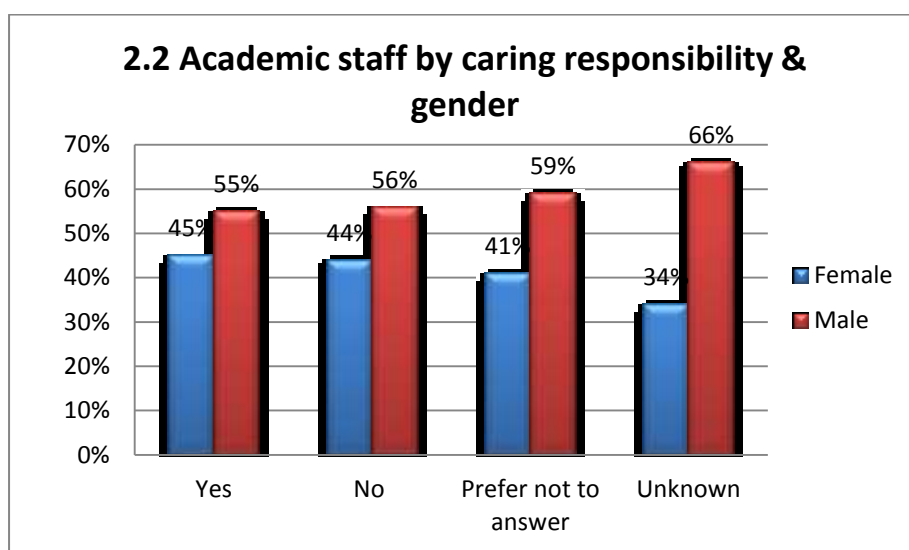
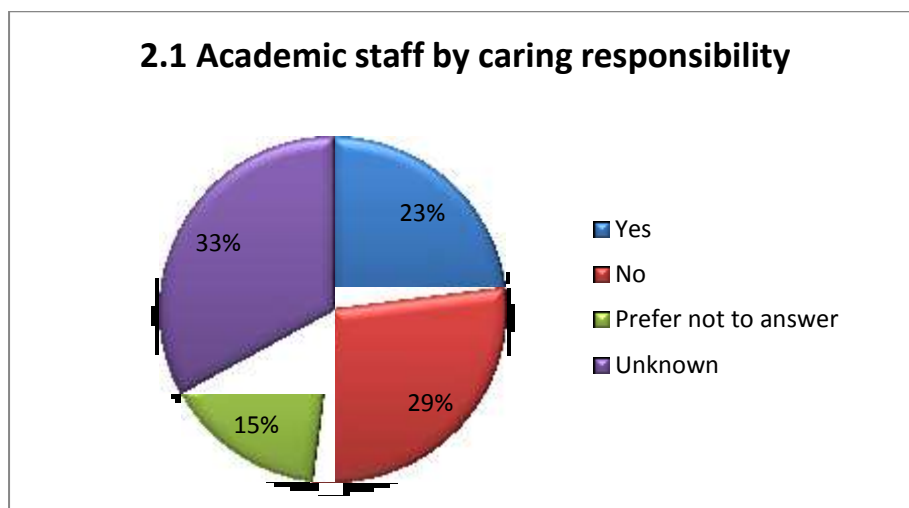
Figure 1. Age



	Count	%
20-29	302	10%
30 - 39	997	32%
40 - 49	915	29%
50 - 59	615	20%
60+	277	9%
Total	3106	

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 61% of the total academic staff population.

Figure 2. Caring Responsibility¹

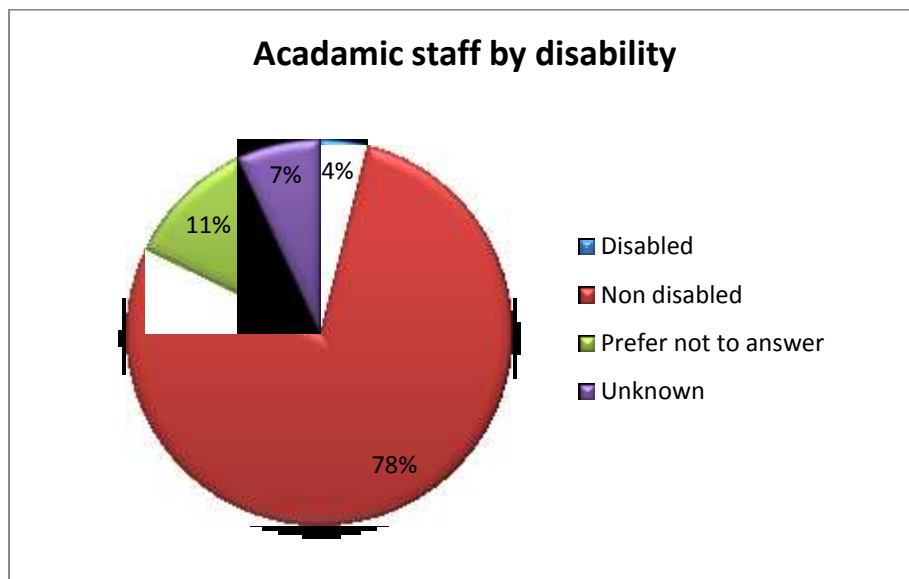


	Female	Female %	Male	Male %	Total	Total %
Yes	324	45%	392	55%	716	23%
No	404	44%	507	56%	911	29%
Prefer not to answer	191	41%	276	59%	467	15%
Unknown	347	34%	665	66%	1012	33%

Figure 2.1 provide information on the number of academic staff across the university who have declared they have a caring responsibility. Overall, 23% of academic staff have declared they have a caring responsibility, the same figure as the previous year. 33% of academic staff data remains unknown this year, compared to 41% from the previous year. When the data is broken down further by gender (figure 2.2), of the staff who have declared they have a caring responsibility, 55% are male and 45% are female.

¹ Defined as: caring for either one or more children, one or more disabled children, a relative or family member.

Figure 3. Disability²

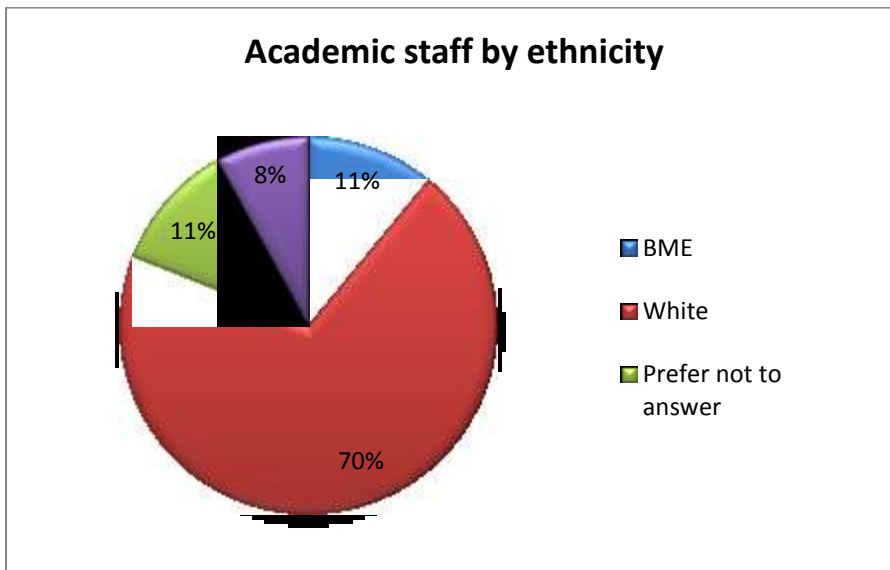


	Count	%
Disabled	109	4%
Non disabled	2441	79%
Prefer not to answer	349	11%
Unknown	207	7%
Total	3106	

Figure 3 provides information on the total number of academic staff who have declared their disability status. In total, 4% of academic staff have declared they have a disability, the same figure as last year. There has been a slight decrease, to 7%, in the total number of 'unknown' academic staff disability information. 11% of academic staff preferred not to answer the question relating to their disability status, compared to 6% from the previous year.

² 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.

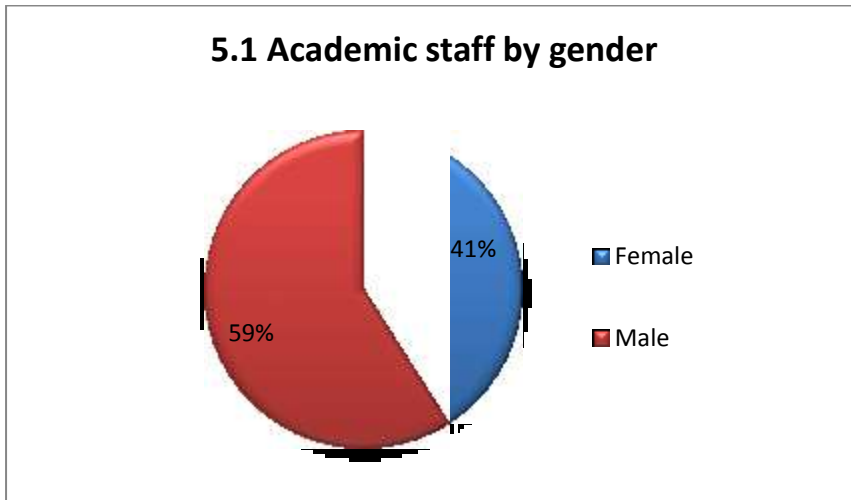
Figure 4. Ethnicity



	Count	%
BME	335	11%
White	2179	70%
Prefer not to answer	334	11%
Unknown	258	8%
Total	3106	

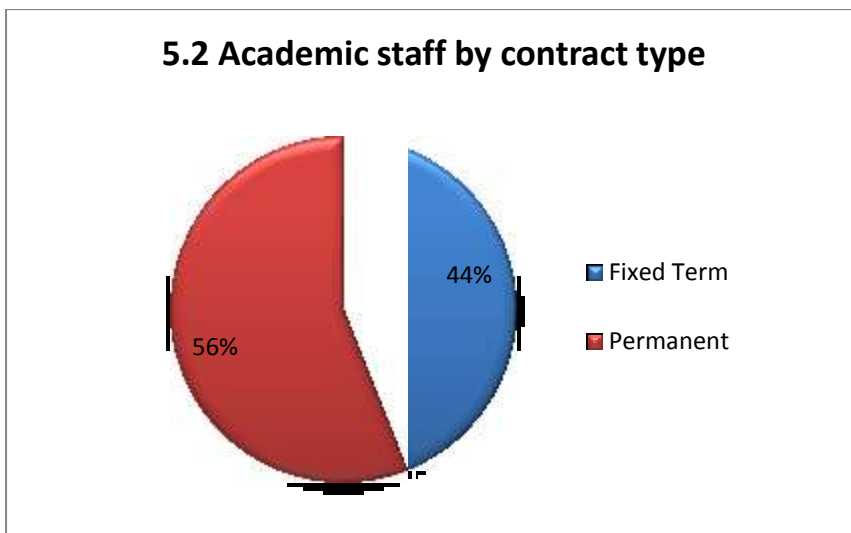
Figure 4 provides information on the overall academic staff population by ethnicity. 11% of academic staff have declared they are from a black or minority ethnic background, the same figure as the previous year. However, 8% of data remains unknown, compared to 10% from the previous year. 11% of staff have preferred not to answer the question relating to their ethnicity, compared to 6% from the previous year.

Figure 5. Gender

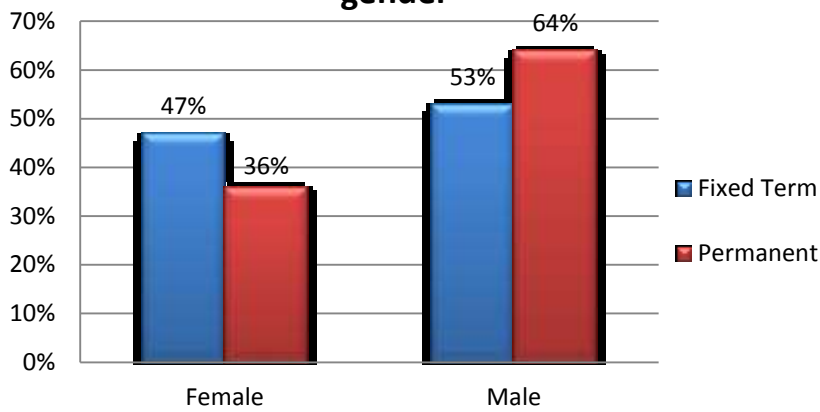


Female	Female %	Male	Male %	Total
1266	41%	1840	59%	3106

Contract type



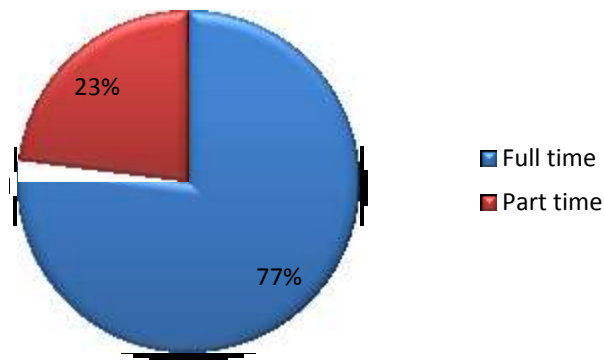
5.3 Academic staff by contract type & gender

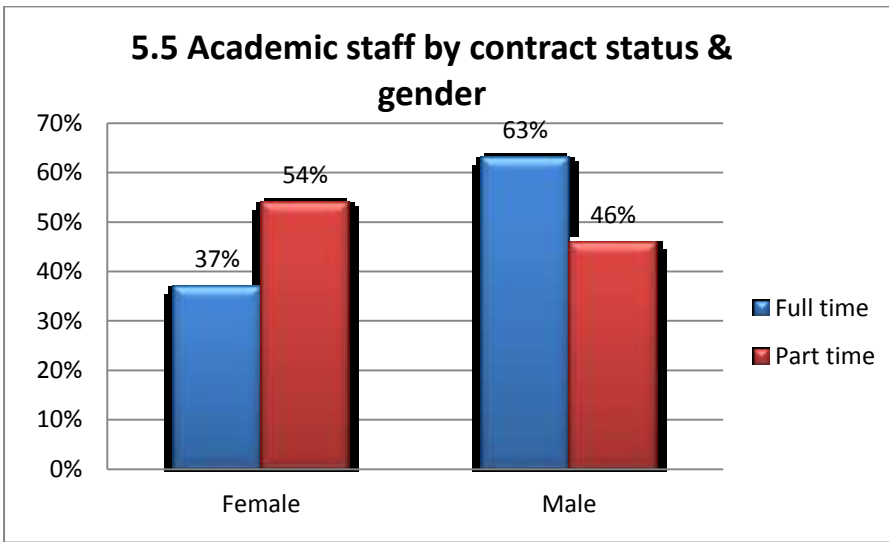


	Female	Female %	Male	Male %	Total	Total %
Fixed term	640	47%	713	53%	1353	44%
Permanent	626	36%	1127	64%	1753	56%

Contract status

5.4 Academic staff by contract status





	Female	Female %	Male	Male %	Total	Total %
Full time	887	37%	1515	63%	2402	77%
Part time	379	54%	325	46%	704	23%

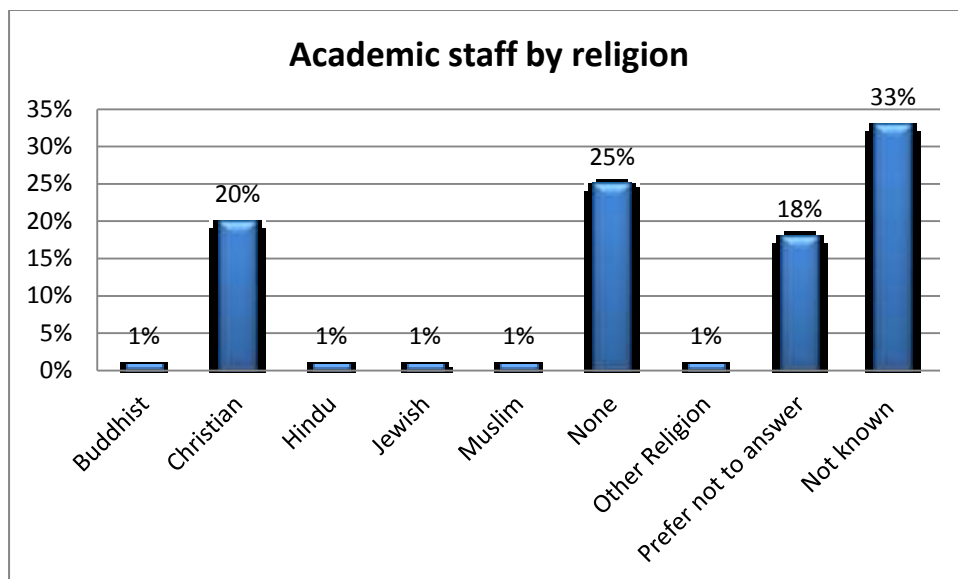
The figures in this section provide information on the overall academic staff profile by gender. The current academic staff profile is 3601, of which 41% are female and 59% are male (figure 5.1). The academic staff profile for the previous year was a total of 2972, of which 40% were female and 60% were male.

Figure 5.2 and 5.3 highlight the overall academic staff profile by contract type and gender. 56% of all academic staff have a permanent contract. Of those staff on a permanent contract 36% are female and 64% are male. 44% of academic staff have a fixed term contract. Of those staff on a fixed term contract 47% are female and 53% are male. When compared with data from the previous year 58% of academic staff had a permanent contract, of those staff 35% were female and 65% were male; of the 42% staff on a fixed term contract, 47% were female and 53% were male.

Figure 5.4 highlights overall academic staff by contract status, 77% of all academic staff work full time. Of those staff working full time 37% are female and 63% are male. 23% of academic staff work part time. Of those staff working part time 54% are female and 46% are male (Figure 5.5).

When compared with data from the previous year, 79% of all academic staff were on a full time contract, of these, 36% were female and 64% were male. In addition, 21% of all academic staff were working on a part time, of these 56% were female and 44% were male.

Figure 6. Religion

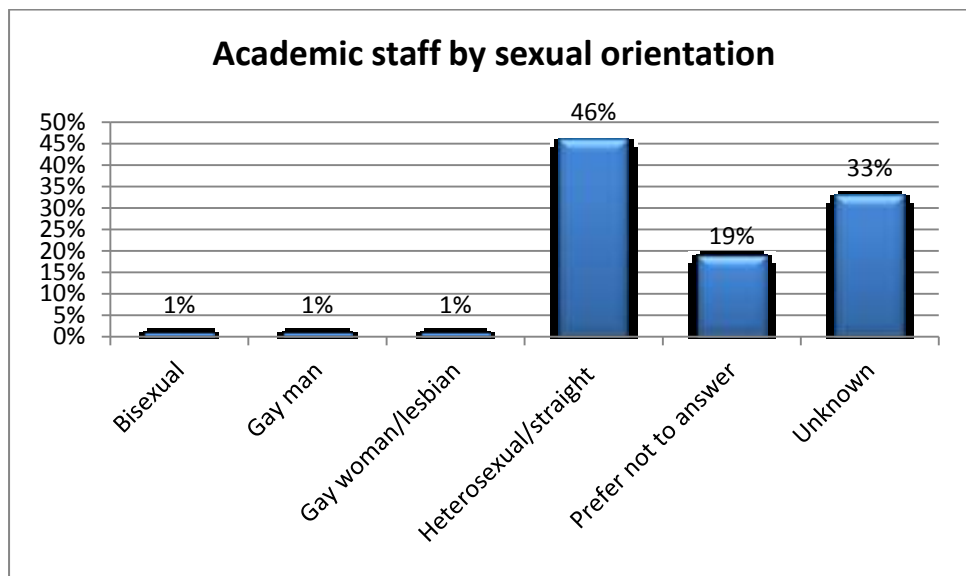


	Count	%
Buddhist	25	1%
Christian	631	20%
Hindu	30	1%
Jewish	19	1%
Muslim	37	1%
Sikh	5	0%
None	772	25%
Other religion	26	1%
Prefer not to answer	549	18%
Not known	1012	33%
Total	3106	

Figure 6 provides information on the overall academic staff population by religion. Staff who belong to the Buddhist, Hindu, Jewish and Muslim faith make up a total of 4% of the academic staff profile. 20% of academic staff belong to the Christian faith, while 25% of academic staff have declared they have no faith.

33% of academic staff information on religion remains unknown, compared to 41% from the previous year. In addition, 18% of academic staff preferred not to answer the monitoring question relating to their religion, compared to 11% from the previous year.

Figure 7. Sexual Orientation



	Count	%
Bisexual	27	1%
Gay man	23	1%
Gay woman/lesbian	22	1%
Heterosexual/straight	1438	46%
Other	9	0%
Prefer not to answer	575	19%
Unknown	1012	33%
Total	3106	

Figure 7 provides information on the overall academic staff population by sexual orientation. Currently, around 3% of staff have stated they are lesbian, gay or bisexual, the same figure as the previous year.

33% academic staff information on sexual orientation remains unknown, compared to 41% from the previous year. In addition, 19% of academic staff preferred not to answer the monitoring question relating to their sexual orientation, compared to 11% from the previous year.