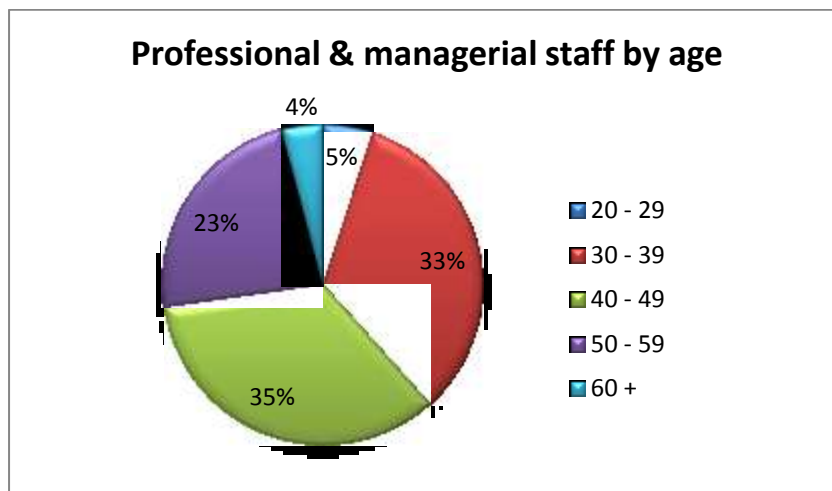


University of Leeds - professional and managerial staff in post by protected characteristic – July 2012

Figure 1. Age



	Count	%
20 - 29	69	5%
30 - 39	446	33%
40 - 49	458	34%
50 - 59	306	23%
60 +	58	4%
Total	1337	

Figure 1 provides a breakdown of the university's professional and managerial staff population by age group. Currently staff aged 30 – 39 and 40 – 49 make up the largest staff groups, totalling more than 67%. Staff aged 60 and over make up 4% of the total professional and managerial staff population.

Figure 2. Caring Responsibility¹

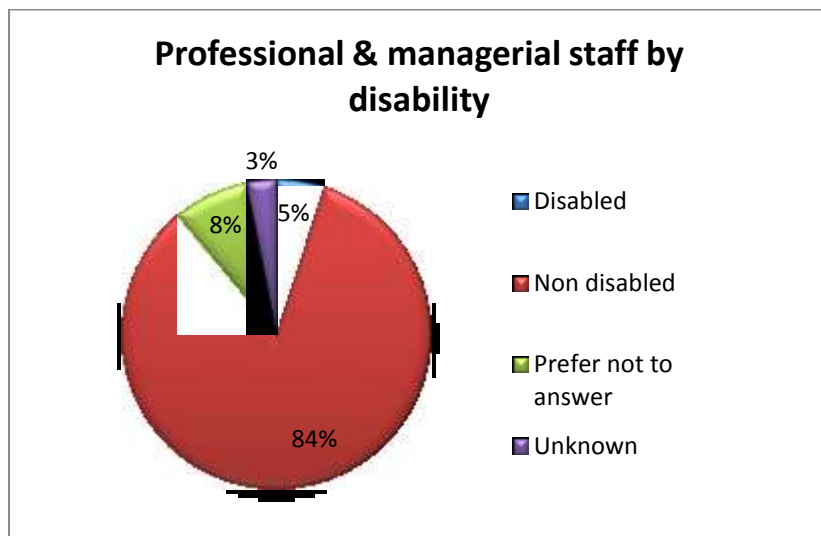


	Female	Female %	Male	Male %	Total	Total %
Yes	247	57%	189	43%	436	33%
No	341	65%	180	35%	521	39%
Prefer not to answer	84	56%	66	44%	150	11%
Unknown	130	57%	100	43%	230	17%

Figure 2.1 provides information on the number of professional and managerial staff across the university who have declared they have a caring responsibility. Overall, 33% of professional and managerial staff have declared they have a caring responsibility, an increase of 1% from the previous year. 17% of data remain unknown this year, compared to 23% from the previous year. Figure 2.2 breaks down this year's data further by gender. Of the professional and managerial staff who have declared a caring responsibility 57% are female and 43% are male.

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

Figure 3. Disability²

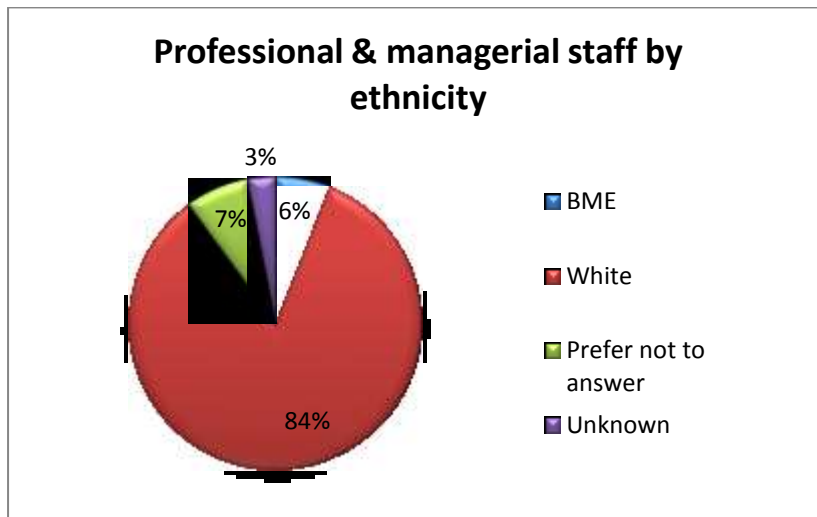


	Count	%
Disabled	70	5%
Non disabled	1122	84%
Prefer not to answer	108	8%
Unknown	37	3%
Total	1337	

Figure 3 provides information on the total number of professional and managerial staff who have declared their disability status. 5% of professional and managerial staff have declared they have a disability, the same figure as the previous year. 3% of disability information remains unknown, compared to 4% the previous year, in addition 8% of professional and managerial staff have 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.

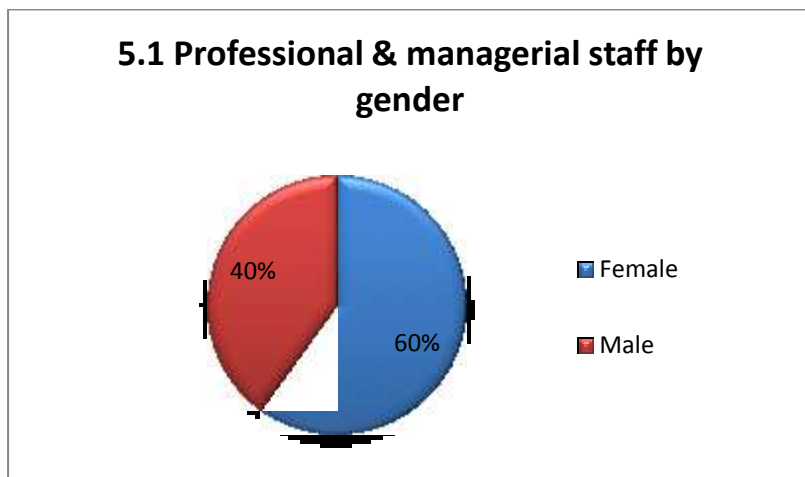
Figure 4. Ethnicity



	Count	%
BME	79	6%
White	1123	84%
Prefer not to answer	92	7%
Unknown	43	3%
Total	1337	

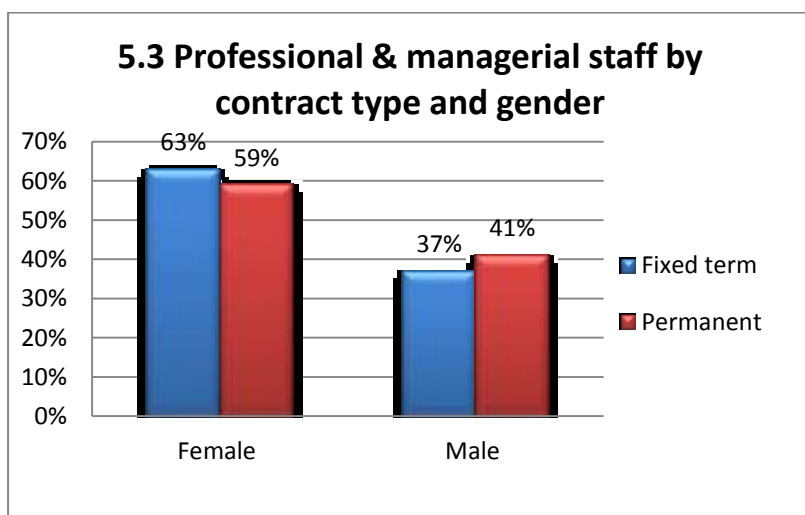
Figure 4 provides information on professional and managerial staff by ethnicity. 6% of professional and managerial staff have stated they are from a Black or Minority Ethnic background, compared to 7% from the previous year. 3% of data remains unknown, compared to 5% from the previous year. In addition, 7% of professional and managerial staff have preferred not to answer the question relating to their ethnicity, compared to 5% from the previous year.

Figure 5. Gender



Female	Female %	Male	Male %	Total
802	60%	535	40%	1337

Contract type



	Female	Female %	Male	Male %	Total	Total %
Fixed term	196	63%	116	37%	312	23%
Permanent	606	59%	419	41%	1025	77%

Contract status



	Female	Female%	Male	Male %	Total	Total %
Full time	509	52%	478	48%	987	74%
Part time	293	84%	57	16%	350	26%

The figures in this section provide information on the overall professional and managerial staff profile by gender. The current professional and managerial staff population is 1337, of which 60% are female and 40% are male (figure 5.1) which is a similar profile for the previous year.

Figure 5.2 and 5.3 highlight the professional and managerial staff profile by contract type and gender. 77% of professional and managerial have a permanent contract, of those staff,

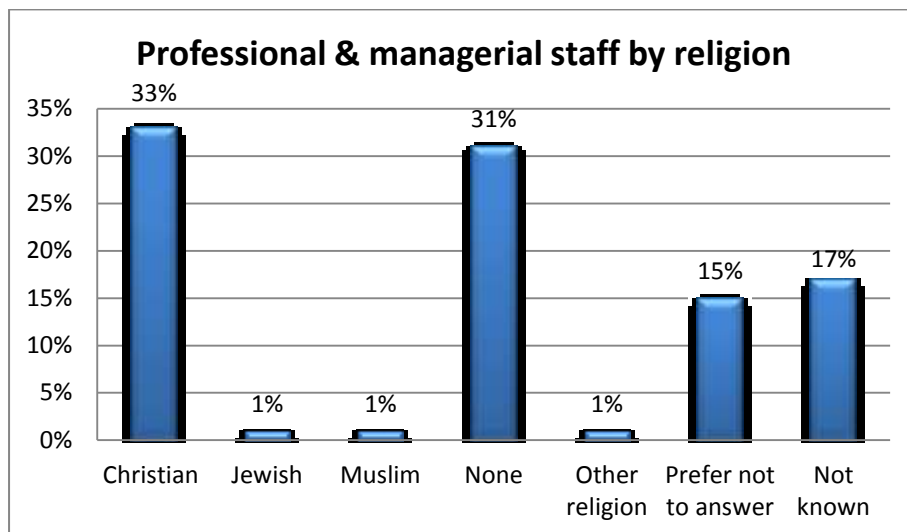
59% are female and 41% are male. 23% of professional and managerial staff have a fixed term contract, of those staff 63% are female and 37% are male.

When compared with data from the previous year, 71% of professional and managerial staff had a permanent contract, of those staff, 57% were female and 43% were male. In addition, 29% were on a fixed term contract, of which 65% were female and 35% were male.

Figure 5.4 and 5.5 highlight the professional and managerial staff profile by contract status and gender. 74% of professional and managerial staff work full time, of those staff, 52% are female and 48% are male. In addition, 26% of professional and managerial staff work part time, of those staff, 84% are female and 16% are male.

When compared with data from the previous year, 74% of professional and managerial staff were working full time, of those staff, 52% were female and 48% were male. In addition, 26% of staff were working part time, of those staff, 82% were female and 18% were male.

Figure 6. Religion

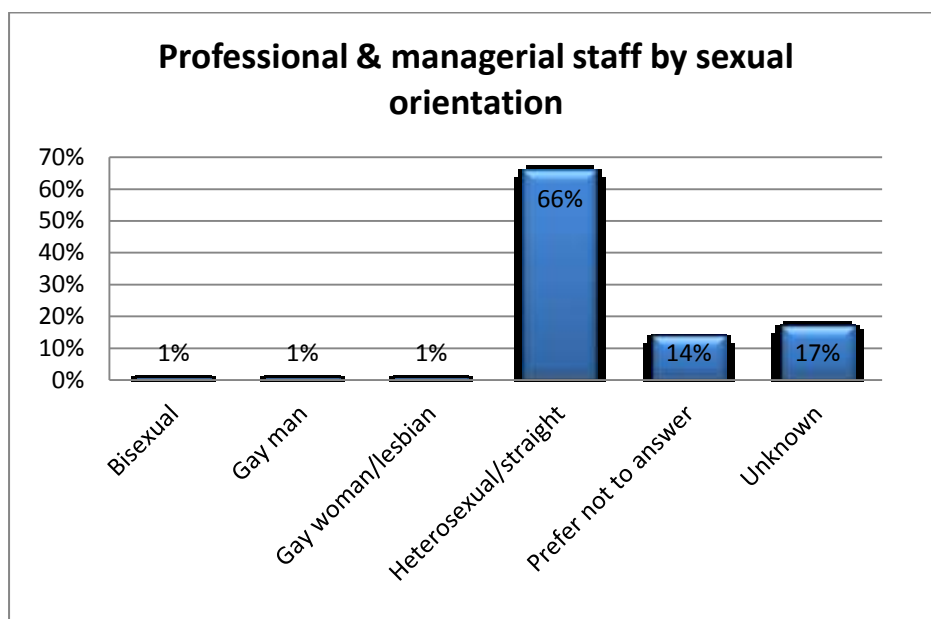


	Count	%
Buddhist	5	0%
Christian	444	33%
Hindu	3	0%
Jewish	10	1%
Muslim	15	1%
Sikh	6	0%
None	414	31%
Other religion	16	1%
Prefer not to answer	194	15%
Not known	230	17%
Total	1337	

Figure 6 provides information on professional and managerial staff across the university by religion. Staff who belong to the Jewish and Muslim faith make up 2% of the professional and managerial staff profile, while staff who belong to the Christian faith make up 33% of the staff profile.

17% of professional and managerial staff information on religion remains unknown, compared to 23% from the previous year. In addition, 15% of professional and managerial 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	14	1%
Gay man	13	1%
Gay woman/lesbian	13	1%
Heterosexual/straight	883	66%
Other	0	0%
Prefer not to answer	184	14%
Unknown	230	17%
Total	1337	

Figure 7 provides information on overall professional and managerial 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.

17% of professional and managerial staff information on sexual orientation remains unknown, compared to 23% from the previous year. In addition, 14% of staff preferred not to answer the monitoring question relating to their sexual orientation, compared to 11% from the previous year.