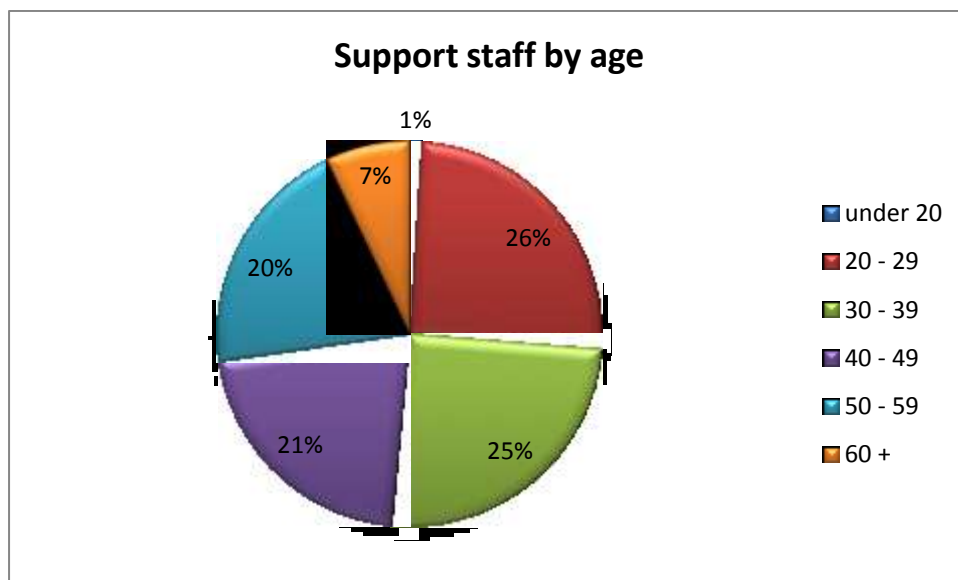


# University of Leeds - support staff in post by protected characteristic – July 2012

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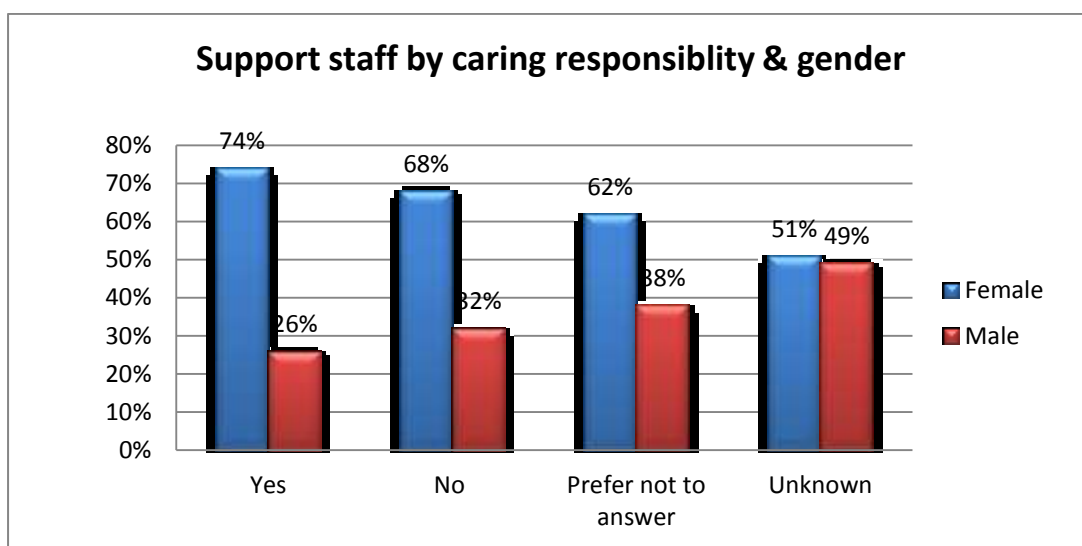
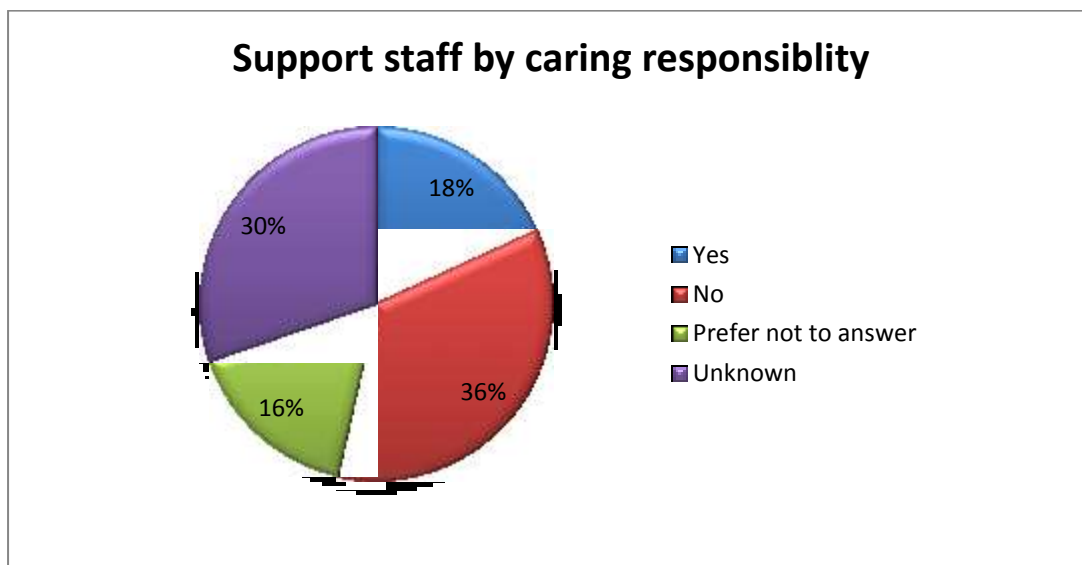
Figure 1. Age



	Count	%
under 20	27	1%
20 - 29	755	25%
30 - 39	746	25%
40 - 49	632	21%
50 - 59	606	20%
60 +	203	7%
Total	2969	

Figure 1 provides a breakdown of the university's support staff population by age group. Currently staff aged 20 – 29 and 30 – 39 make up the largest staff group, totalling around 50%. Staff aged 60 and over make up 7% of the total support staff population.

Figure 2. Caring Responsibility<sup>1</sup>



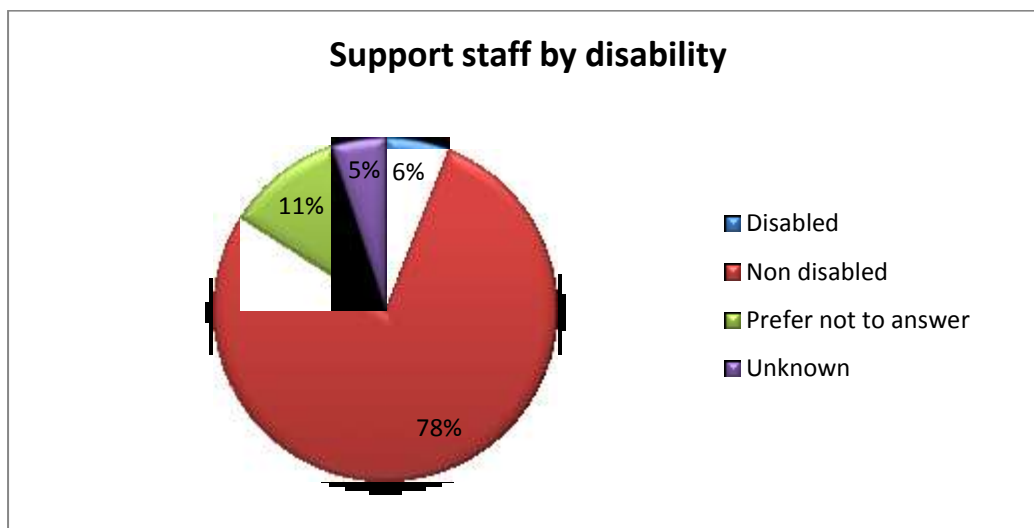
	Female	Female %	Male	Male %	Total	Total %
Yes	393	74%	141	26%	534	18%
No	715	68%	335	32%	1050	35%
Prefer not to answer	302	62%	183	38%	485	16%
Unknown	462	51%	438	49%	900	30%

Figure 2.1 provides information on the number of support staff across the university who have declared a caring responsibility. Overall, 18% of support staff have declared they have a caring responsibility, an increase of 1% from the previous year. 30% of data remains unknown this year, compared to 40% from the previous year.

Figure 2.2 breaks down the data further by gender. Of the support staff who have declared they have a caring responsibility 74% are female and 26% are male.

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

Figure 3. Disability<sup>2</sup>

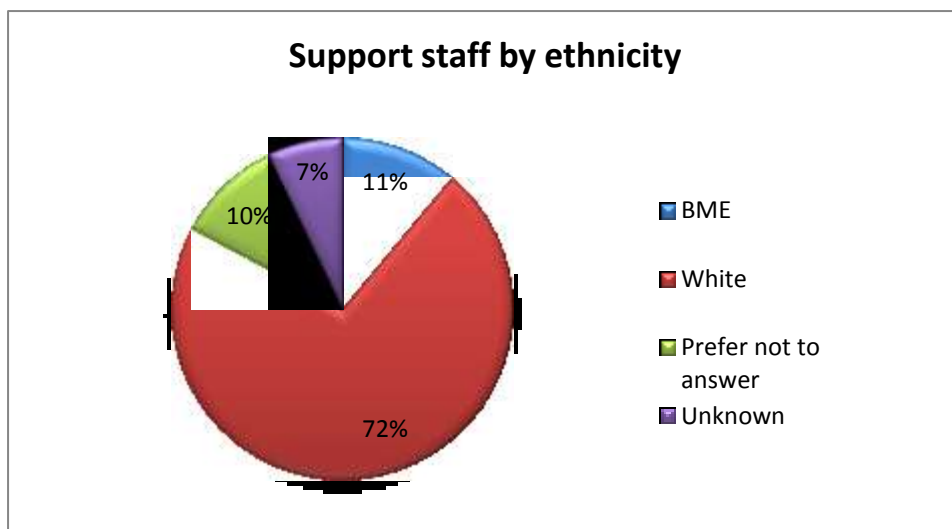


	Count	%
<b>Disabled</b>	166	6%
<b>Non disabled</b>	2313	78%
<b>Prefer not to answer</b>	337	11%
<b>Unknown</b>	153	5%
<b>Total</b>	<b>2969</b>	

Figure 3 provides information on the total number of support staff who have declared their disability status. 6% of support staff have declared they have a disability, the same figure as the previous year. 5% of staff disability information remains unknown, compared to 6%, the previous year. In addition, 11% of support staff prefer not to answer the question relating to their disability status, compared to 7% from the previous year.

<sup>2</sup> 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



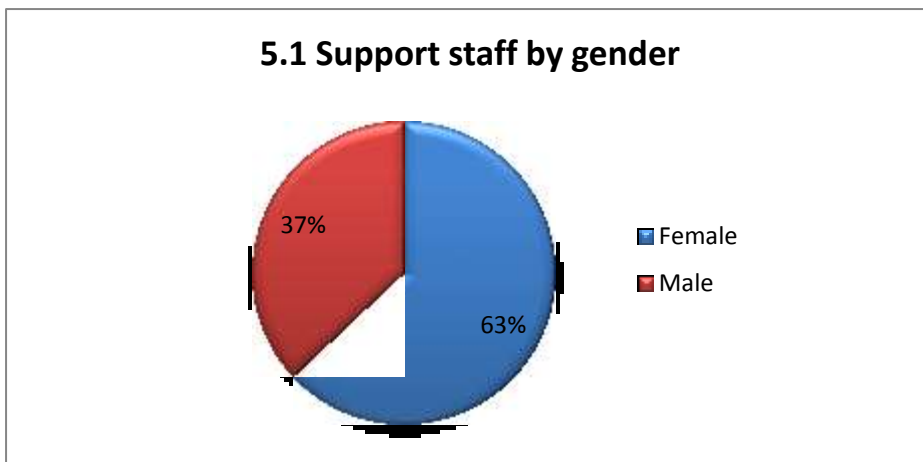
	Count	%
<b>BME</b>	341	11%
<b>White</b>	2119	71%
<b>Prefer not to answer</b>	307	10%
<b>Unknown</b>	202	7%
<b>Total</b>	<b>2969</b>	

Figure 4 provides information on the overall support staff population by ethnicity. 11% of support staff across the university have stated they are from a Black or Minority Ethnic background, compared to 13% from the previous year.

7% of support staff ethnicity information remains unknown, compared to 8% from the previous year.

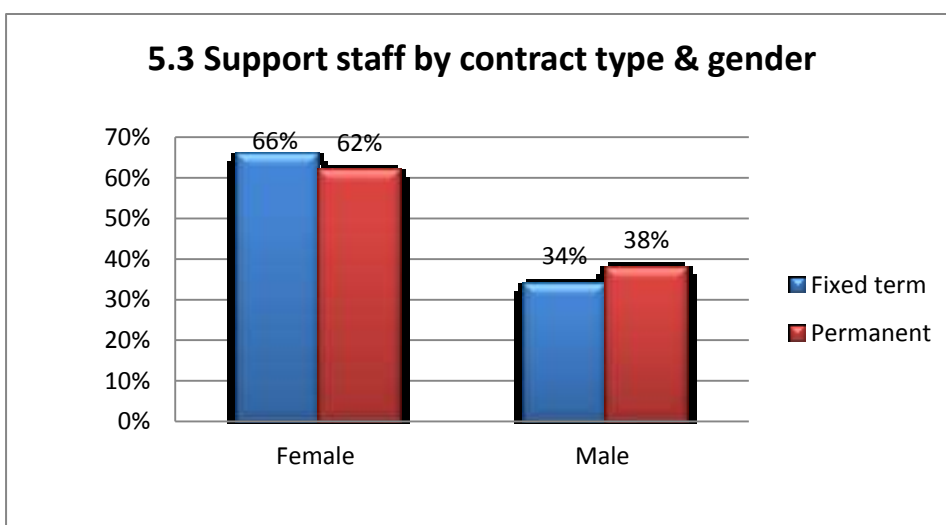
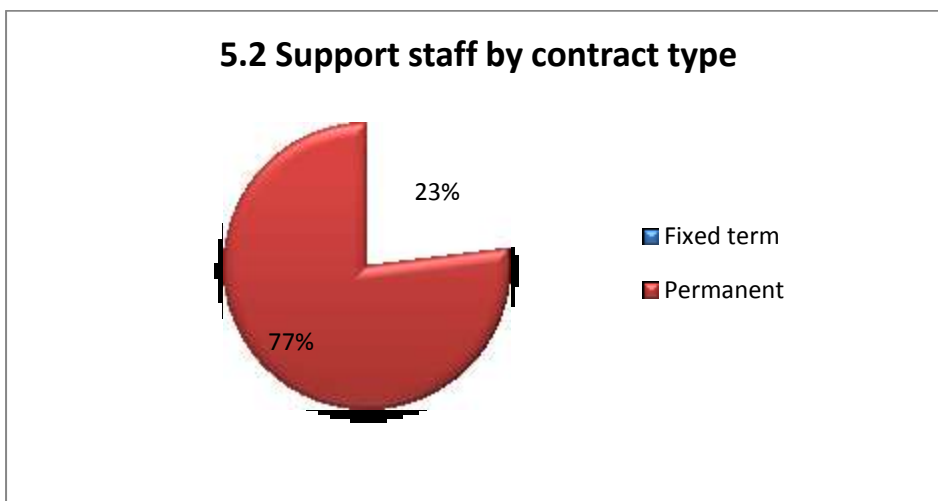
In addition, 10% of support staff have preferred not to answer the question relating to their ethnicity, compared to 10% from the previous year.

Figure 5. Gender



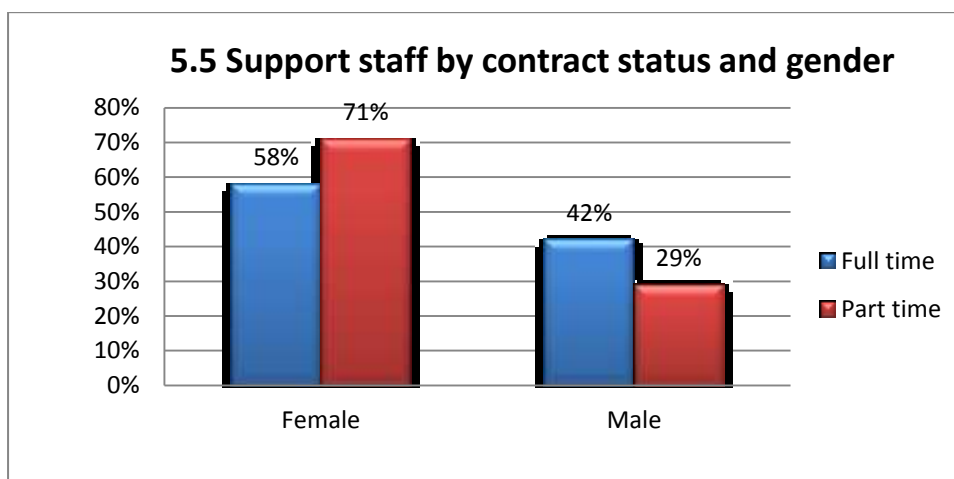
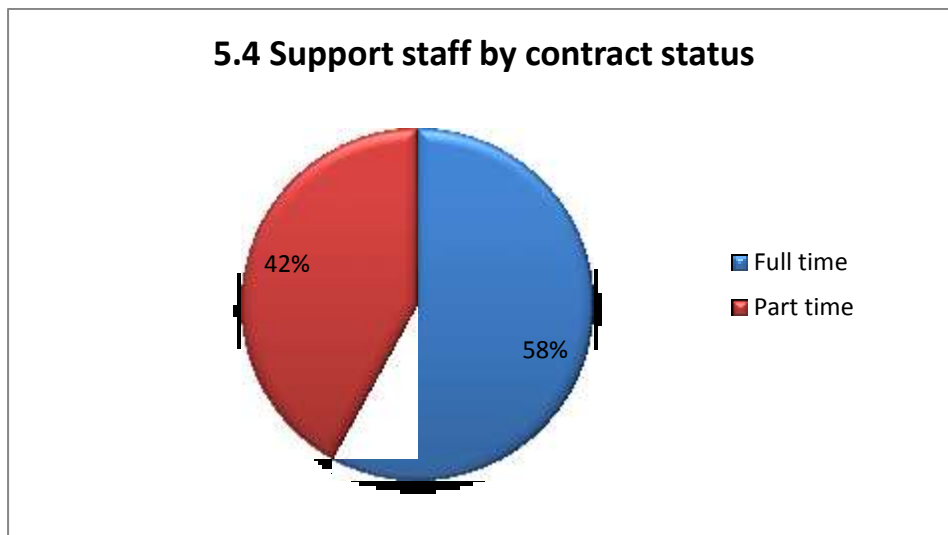
Female	Female %	Male	Male %	Total
1872	63%	1097	37%	2969

Contract type



	Female	Female %	Male	Male %	Total	Total %
<b>Fixed term</b>	452	66%	238	34%	690	23%
<b>Permanent</b>	1420	62%	859	38%	2279	77%

## Contract status



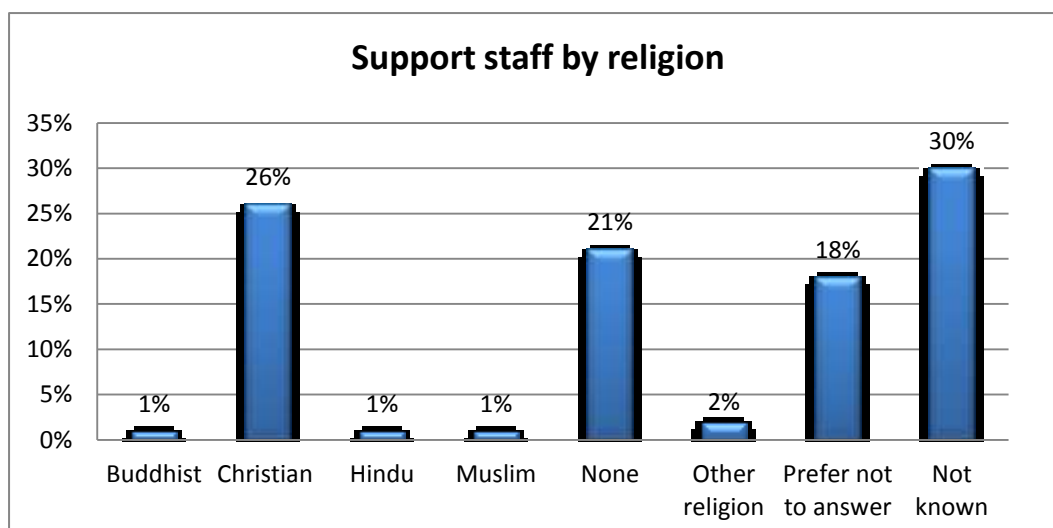
	Female	Female%	Male	Male %	Total	Total %
<b>Full time</b>	986	58%	728	42%	1714	58%
<b>Part time</b>	886	71%	369	29%	1255	42%

The figures in this section provide information on the overall support staff profile by gender. The current support staff population is 2969, of which 63% are female (figure 5.1) which is a similar profile as the previous year.

Figures 5.2 and 5.3 highlight the support staff profile by contract type and gender. 77% of support staff have a permanent contract, of those staff, 62% are female. 23% of support staff have a fixed term contract, of those staff, 66% are female.

Figure 5.4 and 5.5 highlight the support staff profile by contract status and gender. 58% of support staff work full time, of those staff, 58% are female. 42% of support staff work part time, of those staff, 71% are female.

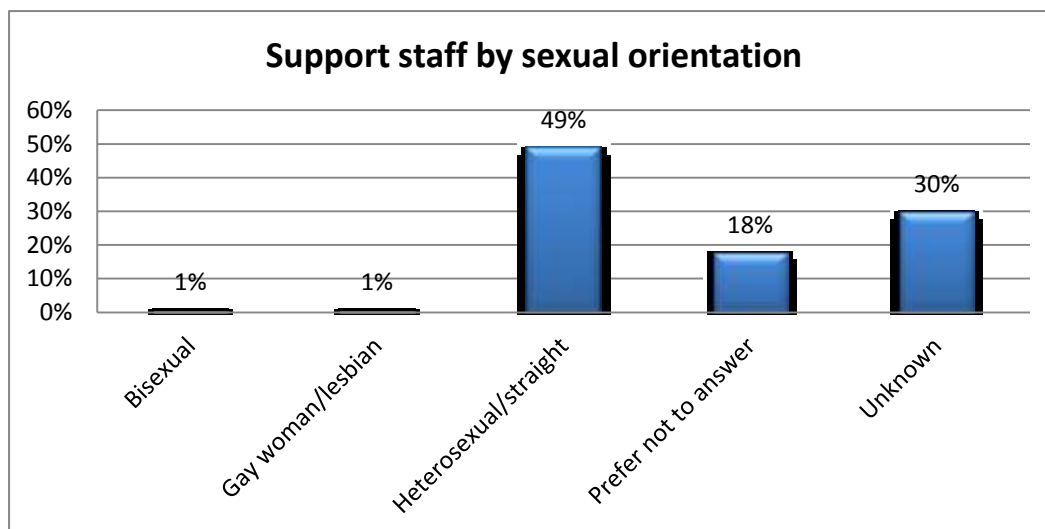
Figure 6. Religion



	Count	%
Buddhist	16	1%
Christian	779	26%
Hindu	18	1%
Jewish	10	0%
Muslim	34	1%
Sikh	11	0%
None	624	21%
Other religion	52	2%
Prefer not to answer	525	18%
Not known	900	30%
Total	2969	

Figure 6 provides a breakdown on support staff across the university by religion. Staff who belong to the Buddhist, Hindu and Muslim faith make up 3% of the overall support staff profile. Staff who belong to the Christian faith make up 26% of the support staff profile. 30% of support staff information on religion remains unknown, compared to 40% from the previous year. In addition, 18% of support staff prefer not to answer the monitoring question relating to their religion, compared to 12% from the previous year.

Figure 7. Sexual Orientation



	Count	%
Bisexual	31	1%
Gay man	14	0%
Gay woman/lesbian	23	1%
Heterosexual/straight	1455	49%
Other	13	0%
Prefer not to answer	533	18%
Unknown	900	30%
Total	2969	

Figure 7 provides a breakdown on support staff across the university by sexual orientation. Currently, around 2% of staff stated they are lesbian, gay or bisexual, the same figure as the previous year.

30% of support staff information on sexual orientation remains unknown, compared to 40% from the previous year. In addition, 18% of staff prefer not to answer the monitoring question relating to their sexual orientation, compared to 12% from the previous year.