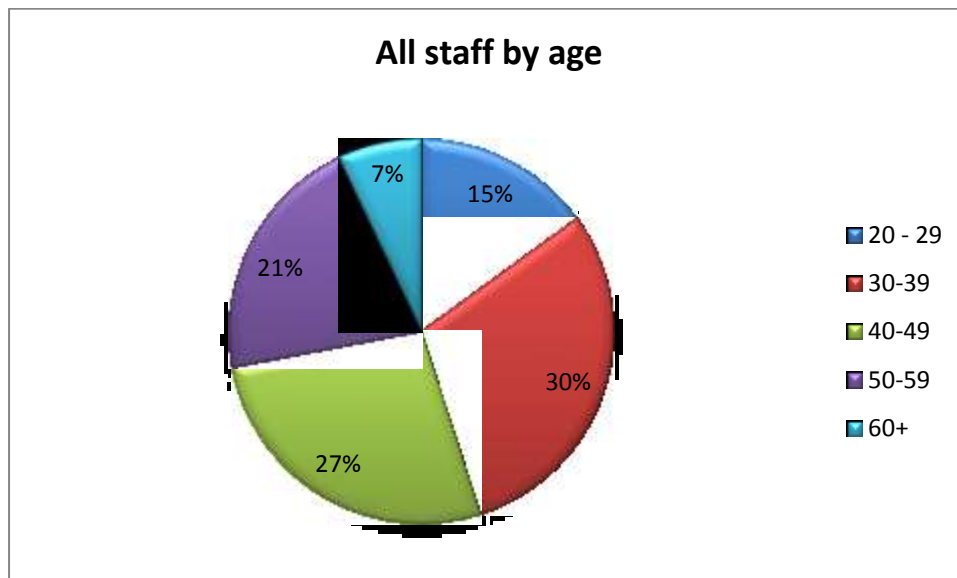


# University of Leeds - all staff in post by protected characteristic – July 2012

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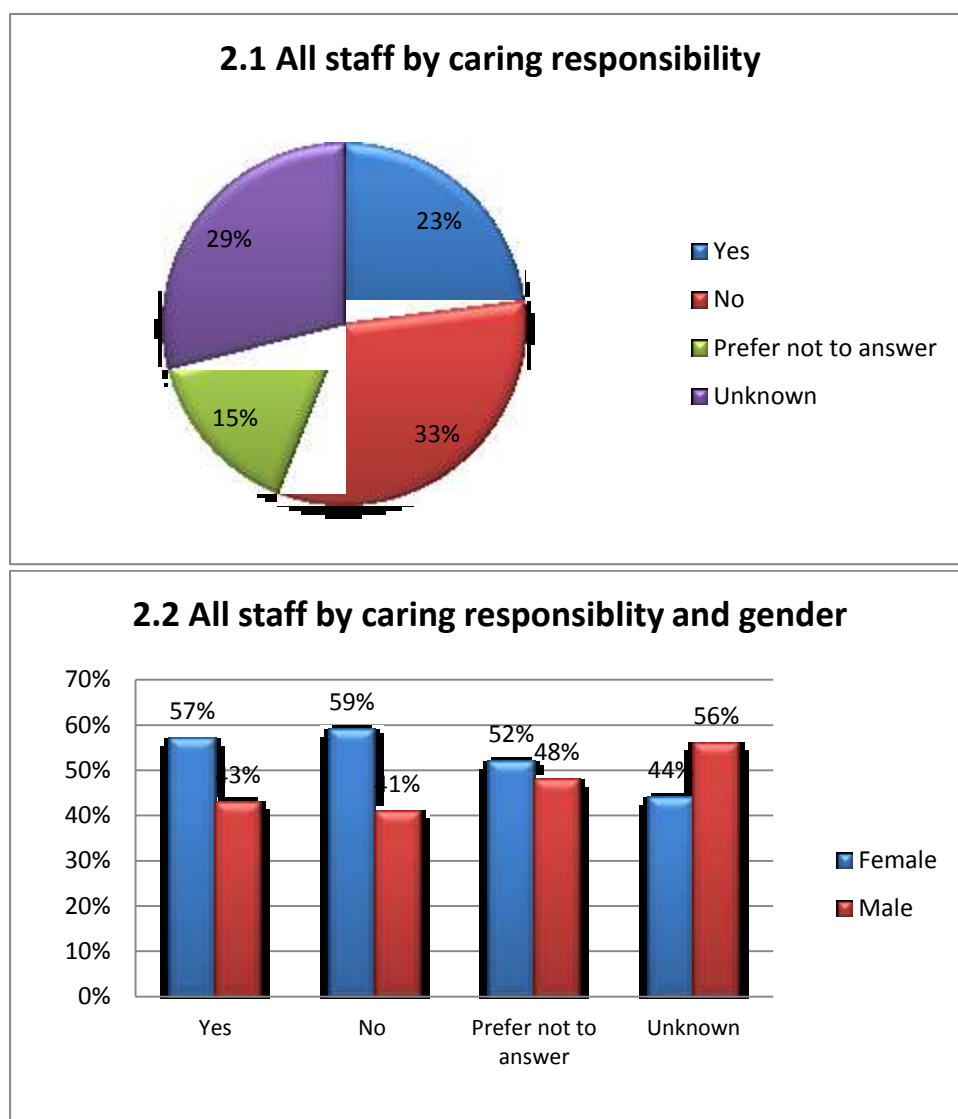
Figure 1. Age



	<b>Count</b>	<b>%</b>
Under 20	27	0%
20 - 29	1126	15%
30-39	2189	30%
40-49	2005	27%
50-59	1527	21%
60+	538	7%
Total	7412	

Figure 1 provides a breakdown of all the University of Leeds staff by age group. Currently staff aged 30 – 39 and 40 – 49 make up the largest staff groups, totalling 57% of the total staff population.

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



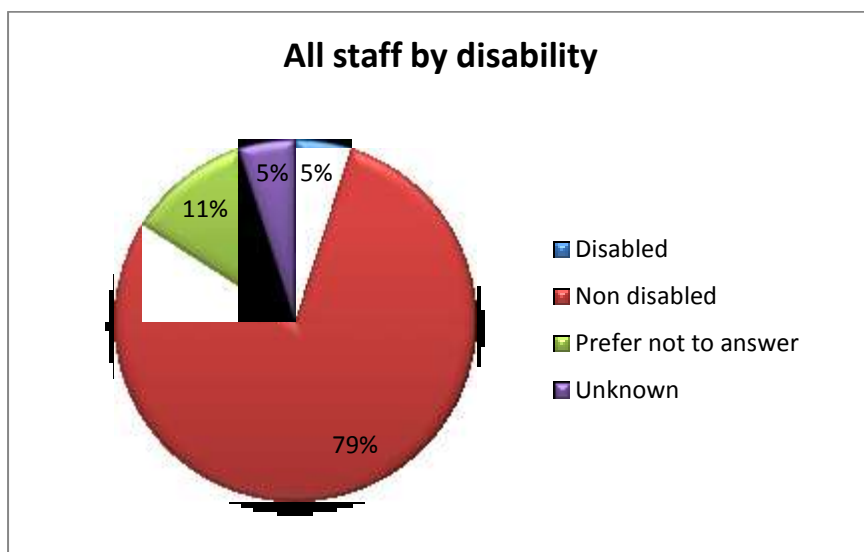
	Female	Female %	Male	Male %	Total	Total %
Yes	964	57%	722	43%	1686	23%
No	1460	59%	1022	41%	2482	33%
Prefer not to answer	577	52%	525	48%	1102	15%
Unknown	939	44%	1203	56%	2142	29%

Figure 2.1 provides information on the number of staff across the university who have declared they have a caring responsibility. 23% of overall staff declared they have a caring responsibility, an increase of 1% from the previous year. 29% of staff data remains unknown this year, compared to 37% from the previous year.

When the data is broken down further by gender (fig.2.2), of the staff who have declared they have a caring responsibility, 57% of staff are female and 43% of staff 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>

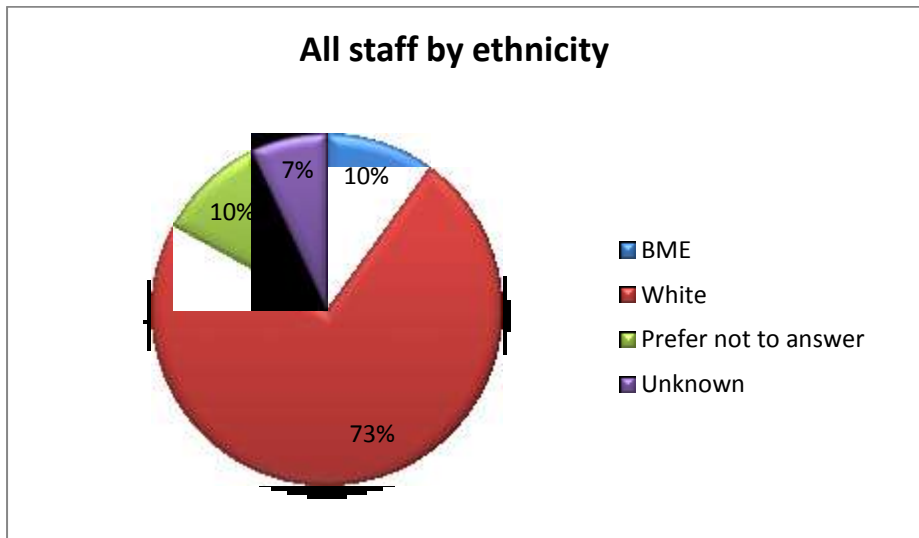


	Count	%
Disabled	345	5%
Non disabled	5876	79%
Prefer not to answer	794	11%
Unknown	397	5%

Figure 3 provides information on the number of staff across the university who have declared their disability status. 5% of overall university staff declared they have they have a disability. In addition, 5% of staff disability information remains unknown, compared to 7% from the previous year, suggesting further activity could be considered by the university to increase staff understanding on the benefits of monitoring disability.

<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

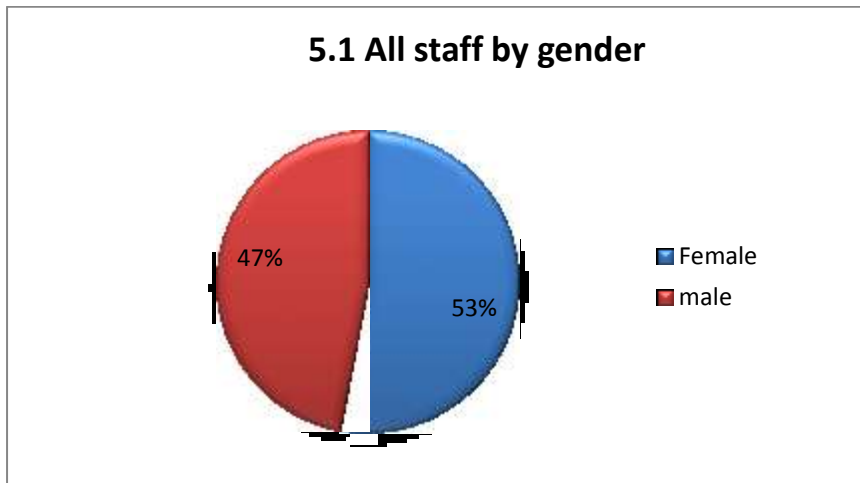


	<b>Total</b>	<b>%</b>
BME	755	10%
White	5421	73%
Prefer not to answer	733	10%
Unknown	503	7%
<b>Total</b>	<b>7412</b>	

Figure 4 provides information on the overall university population by ethnicity. 10% of staff have declared they are from a black and minority ethnic background, a decrease of 1% from the previous year. However 7% of staff ethnicity data remains unknown compared to 8% from the previous year.

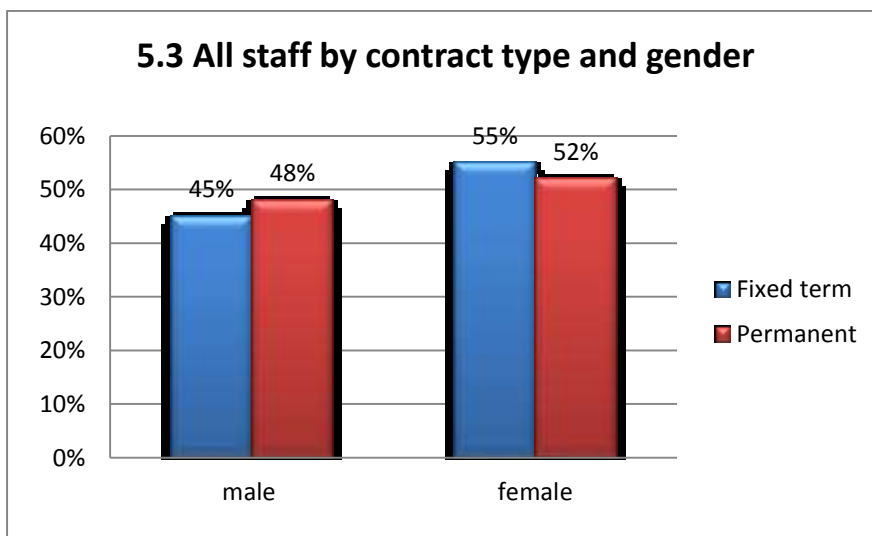
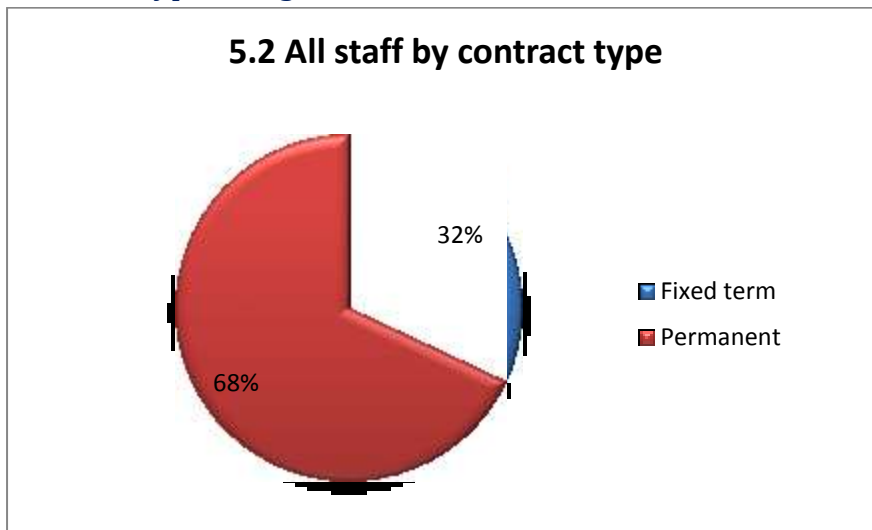
In addition, 10% of staff have not answered the question relating to their ethnicity, compared to 6% from the previous year, suggesting further activity could be considered by the university to increase staff understanding on the benefits of monitoring ethnicity.

Figure 5. Gender



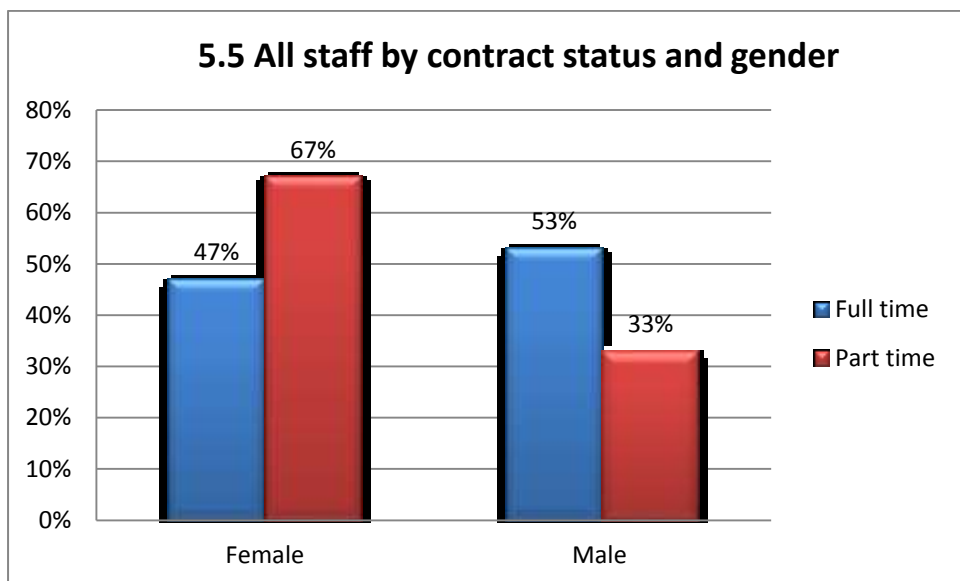
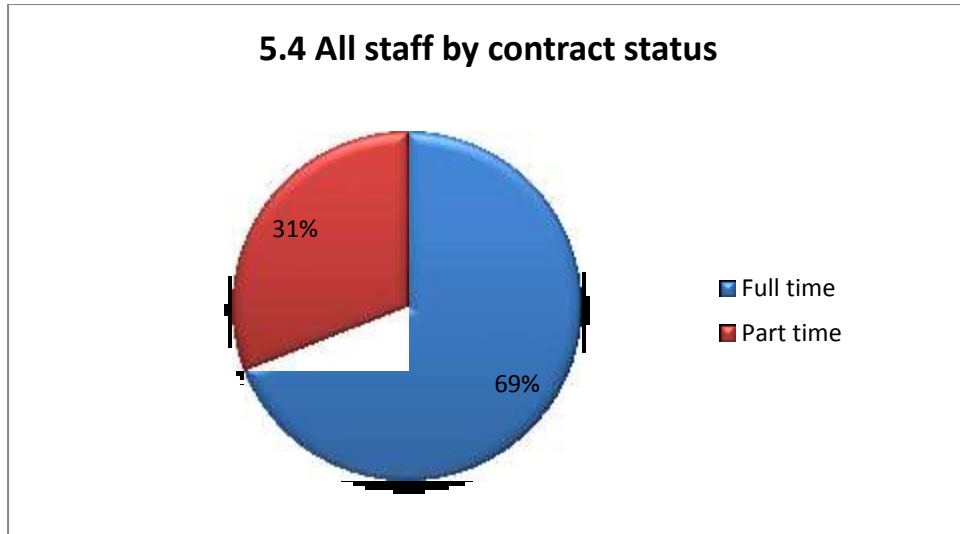
Female	Female %	Male	Male %	Total
3940	53%	3472	47%	7412

Contract type and gender



	Female	Female %	Male	Male %	Total	Total %
Fixed term	1288	55%	1067	45%	2355	32%
Permanent	2652	52%	2405	48%	5057	68%

### Contract status and gender



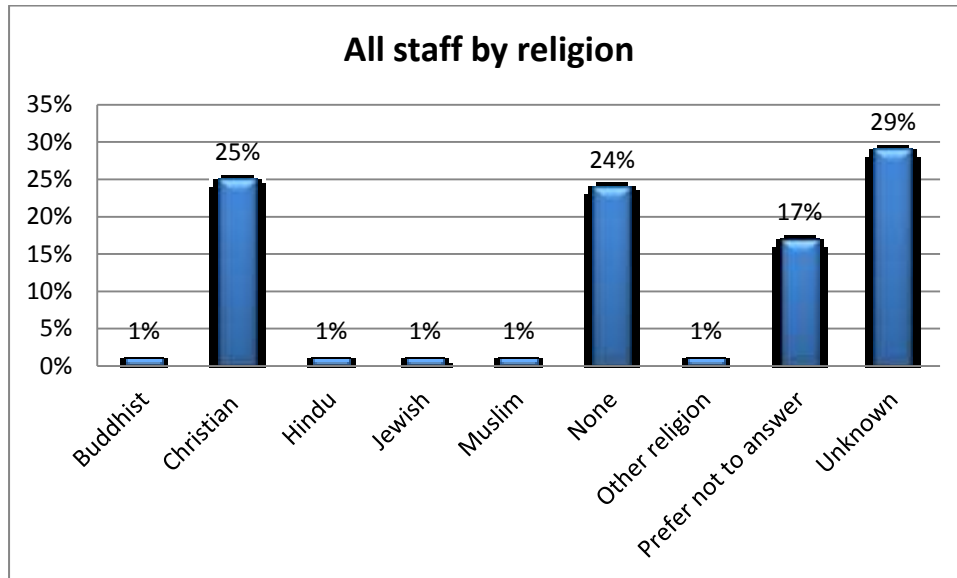
	Female	Female %	Male	Male %	Total	Total %
Full time	2382	47%	2721	53%	5103	69%
Part time	1558	67%	751	33%	2309	31%

The figures in this section provide information on the overall university staff population by gender. The headcount staff population across the university is 7412, of which 53% are female and 47% are male (figure 5.1),

Fig 5.2 highlights university staff data by contract type, 68% of overall staff have a permanent contract, of which 52% are female (5.3).

In addition, Fig 5.4 highlights staff data by contract status, 69% of overall staff work full time, of which 53% are male (fig 5.5). Of the staff who work part time, 67% are female.

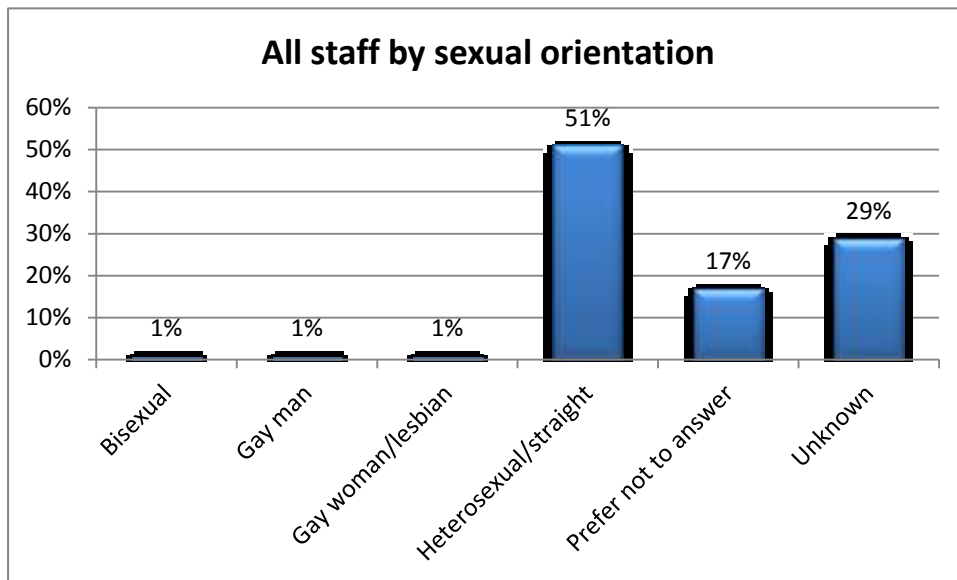
Figure 6. Religion



	Count	%
Buddhist	46	1%
Christian	1854	25%
Hindu	51	1%
Jewish	39	1%
Muslim	86	1%
Sikh	22	0%
None	1810	24%
Other religion	94	1%
Prefer not to answer	1268	17%
Unknown	2142	29%
Total	7412	

Figure 6 provides information on the overall university staff population by religion. Staff who belong to the Buddhist, Hindu, Jewish and Muslim faith, make up a total of 4% of the total staff. The largest group of staff belong to the Christian faith (25%), and 24% of staff have declared they have no religion. However, 29% of staff information remains unknown, compared to 37% for the previous year. There has been an increase in the number of staff choosing not answer the question relating to their religion, to 17%. Further activity could be considered by the university to increase staff understanding on the benefits of monitoring religion.

Figure 7. Sexual Orientation



Total	Count	%
Bisexual	72	1%
Gay man	50	1%
Gay woman/lesbian	58	1%
Heterosexual/straight	3776	51%
Other	22	0%
Prefer not to answer	1292	17%
Unknown	2142	29%
Total	7412	

Figure 7 provides information on the overall university staff population by sexual orientation. A total of 3% of staff have declared they are either lesbian, gay or bisexual, the same total as the previous year. However, 29% of staff data remains unknown (compared to 37% from the previous year) and 17% of staff prefer not to answer the question regarding their sexual orientation. Further activity could be considered by the university to increase staff understanding on the benefits of monitoring sexual orientation.