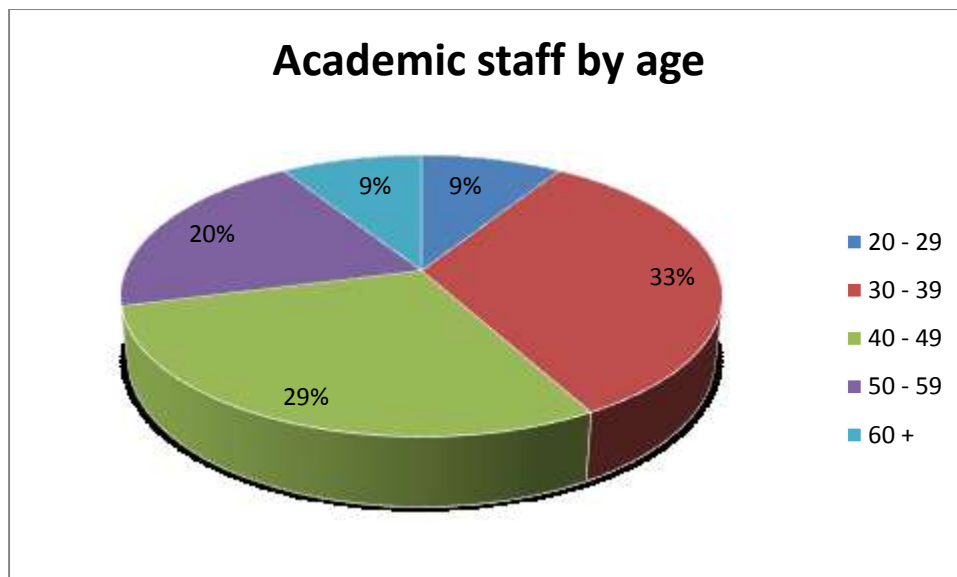


University of Leeds - academic staff in post by protected characteristic – July 2013

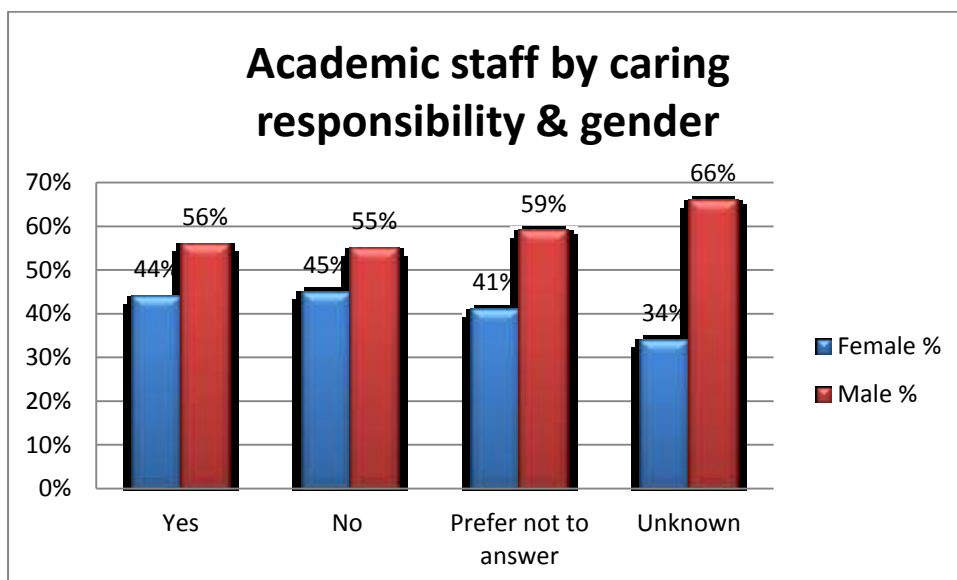
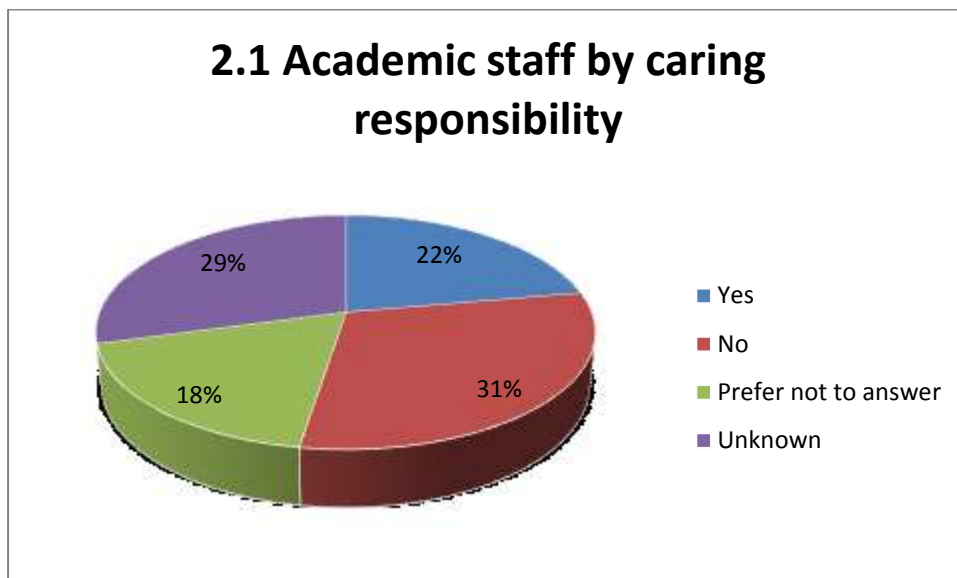
Figure 1. Age



	Count	%
Under 20	0	0%
20 - 29	272	9%
30 - 39	1044	33%
40 - 49	904	29%
50 - 59	645	20%
60 +	285	9%
Total	3150	

Figure 1 provides a breakdown of academic staff by age group. Currently staff aged 30 – 39 are the largest staff group at 33% of the total academic staff population.

Figure 2. Caring Responsibility¹

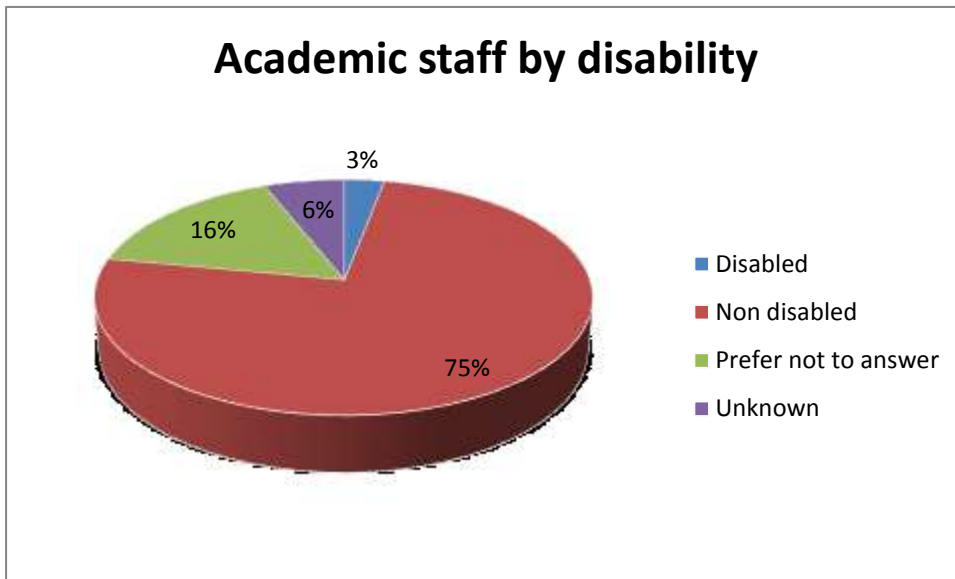


	Female	Female %	Male	Male %	Total	Total %
Yes	313	44%	392	56%	705	22%
No	432	45%	521	55%	953	30%
Prefer not to answer	235	41%	338	59%	573	18%
Unknown	310	34%	609	66%	919	29%

Figures 2.1 and 2.2 provide information on the number of academic staff who have declared they have a caring responsibility. 22% of staff declared they have a caring responsibility; however 29% of staff data remains unknown.

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

Figure 3. Disability²

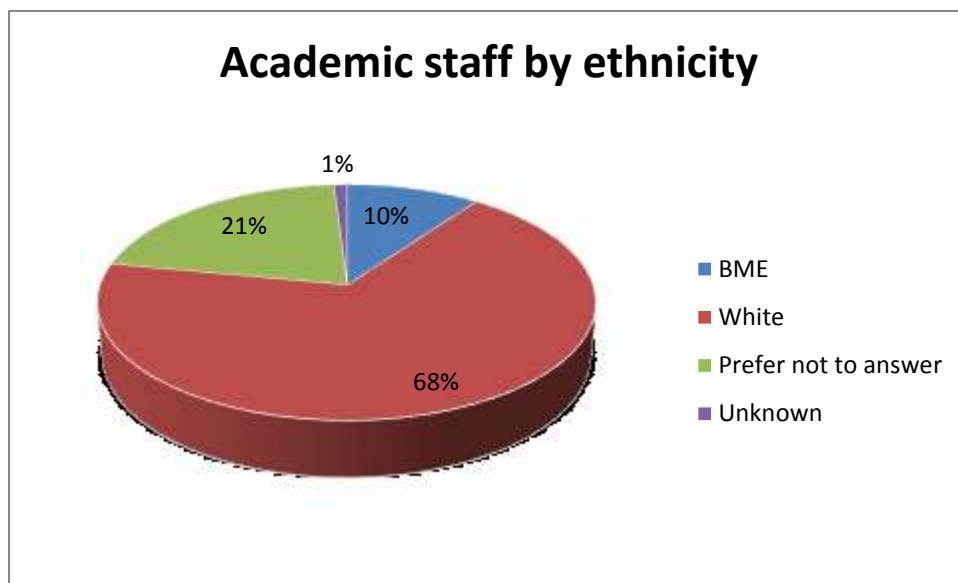


	Count	%
Disabled	94	3%
Non disabled	2368	75%
Prefer not to answer	493	16%
Unknown	195	6%

Figure 3 provides information on the number of academic staff by disability. 3% of staff have declared they have a disability. However, 6% of staff information remains unknown and 16% of staff prefer not to state their disability status.

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.

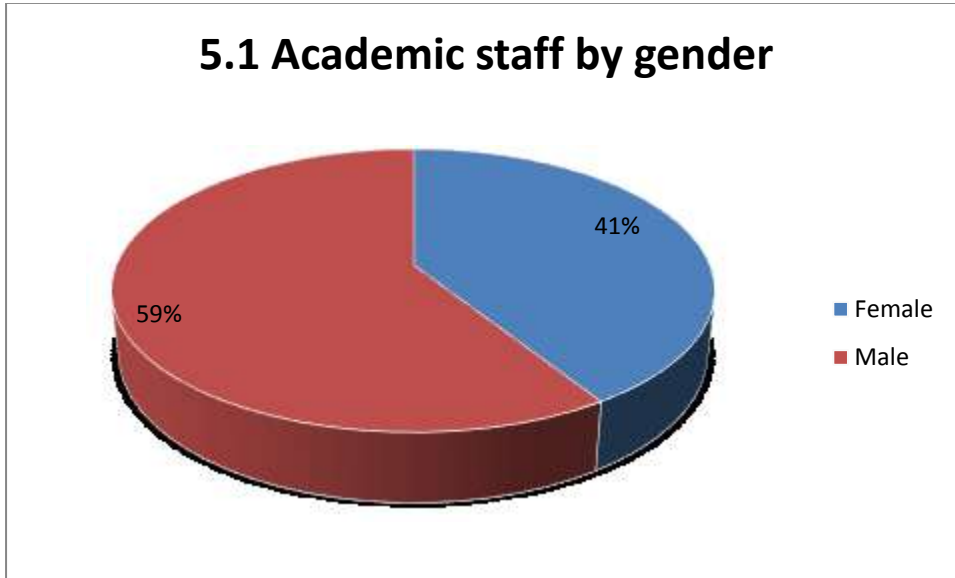
Figure 4. Ethnicity



	Total	%
BME	317	10%
White	2156	68%
Prefer not to answer	650	21%
Unknown	27	1%
Total	3150	

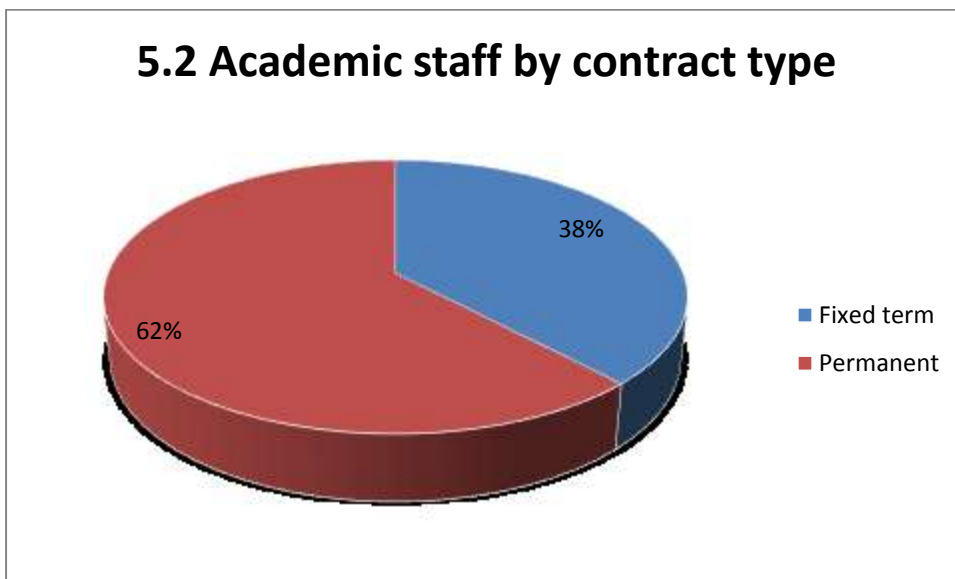
Figure 4 provides information on academic staff by ethnicity. 10% of staff have declared they are from a black and minority ethnic background. 19% of staff preferred not to answer questions relating to their ethnicity status.

Figure 5. Gender

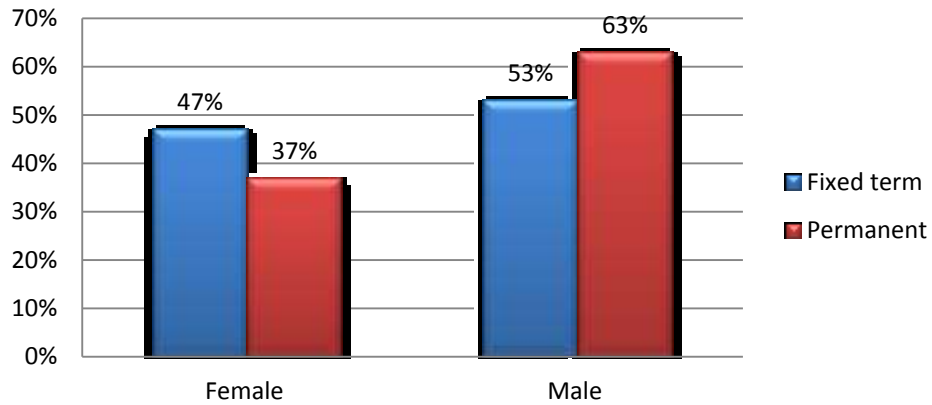


Female	Female %	Male	Male %	Total
1290	41%	1860	59%	3150

Contract type and gender



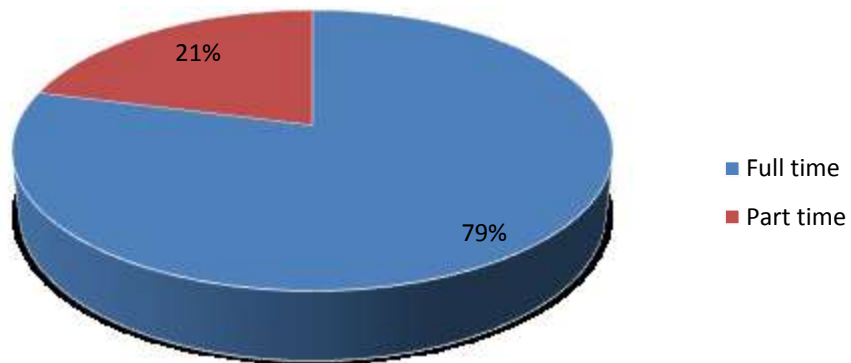
5.3 Academic staff by contract type & gender



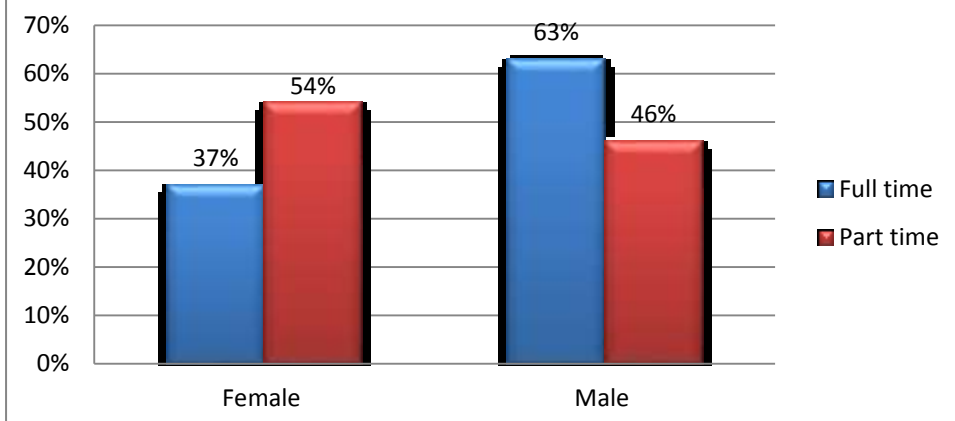
	Female	Female %	Male	Male %	Total	Total %
Fixed term	563	47%	641	53%	1204	38%
Permanent	727	37%	1219	63%	1946	62%

Contract status and gender

5.4 Academic staff by contract status



5.5 Academic staff by contract status & gender



	Female	Female %	Male	Male %	Total	Total %
Full time	933	37%	1559	63%	2492	79%
Part time	357	54%	301	46%	658	21%

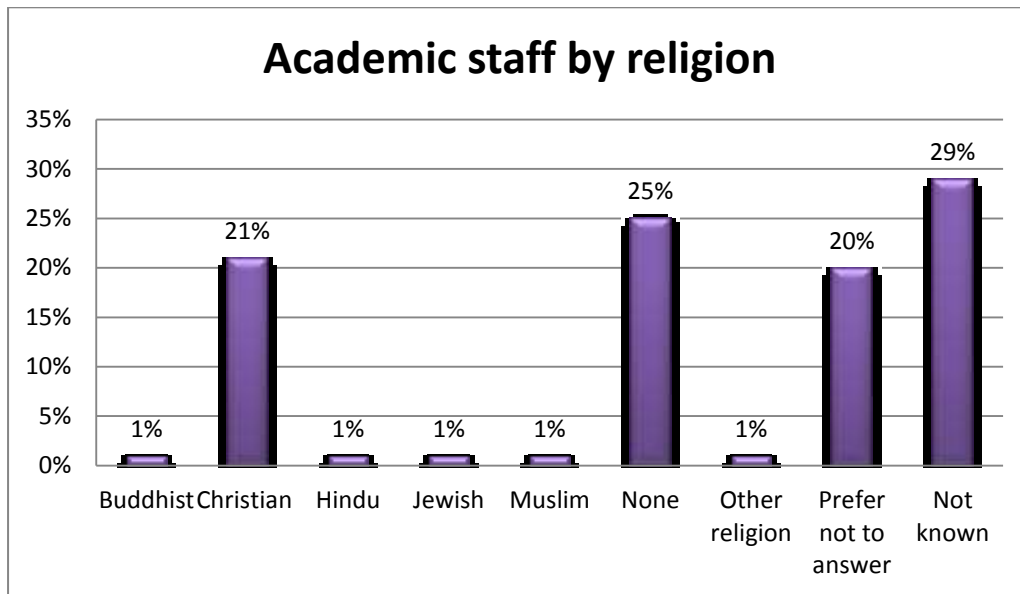
The figures in this section provide information on academic staff population by gender.

The headcount is 3150, 41% of which are female and 59% are male (fig 5.1).

Fig 5.2 highlights staff data by contract type; 62% of academic staff have a permanent contract. When this data is broken down further (fig.5.3), of those staff that have a permanent contract, 37% are female; In addition, of those staff on a fixed term contract, 47% are female.

79% of staff work full time (fig 5.4).Of those staff working full time, 37% are female (fig 5.5). In addition, of those staff working part time, 54% are female.

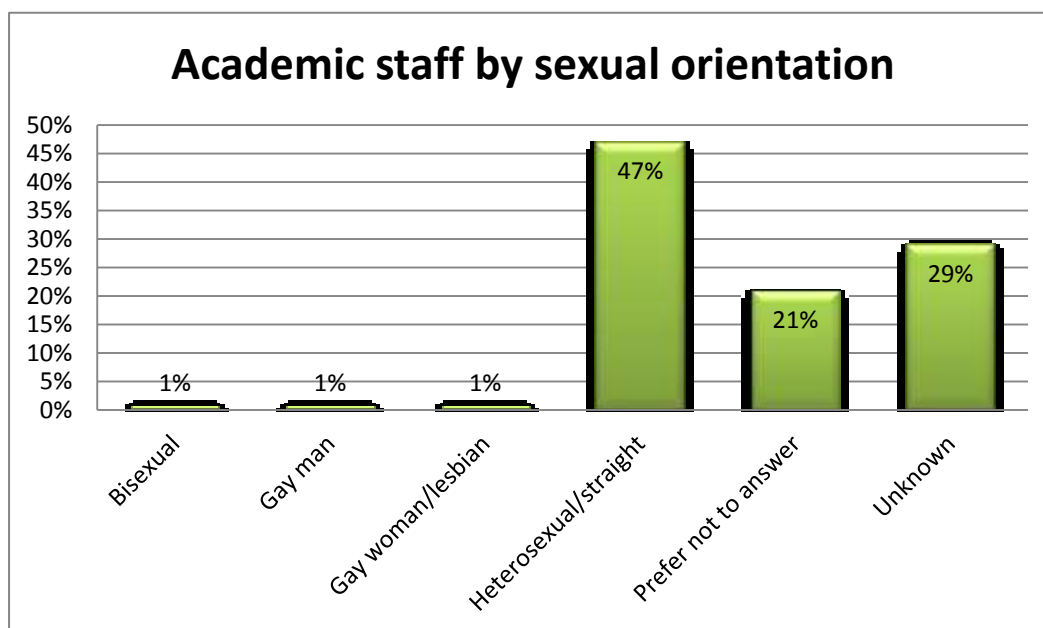
Figure 6. Religion



	Count	%
Buddhist	24	1%
Christian	650	21%
Hindu	27	1%
Jewish	20	1%
Muslim	35	1%
Sikh	4	0%
None	799	25%
Other religion	27	1%
Prefer not to answer	645	20%
Not known	919	29%

Figure 6 provides information on academic staff by religion. 25% of staff have declared they have no religion. 21% of staff have declared they are Christian. However, 29% of staff data remains unknown and 20% preferred not to answer.

Figure 7. Sexual Orientation



	Count	%
Bisexual	24	1%
Gay man	27	1%
Gay woman/lesbian	25	1%
Heterosexual/straight	1474	47%
Other	9	0%
Prefer not to answer	672	21%
Unknown	919	29%
Total	3150	

Figure 7 provides information on academic staff by sexual orientation. 3% of staff have stated they are either gay, lesbian or bisexual. However, 29% of staff data remains unknown and 21% preferred not to answer.