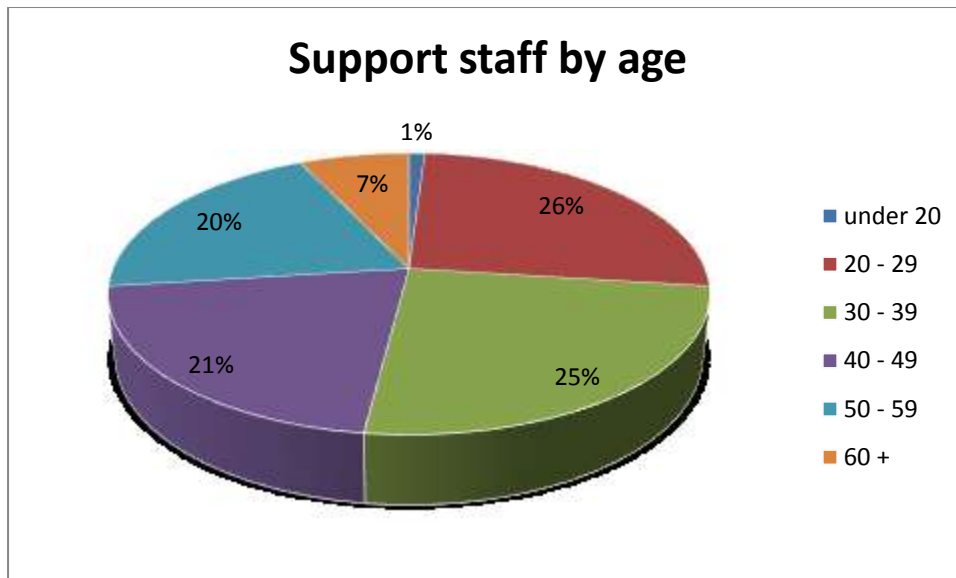


University of Leeds - support staff in post by protected characteristic – July 2013

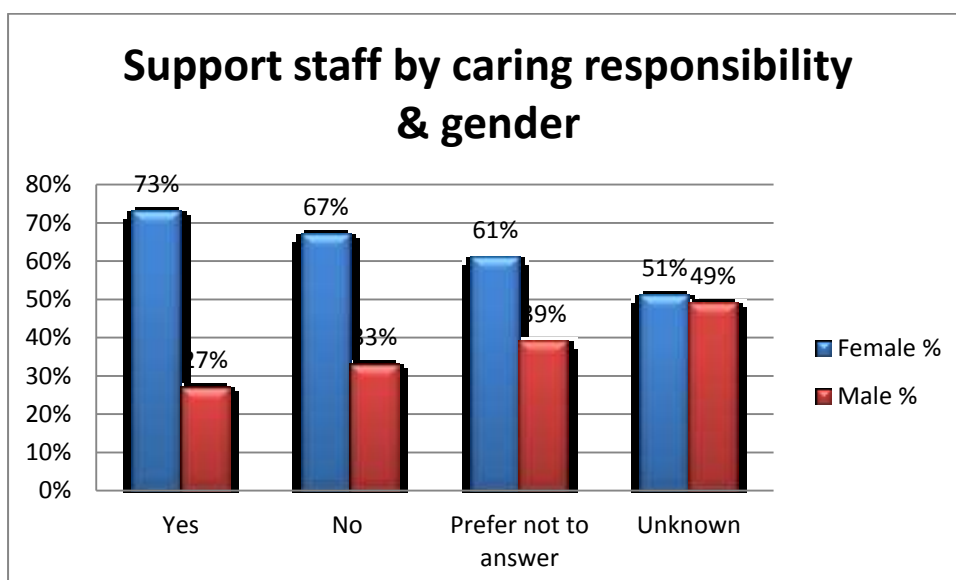
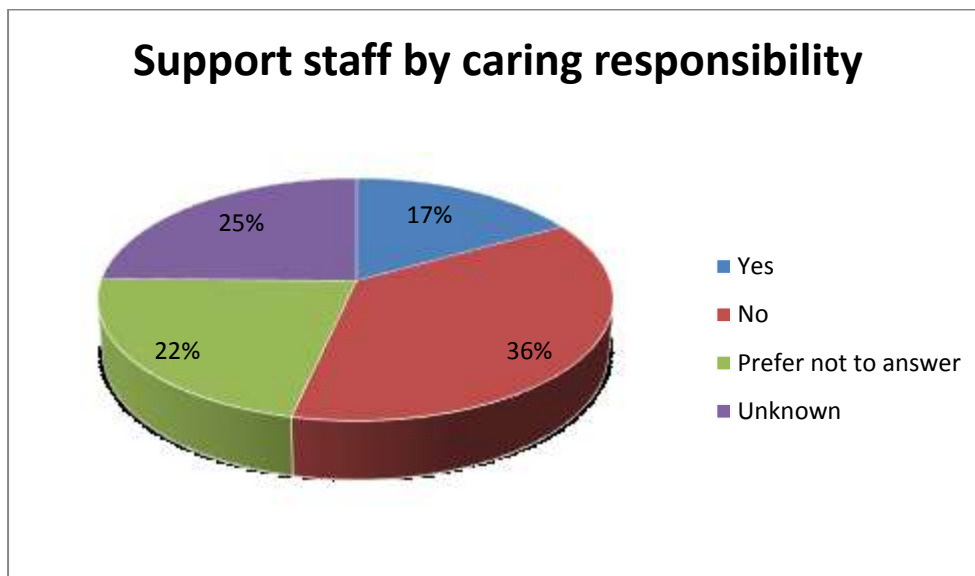
Figure 1. Age



	Count	%
Under 20	23	1%
20 - 29	846	26%
30 - 39	794	25%
40 - 49	671	21%
50 - 59	659	20%
60 +	226	7%
Total	3219	

Figure 1 provides a breakdown of support staff by age group. Currently staff aged 20 – 29 are the largest staff group at 26% of the total support staff population.

Figure 2. Caring Responsibility¹

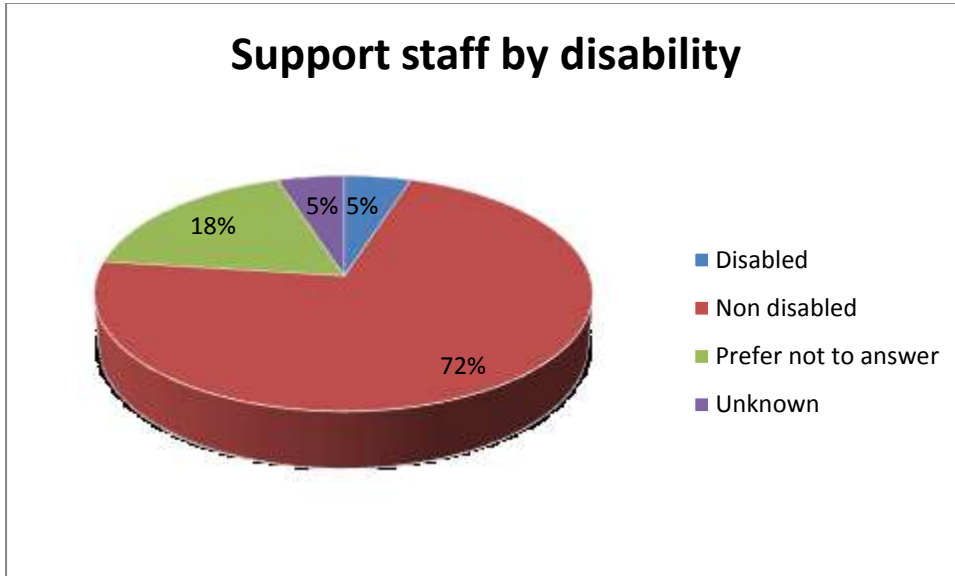


	Female	Female %	Male	Male %	Total	Total %
Yes	393	73%	142	27%	535	17%
No	792	67%	383	33%	1175	37%
Prefer not to answer	439	61%	276	39%	715	22%
Unknown	404	51%	390	49%	794	25%

Figures 2.1 and 2.2 provide information on the number of support staff who have declared they have a caring responsibility. 17% of staff declared they have a caring responsibility; however 25% 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

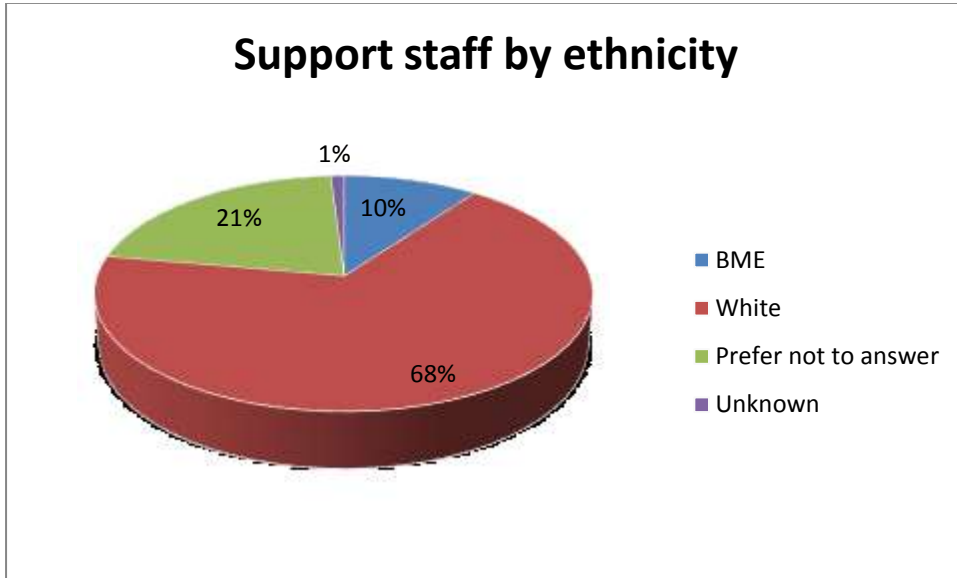


	Count	%
Disabled	157	5%
Non disabled	2306	72%
Prefer not to answer	594	18%
Unknown	162	5%
Total	3219	

Figure 3 provides information on the number of support staff by disability. 5% of staff have declared they have a disability. However, 5% of staff information remains unknown and 18% 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.

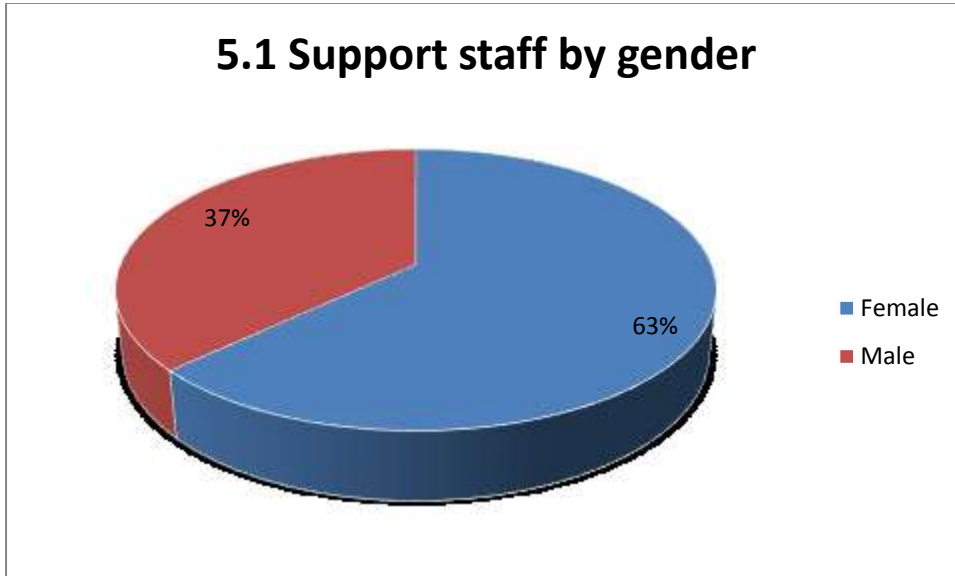
Figure 4. Ethnicity



	Count	%
BME	331	10%
White	2172	67%
Prefer not to answer	690	21%
Unknown	26	1%
Total	3219	

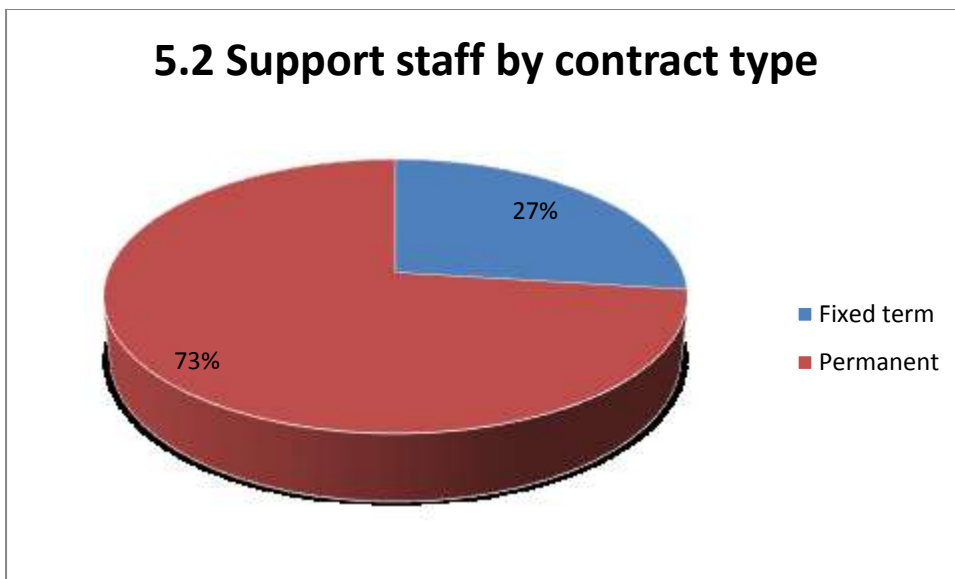
Figure 4 provides information on support staff by ethnicity. 10% of staff have declared they are from a black and minority ethnic background. 21% of staff preferred not to answer questions relating to their ethnicity status.

Figure 5. Gender

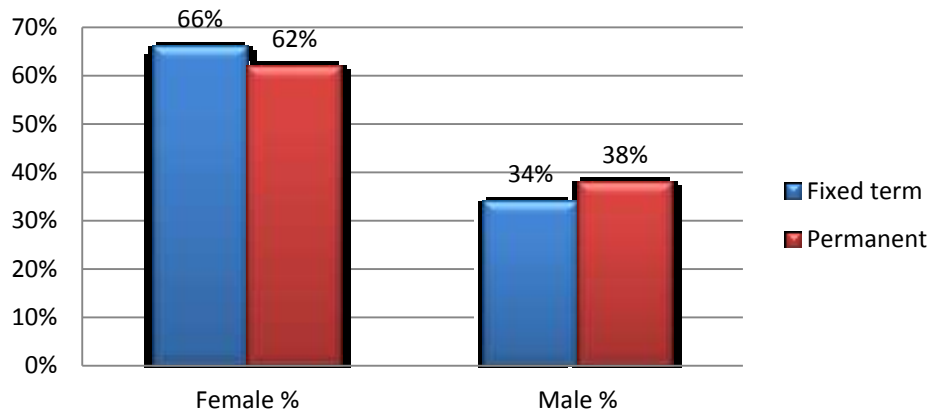


Female	Female %	Male	Male %	Total
2028	63%	1191	37%	3219

Contract type and gender



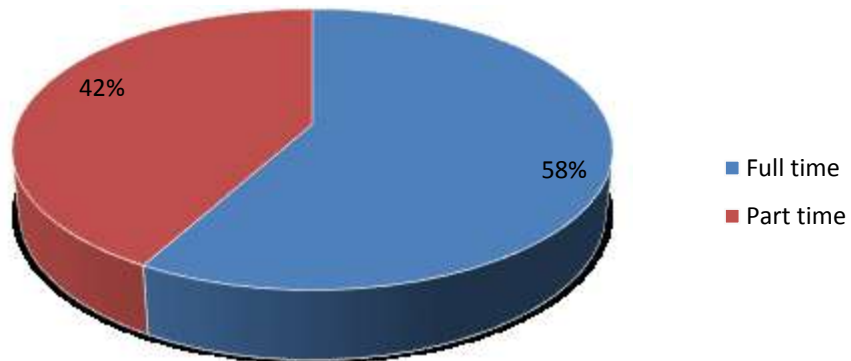
5.3 Support staff by contract type & gender



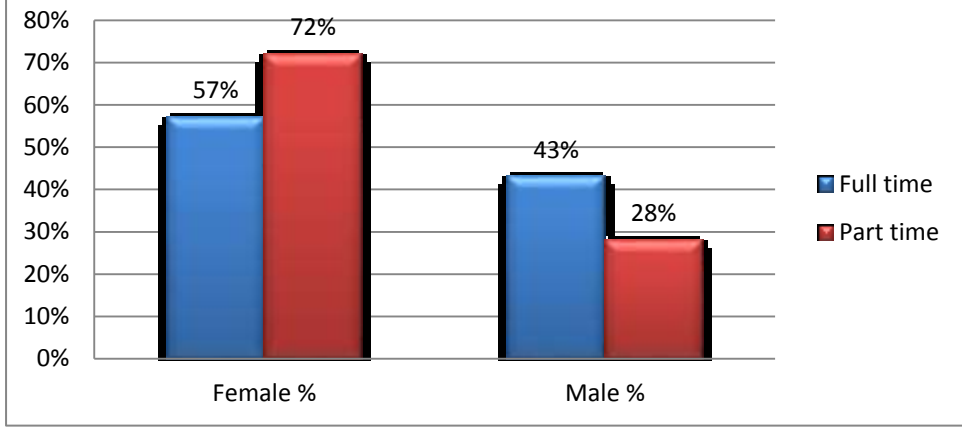
	Female	Female %	Male	Male %	Total	Total %
Fixed term	570	66%	300	34%	870	27%
Permanent	1458	62%	891	38%	2349	73%

Contract status and gender

5.4 Support staff by contract status



5.5 Support staff by contract status & gender



	Female	Female %	Male	Male %	Total	Total %
Full time	1055	57%	811	43%	1866	58%
Part time	973	72%	380	28%	1353	42%

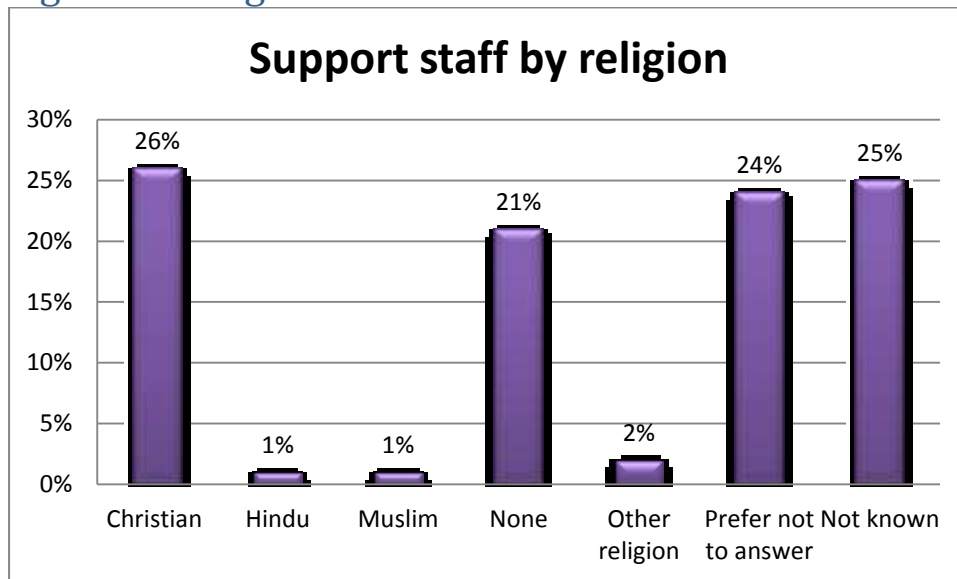
The figures in this section provide information on support staff population by gender.

The headcount is 3219, 63% of which are female and 37% are male (fig 5.1).

Fig 5.2 highlights staff data by contract type; 73% of support staff have a permanent contract. When this data is broken down further (fig.5.3), of those staff that have a permanent contract, 62% are female; In addition, of those staff on a fixed term contract, 66% are female.

58% of staff work full time (fig 5.4).Of those staff working full time, 57% are female (fig 5.5). In addition, of those staff working part time, 72% are female.

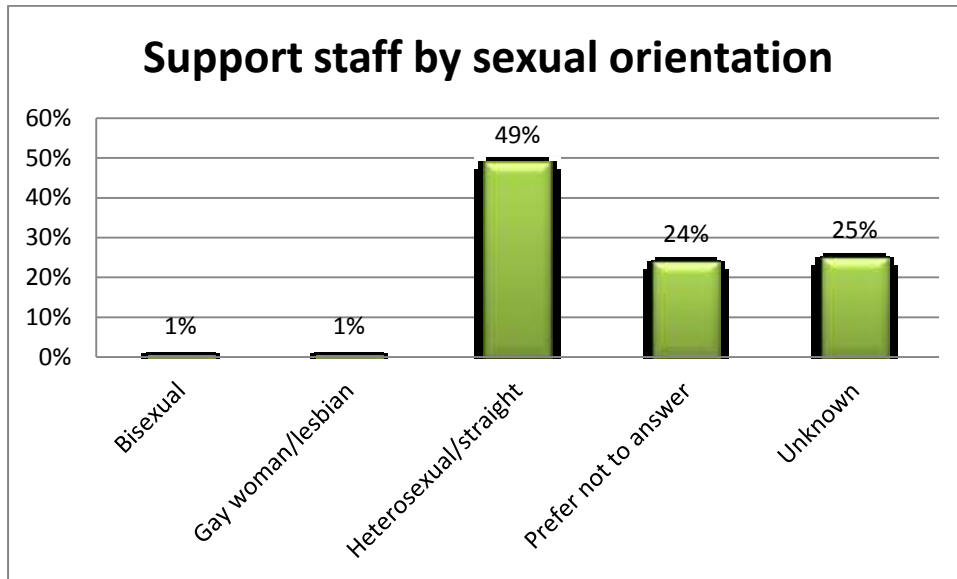
Figure 6. Religion



	Count	%
Buddhist	14	0%
Christian	837	26%
Hindu	18	1%
Jewish	13	0%
Muslim	34	1%
Sikh	13	0%
None	681	21%
Other religion	54	2%
Prefer not to answer	761	24%
Not known	794	25%
Total	3219	

Figure 6 provides information on support staff by religion. 21% of staff have declared they have no religion. 26% of staff have declared they are Christian. However, 29% of staff data remains unknown and 24% preferred not to answer.

Figure 7. Sexual Orientation



	Count	%
Bisexual	34	1%
Gay man	16	0%
Gay woman/lesbian	25	1%
Heterosexual/straight	1576	49%
Other	12	0%
Prefer not to answer	762	24%
Unknown	794	25%
Total	3219	

Figure 7 provides information on support staff by sexual orientation. 2% of staff have stated they are either gay, lesbian or bisexual. However, 25% of staff data remains unknown and 24% preferred not to answer.