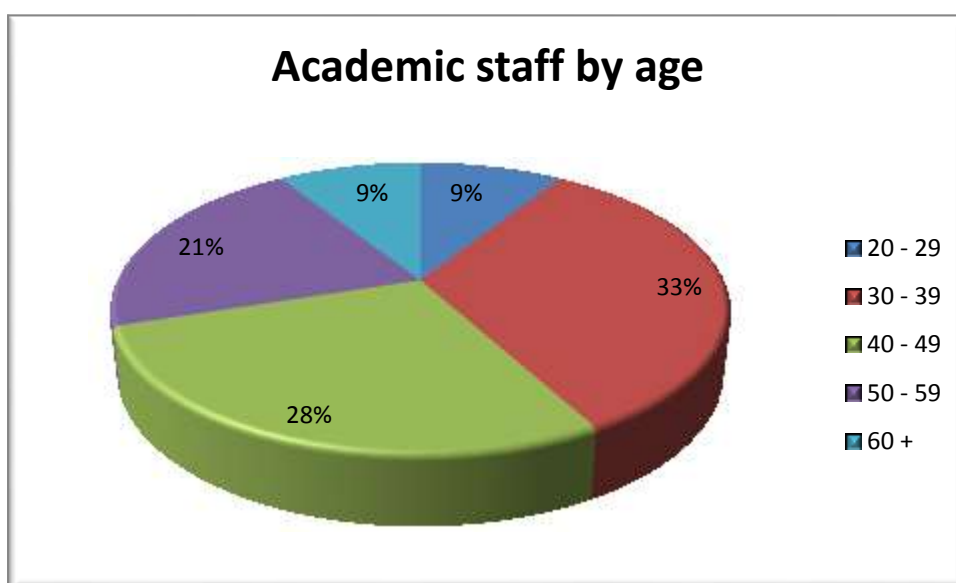


University of Leeds - academic¹ staff in post by protected characteristic – 31 July 2014

The following information provides data on academic staff as at 31 July 2014 by protected characteristics. There was a total academic staff headcount of 3260. *Data is rounded to the nearest whole percent.*

Figure 1. Age

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.

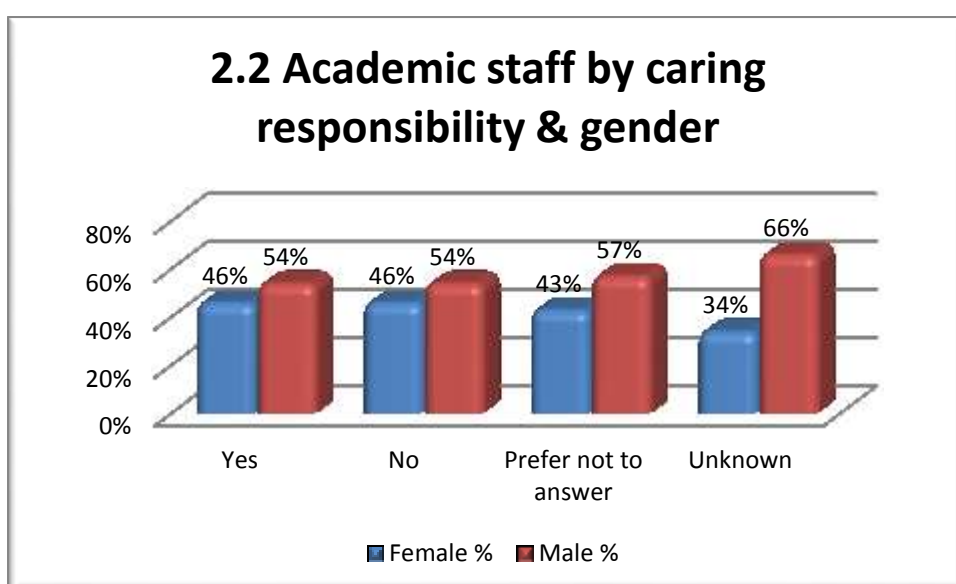
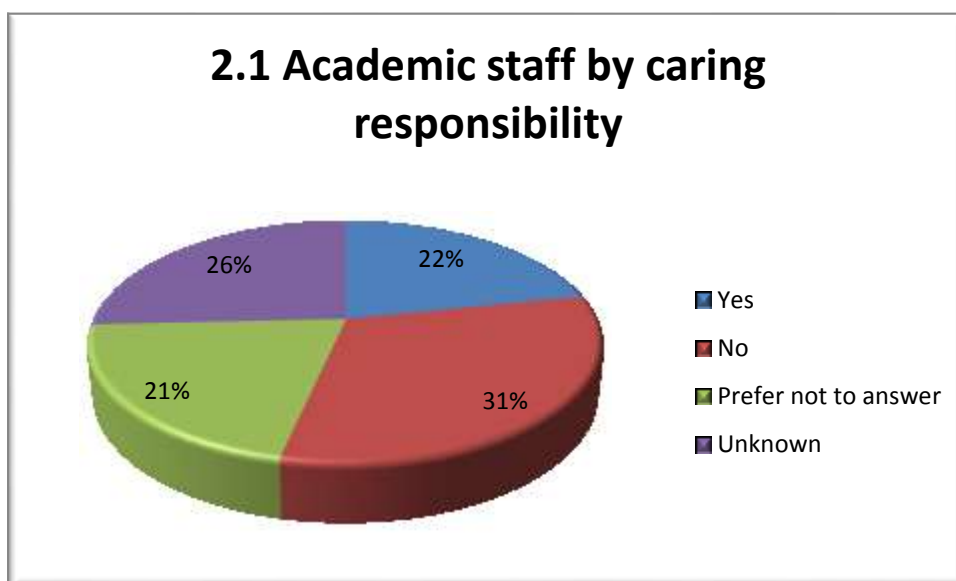


	Count	%
under 20	0	0%
20 - 29	296	9%
30 - 39	1064	33%
40 - 49	919	28%
50 - 59	688	21%
60 +	293	9%
Total	3260	

¹ Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc

Figure 2. Caring Responsibility²

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 26% of staff data remains unknown and 21% preferred not to answer.

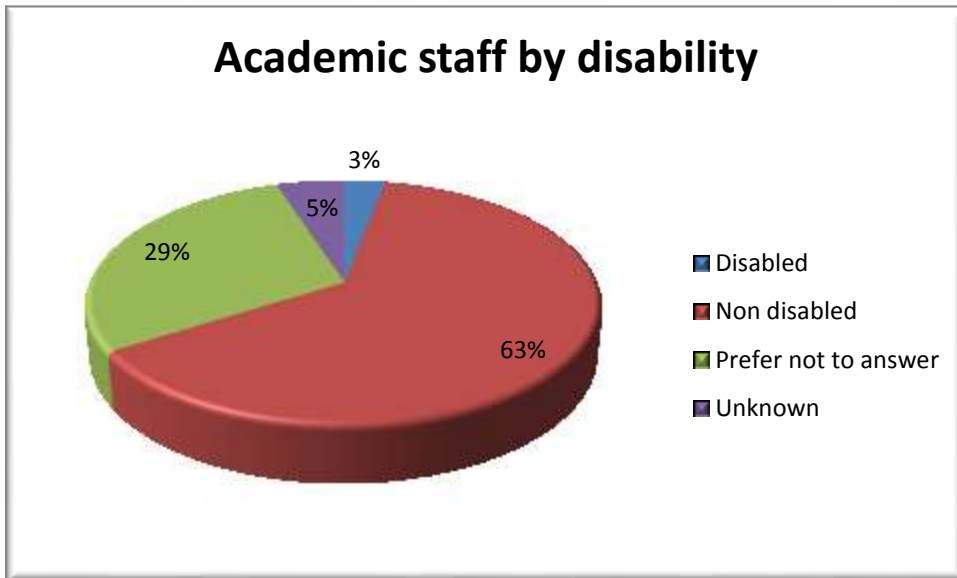


	Female	Female %	Male	Male %	Total	Total %
Yes	328	46%	389	54%	717	22%
No	472	46%	559	54%	1031	32%
Prefer not to answer	288	43%	387	57%	675	21%
Unknown	284	34%	553	66%	837	26%

² Defined as: caring for either one or more children, one or more disabled children, a relative or family member.

Figure 3. Disability³

Figure 3 provides information on the number of academic staff by disability. 3% of staff have declared they have a disability. However, 5% of staff information remains unknown and 29% of staff prefer not to state their disability status.

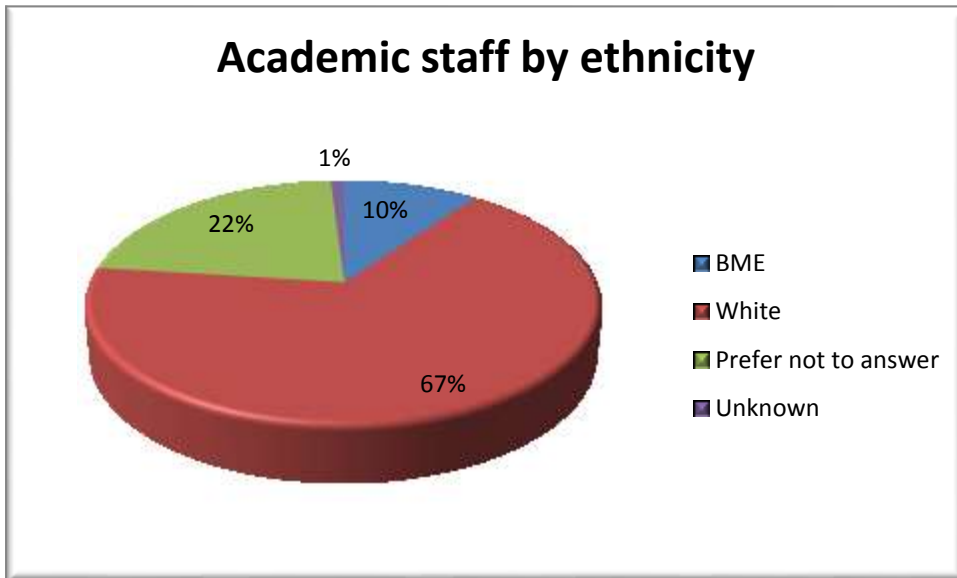


	Count	%
Disabled	90	3%
Non disabled	2055	63%
Prefer not to answer	960	29%
Unknown	155	5%
Total	3260	

³ Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do normal daily activities.

Figure 4. Ethnicity

Figure 4 provides information on academic staff by ethnicity. 10% of staff have declared they are from a black and minority ethnic background. 22% of staff preferred not to answer questions relating to their ethnicity status.



	Count	%
BME	339	10%
White	2174	67%
Prefer not to answer	716	22%
Unknown	31	1%
Total	3260	

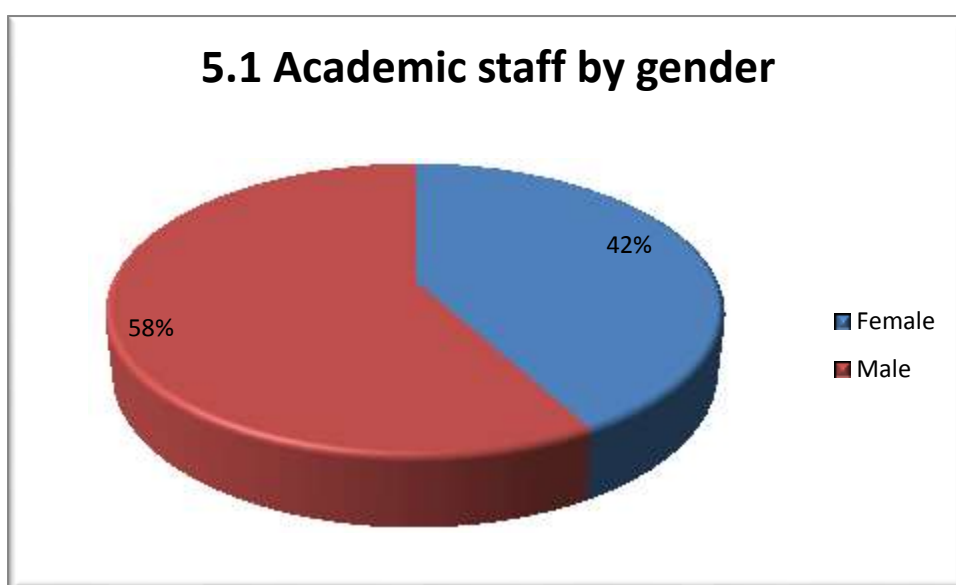
Figure 5. Gender

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

The headcount is 3260 - 42% are female and 58% are male (fig 5.1).

Fig 5.2 highlights staff data by contract type; 65% 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, 39% are female. In addition, of those staff on a fixed term contract, 48% are female.

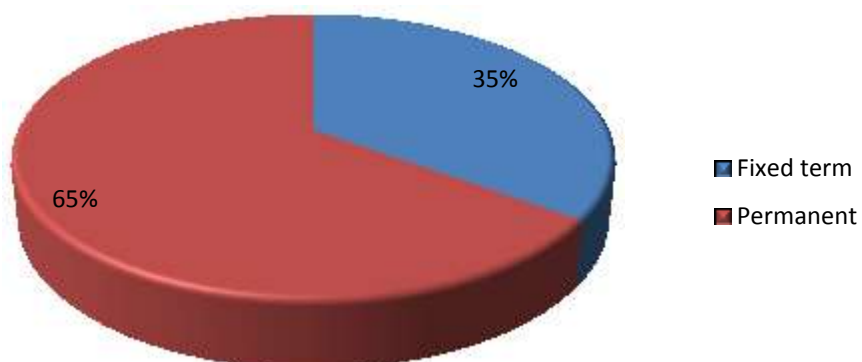
79% of staff work full time (fig 5.4). Of those staff working full time, 38% are female (fig 5.5). In addition, of those staff working part time, 57% are female.



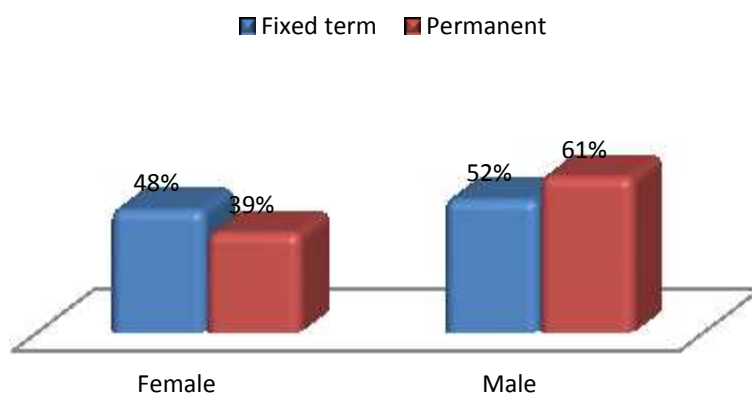
Female	Female %	Male	Male %	Total
1372	42%	1888	58%	3260

Contract type and gender

5.2 Academic staff by contract type



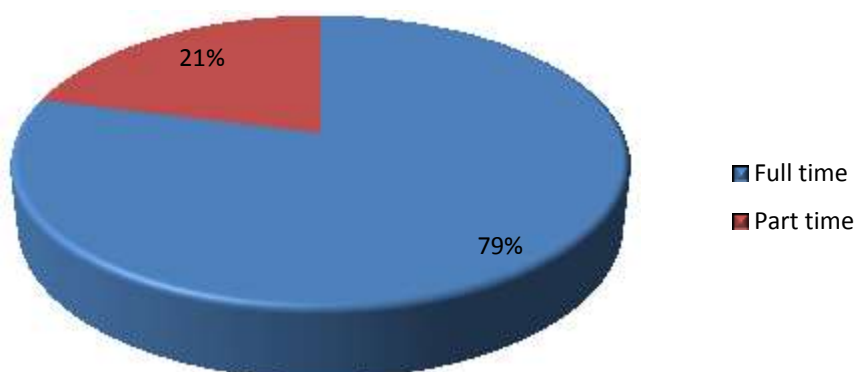
5.3 Academic staff by contract type & gender



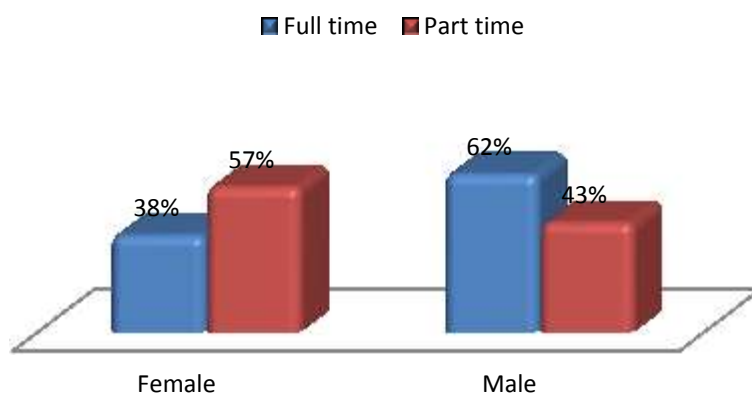
	Female	Female %	Male	Male %	Total	Total %
Fixed term	546	48%	603	52%	1149	35%
Permanent	826	39%	1285	61%	2111	65%

Contract status and gender

5.4 Academic staff by contract status



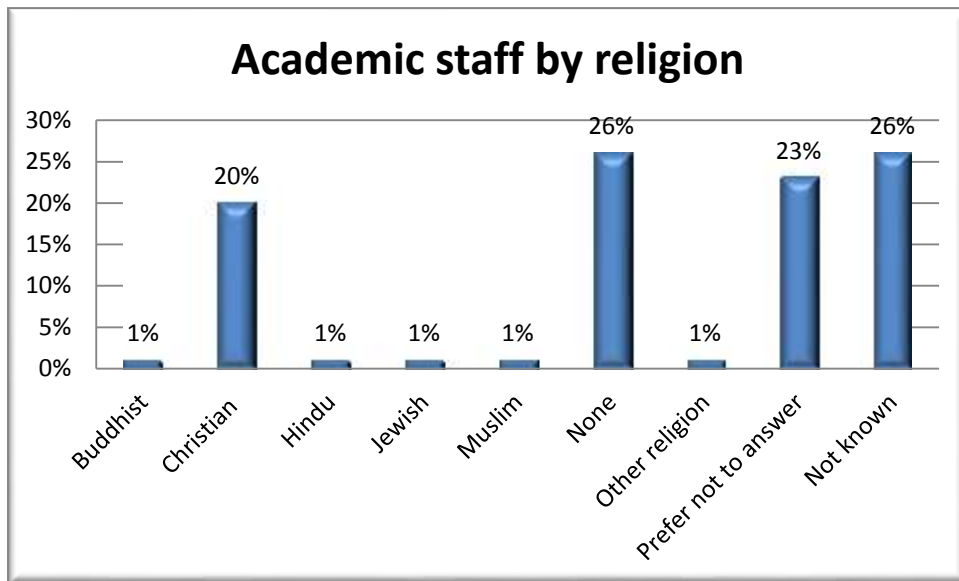
5.5 Academic staff by contract status & gender



	Female	Female %	Male	Male %	Total	Total %
Full time	974	38%	1592	62%	2566	79%
Part time	398	57%	296	43%	694	21%

Figure 6. Religion

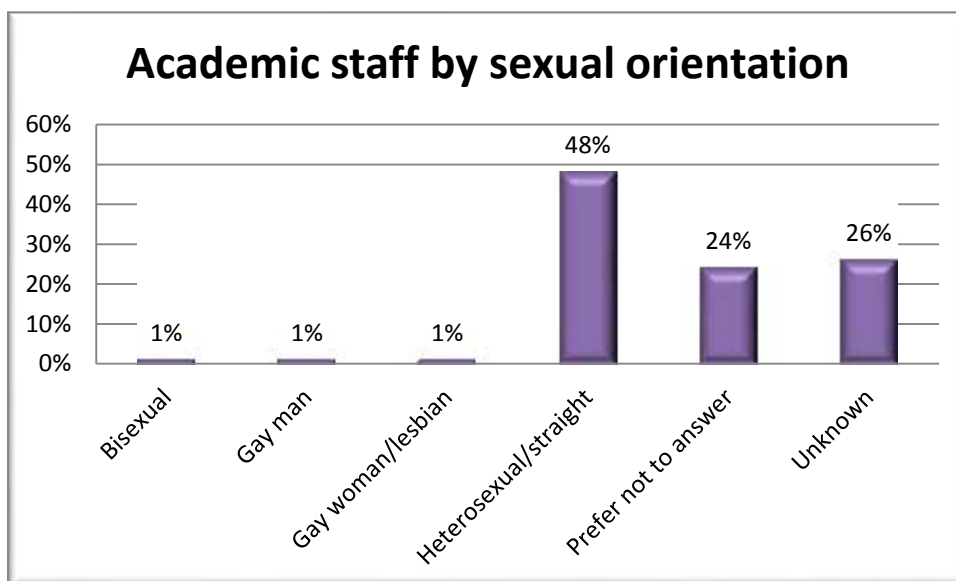
Figure 6 provides information on academic staff by religion. 26% of staff have declared they have no religion. 20% of staff have declared they are Christian. However, 26% of staff data remains unknown and 23% preferred not to answer.



	Count	%
Buddhist	28	1%
Christian	658	20%
Hindu	29	1%
Jewish	26	1%
Muslim	40	1%
Sikh	5	0%
None	857	26%
Other religion	30	1%
Prefer not to answer	750	23%
Not known	837	26%

Figure 7. Sexual Orientation

Figure 7 provides information on academic staff by sexual orientation. 3% of staff have stated they are either gay, lesbian or bisexual. However, 26% of staff data remains unknown and 24% preferred not to answer.



	Count	%
Bisexual	23	1%
Gay man	27	1%
Gay woman/lesbian	26	1%
Heterosexual/straight	1566	48%
Other	9	0%
Prefer not to answer	772	24%
Unknown	837	26%
Total	3260	