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

The following information provides data on all University staff as at 31 July 2014 by protected characteristics. There was a total staff headcount of 7780. Data is rounded to the nearest whole percent.

**Figure 1. Age**

Figure 1 provides a breakdown of all the University of Leeds staff by age group. Currently staff aged 30 – 39 are the largest staff group at 29% of the total staff population.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 20</td>
<td>22</td>
<td>0%</td>
</tr>
<tr>
<td>20 - 29</td>
<td>1162</td>
<td>15%</td>
</tr>
<tr>
<td>30 - 39</td>
<td>2268</td>
<td>29%</td>
</tr>
<tr>
<td>40 - 49</td>
<td>2022</td>
<td>26%</td>
</tr>
<tr>
<td>50 - 59</td>
<td>1700</td>
<td>22%</td>
</tr>
<tr>
<td>60 +</td>
<td>606</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>7780</strong></td>
<td></td>
</tr>
</tbody>
</table>
Figure 2. Caring Responsibility

Figures 2.1 and 2.2 provide information on the number of staff across the University who have declared they have a caring responsibility. 22% of staff declared they have a caring responsibility.

### Table 2.1 All staff by caring responsibility

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Female %</th>
<th>Male</th>
<th>Male %</th>
<th>Total</th>
<th>Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>981</td>
<td>58%</td>
<td>716</td>
<td>42%</td>
<td>1697</td>
<td>22%</td>
</tr>
<tr>
<td>No</td>
<td>1661</td>
<td>59%</td>
<td>1152</td>
<td>41%</td>
<td>2813</td>
<td>36%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>780</td>
<td>51%</td>
<td>743</td>
<td>49%</td>
<td>1523</td>
<td>20%</td>
</tr>
<tr>
<td>Unknown</td>
<td>758</td>
<td>43%</td>
<td>989</td>
<td>57%</td>
<td>1747</td>
<td>22%</td>
</tr>
</tbody>
</table>

### Table 2.2 All staff by caring responsibility & gender

<table>
<thead>
<tr>
<th></th>
<th>Female %</th>
<th>Male %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>58%</td>
<td>42%</td>
</tr>
<tr>
<td>No</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>Unknown</td>
<td>43%</td>
<td>57%</td>
</tr>
</tbody>
</table>

1 Defined as: caring for either one or more children, one or more disabled children, a relative or family member
Figure 3. Disability

Figure 3 provides information on the number of staff across the University who have declared their disability status. 4% of University staff have declared they have a disability. However, 4% of staff information remains unknown and 17% of staff prefer not to state their disability status.

<table>
<thead>
<tr>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disabled</td>
<td>301</td>
</tr>
<tr>
<td>Non disabled</td>
<td>5878</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>1301</td>
</tr>
<tr>
<td>Unknown</td>
<td>300</td>
</tr>
<tr>
<td>Total</td>
<td>7780</td>
</tr>
</tbody>
</table>

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 the overall University population by ethnicity. 9% of staff have declared they are from a black and minority ethnic (BME) background. 19% of staff preferred not to provide this information.

<table>
<thead>
<tr>
<th>All staff by ethnicity</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>BME</td>
<td>728</td>
<td>9%</td>
</tr>
<tr>
<td>White</td>
<td>5502</td>
<td>71%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>1496</td>
<td>19%</td>
</tr>
<tr>
<td>Unknown</td>
<td>54</td>
<td>1%</td>
</tr>
<tr>
<td>Total</td>
<td>7780</td>
<td></td>
</tr>
</tbody>
</table>
**Figure 5. Gender**

The figures in this section provide information on the overall University of Leeds staff population by gender.

The headcount staff population across the university is 7780 - 54% are female and 46% are male (fig 5.1).

Fig 5.2 highlights university staff data by contract type; 72% of all University staff have a permanent contract. When this data is broken down further (fig.5.3), of those staff that have a permanent contract, 54% are female. In addition, of those staff on a fixed term contract, 54% are female.

69% of all staff work full time (fig 5.4). Of those staff working full time, 46% are female (fig 5.5). In addition, of those staff working part time, 70% are female.

<table>
<thead>
<tr>
<th>Female</th>
<th>Female %</th>
<th>Male</th>
<th>Male %</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>4180</td>
<td>54%</td>
<td>3600</td>
<td>46%</td>
<td>7780</td>
</tr>
</tbody>
</table>
Contract type and gender

### 5.2 All staff by contract type

<table>
<thead>
<tr>
<th>Contract Type</th>
<th>Female</th>
<th>Female %</th>
<th>Male</th>
<th>Male %</th>
<th>Total</th>
<th>Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed term</td>
<td>1181</td>
<td>54%</td>
<td>1006</td>
<td>46%</td>
<td>2187</td>
<td>28%</td>
</tr>
<tr>
<td>Permanent</td>
<td>2999</td>
<td>54%</td>
<td>2594</td>
<td>46%</td>
<td>5593</td>
<td>72%</td>
</tr>
</tbody>
</table>

### 5.3 All staff by contract type & gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Fixed term</th>
<th>Permanent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>54%</td>
<td>54%</td>
</tr>
<tr>
<td>Male</td>
<td>46%</td>
<td>46%</td>
</tr>
</tbody>
</table>
Contract status and gender

### 5.4 All staff by contract status

<table>
<thead>
<tr>
<th>Contract Status</th>
<th>Female</th>
<th>Female %</th>
<th>Male</th>
<th>Male %</th>
<th>Total</th>
<th>Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time</td>
<td>2508</td>
<td>46%</td>
<td>2897</td>
<td>54%</td>
<td>5405</td>
<td>69%</td>
</tr>
<tr>
<td>Part time</td>
<td>1672</td>
<td>70%</td>
<td>703</td>
<td>30%</td>
<td>2375</td>
<td>31%</td>
</tr>
</tbody>
</table>

### 5.5 All staff by contract status & gender
Figure 6. Religion
Figure 6 provides information on overall University staff by religion. 26% of staff have declared they have no religion. 25% of staff have declared they are Christian. However, 22% of staff data remains unknown and 22% preferred not to answer.

<table>
<thead>
<tr>
<th>Religion</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buddhist</td>
<td>47</td>
<td>1%</td>
</tr>
<tr>
<td>Christian</td>
<td>1946</td>
<td>25%</td>
</tr>
<tr>
<td>Hindu</td>
<td>50</td>
<td>1%</td>
</tr>
<tr>
<td>Jewish</td>
<td>46</td>
<td>1%</td>
</tr>
<tr>
<td>Muslim</td>
<td>88</td>
<td>1%</td>
</tr>
<tr>
<td>Sikh</td>
<td>27</td>
<td>0%</td>
</tr>
<tr>
<td>None</td>
<td>2021</td>
<td>26%</td>
</tr>
<tr>
<td>Other religion</td>
<td>103</td>
<td>1%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>1705</td>
<td>22%</td>
</tr>
<tr>
<td>Unknown</td>
<td>1747</td>
<td>22%</td>
</tr>
<tr>
<td>Total</td>
<td>7780</td>
<td></td>
</tr>
</tbody>
</table>
Figure 7. Sexual Orientation

Figure 7 provides information on overall University staff by sexual orientation. Currently, 3% of staff have stated they are either gay, lesbian or bisexual. However, 22% of staff data remains unknown and 22% preferred not to answer.

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Count</th>
<th>% Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bisexual</td>
<td>73</td>
<td>1%</td>
</tr>
<tr>
<td>Gay man</td>
<td>61</td>
<td>1%</td>
</tr>
<tr>
<td>Gay woman/lesbian</td>
<td>70</td>
<td>1%</td>
</tr>
<tr>
<td>Heterosexual/straight</td>
<td>4101</td>
<td>53%</td>
</tr>
<tr>
<td>Other</td>
<td>20</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>1708</td>
<td>22%</td>
</tr>
<tr>
<td>Unknown</td>
<td>1747</td>
<td>22%</td>
</tr>
<tr>
<td>Total</td>
<td>7780</td>
<td></td>
</tr>
</tbody>
</table>