

University of Leeds – professional & managerial¹ staff in post by protected characteristic – 31 July 2014

The following information provides data on professional & managerial staff as at 31 July 2014 by protected characteristics. There was a total professional & managerial staff headcount of 1307. *Data is rounded to the nearest whole percent.*

Figure 1. Age

Figure 1 provides a breakdown of professional & managerial staff by age group. Currently staff aged 40 – 49 are the largest staff group at 35% of the total.

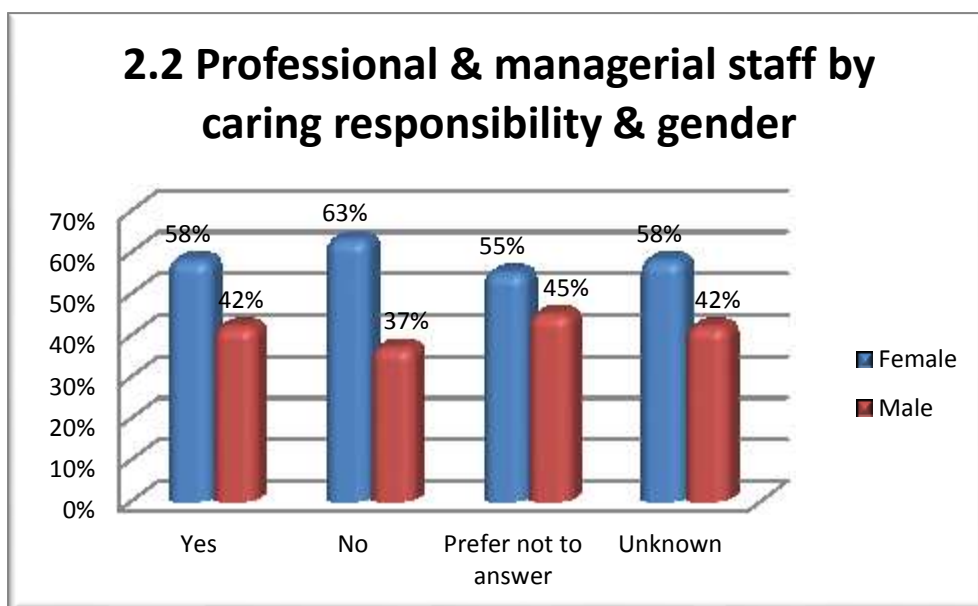


	Count	%
Under 20	0	0%
20 - 29	54	4%
30 - 39	416	32%
40 - 49	455	35%
50 - 59	313	24%
60 +	69	5%
Total	1307	

¹ 'Professional & managerial' staff is comprised of the more senior administrative staff roles.

Figure 2. Caring Responsibility²

Figures 2.1 and 2.2 provide information on the number of professional & managerial staff who have declared they have a caring responsibility. 33% of staff declared they have a caring responsibility; however 14% of staff data remains unknown.

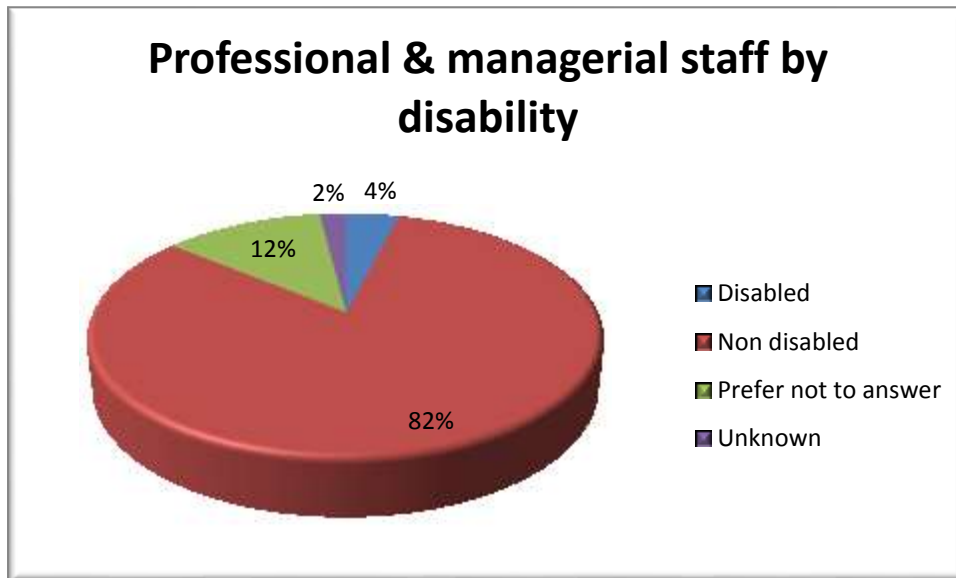


	Female	Female %	Male	Male %	Total	Total %
Yes	252	58%	184	42%	436	33%
No	324	63%	188	37%	512	39%
Prefer not to answer	97	55%	80	45%	177	14%
Unknown	106	58%	76	42%	182	14%

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 professional & managerial staff by disability. 4% of staff have declared they have a disability. 2% of staff information remains unknown and 12% of staff prefer not to state their disability status.

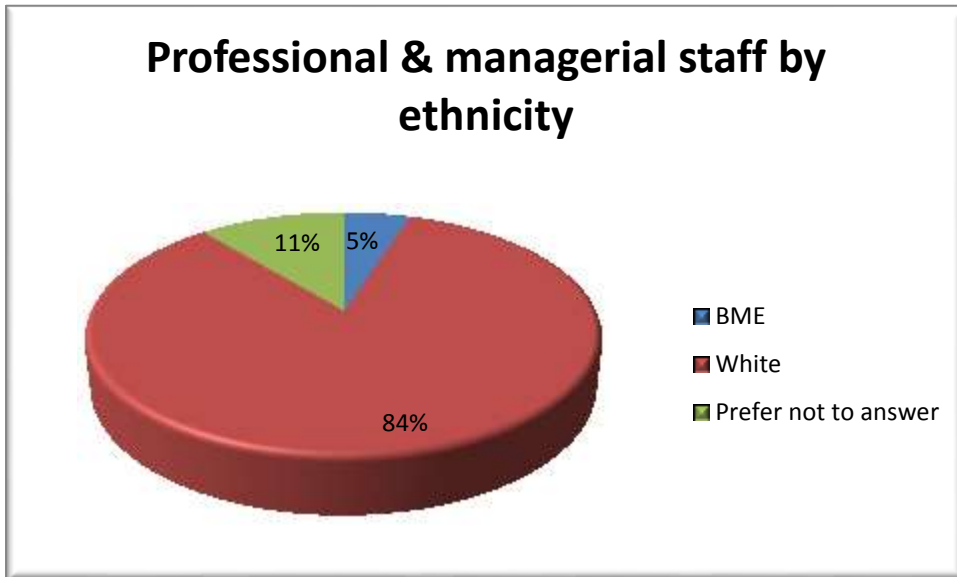


	Count	%
Disabled	53	4%
Non disabled	1071	82%
Prefer not to answer	157	12%
Unknown	26	2%

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 professional & managerial staff by ethnicity. 5% of staff have declared they are from a black and minority ethnic (BME) background. 11% of staff preferred not to answer questions relating to their ethnicity status.



	Count	%
BME	70	5%
White	1094	84%
Prefer not to answer	138	11%
Unknown	5	0%
Total	1307	

Figure 5. Gender

The figures in this section provide information on professional & managerial staff by gender.

The headcount is 1307 - 60% of are female and 40% are male (fig 5.1).

Fig 5.2 highlights staff data by contract type; 82% of staff have a permanent contract. When this data is broken down further (fig.5.3), of those staff that have a permanent contract, 61% are female. In addition, of those staff on a fixed term contract, 54% are female.

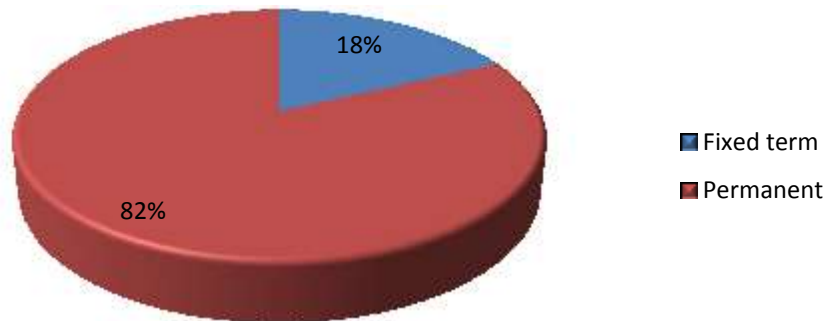
74% of staff work full time (fig 5.4). Of those staff working full time, 51% are female (fig 5.5). In addition, of those staff working part time, 84% are female.



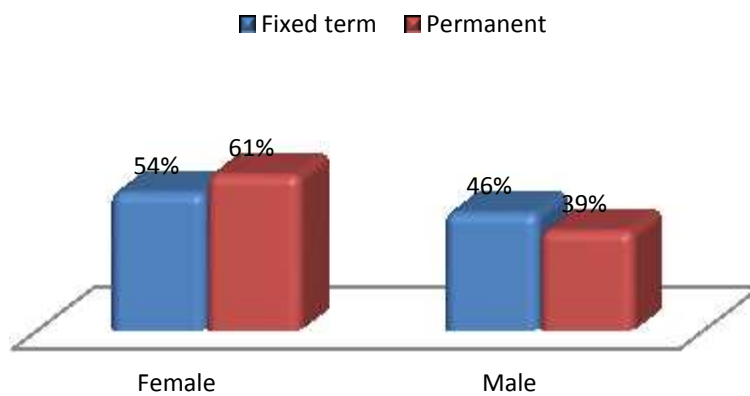
Female	Female %	Male	Male %	Total
779	60%	528	40%	1307

Contract type and gender

5.2 Professional & managerial staff by contract type



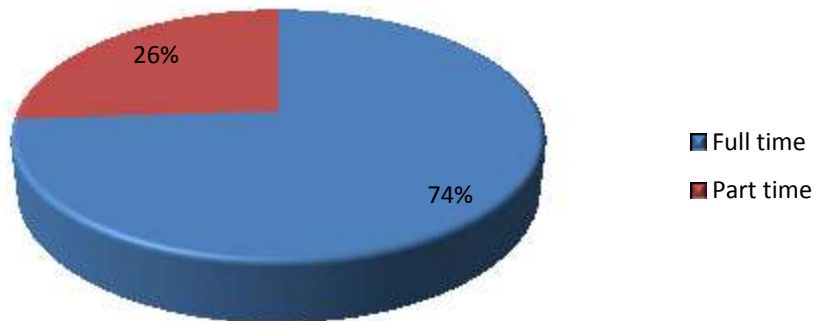
5.3 Professional & managerial staff by contract type & gender



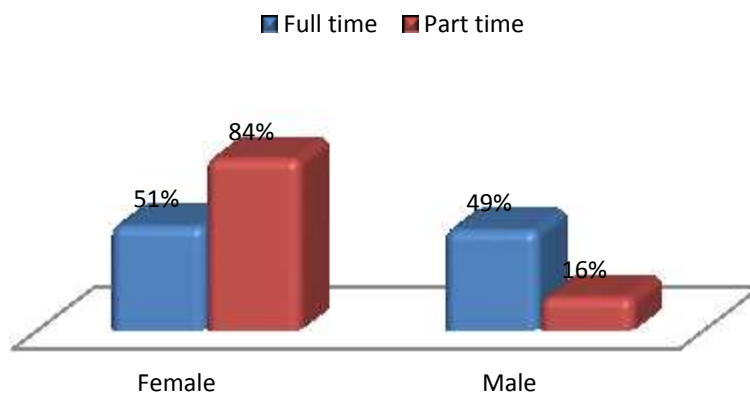
	Female	Female %	Male	Male %	Total	Total %
Fixed term	125	54%	107	46%	232	18%
Permanent	654	61%	421	39%	1075	82%

Contract status and gender

5.4 Professional & managerial staff by contract status



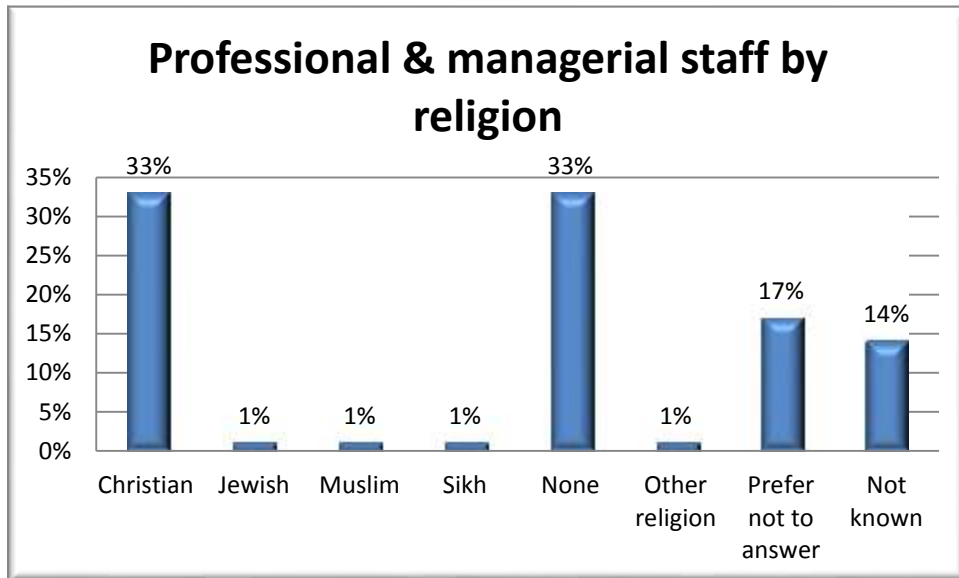
5.5 Professional & managerial staff by contract status & gender



	Female	Female %	Male	Male %	Total	Total %
Full time	498	51%	473	49%	971	74%
Part time	281	84%	55	16%	336	26%

Figure 6. Religion

Figure 6 provides information on professional & managerial staff by religion. 33% of staff have declared they have no religion. 33% of staff have declared they are Christian. However, 14% of staff data remains unknown and 17% preferred not to answer.



	Count	%
Buddhist	4	0%
Christian	430	33%
Hindu	3	0%
Jewish	10	1%
Muslim	12	1%
Sikh	8	1%
None	425	33%
Other religion	17	1%
Prefer not to answer	216	17%
Not known	182	14%

Figure 7. Sexual Orientation

Figure 7 provides information on professional & managerial staff by sexual orientation. 3% of staff have stated they are either gay, lesbian or bisexual. However, 14% of staff data remains unknown and 16% prefer not to answer.



	Count	% Total
Bisexual	11	1%
Gay man	13	1%
Gay woman/lesbian	12	1%
Heterosexual/straight	885	68%
Other	0	0%
Prefer not to answer	204	16%
Unknown	182	14%
Total	1307	