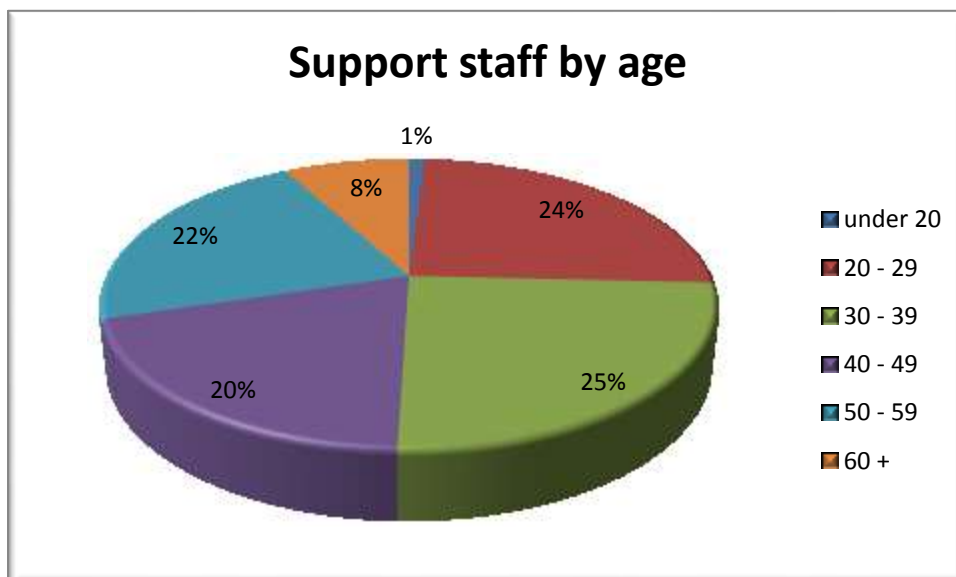


University of Leeds - support staff¹ in post by protected characteristic – 31 July 2014

The following information provides data on support staff as at 31 July 2014 by protected characteristics. There was a total support staff headcount of 3213. *Data is rounded to the nearest whole percent.*

Figure 1. Age

Figure 1 provides a breakdown of support staff by age group. Currently staff aged 20 – 29 and 30-39 are the largest staff groups at 25% each of the total support staff population.

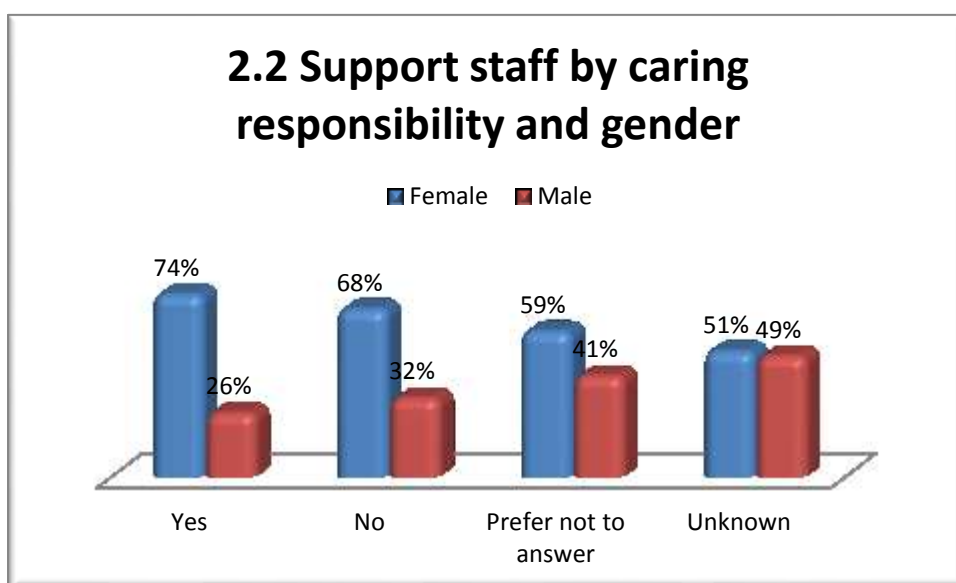
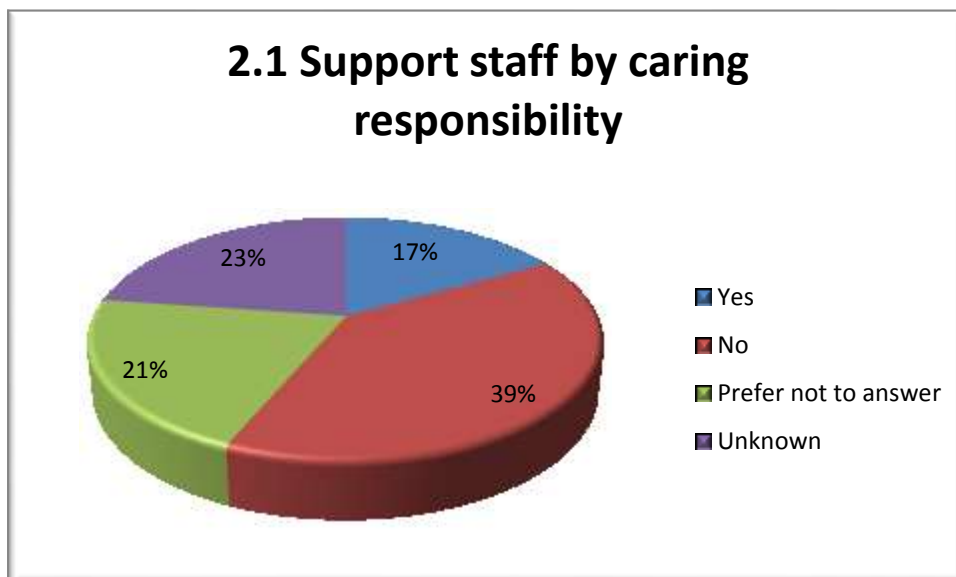


	Count	%
Under 20	22	1%
20 - 29	812	25%
30 - 39	788	25%
40 - 49	648	20%
50 - 59	699	22%
60 +	244	8%
Total	3213	

¹ 'Support staff' is comprised of clerical staff, technicians and operational support roles.

Figure 2. Caring Responsibility²

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 23% of staff data remains unknown and 21% preferred not to answer.

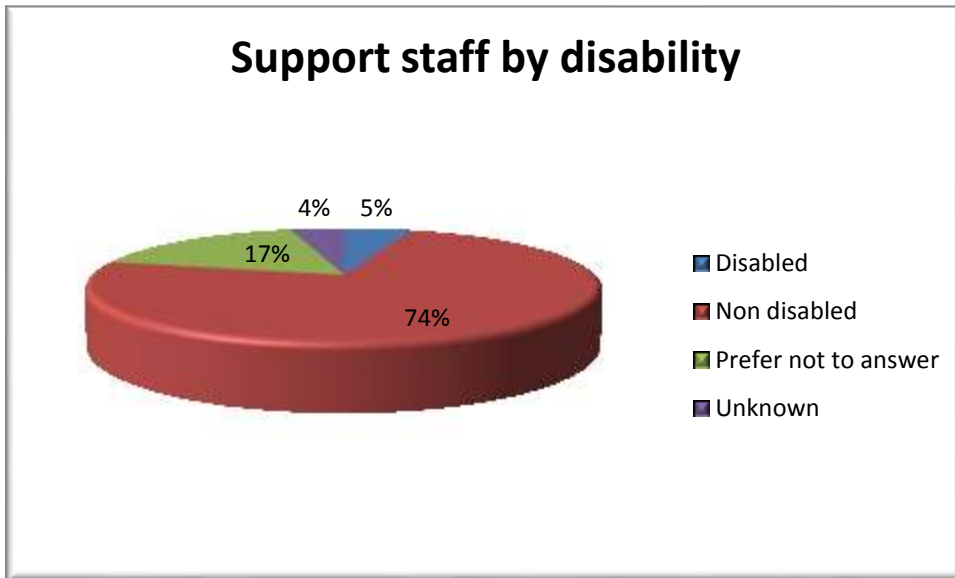


	Female	Female %	Male	Male %	Total	Total %
Yes	401	74%	143	26%	544	17%
No	865	68%	405	32%	1270	40%
Prefer not to answer	395	59%	276	41%	671	21%
Unknown	368	51%	360	49%	728	23%

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 support staff by disability. 5% of 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.

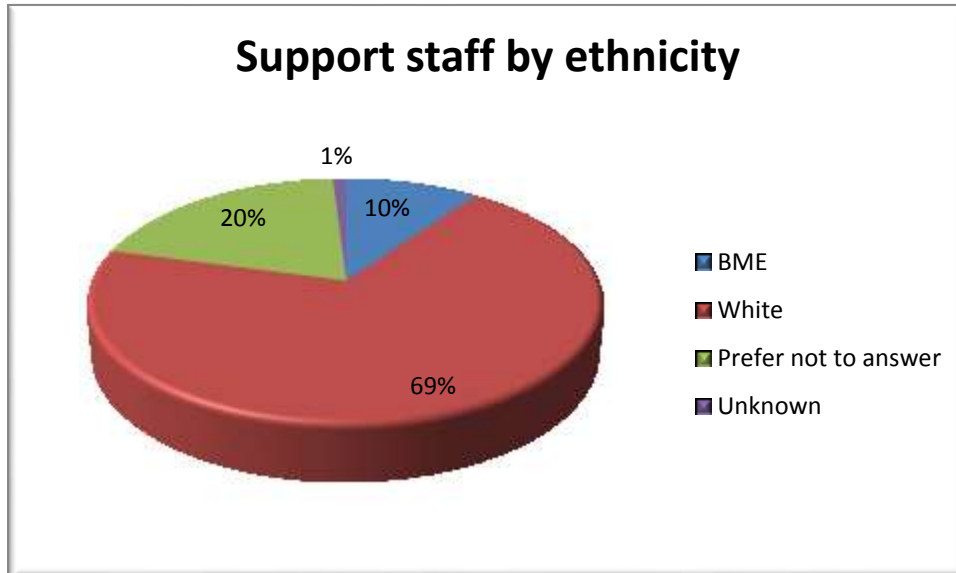


	Count	%
Disabled	158	5%
Non disabled	2381	74%
Prefer not to answer	555	17%
Unknown	119	4%

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 support staff by ethnicity. 10% of staff have declared they are from a black and minority ethnic (BME) background. 20% of staff preferred not to answer questions relating to their ethnicity status.



	Count	%
BME	319	10%
White	2234	70%
Prefer not to answer	642	20%
Unknown	18	1%
Total	3213	

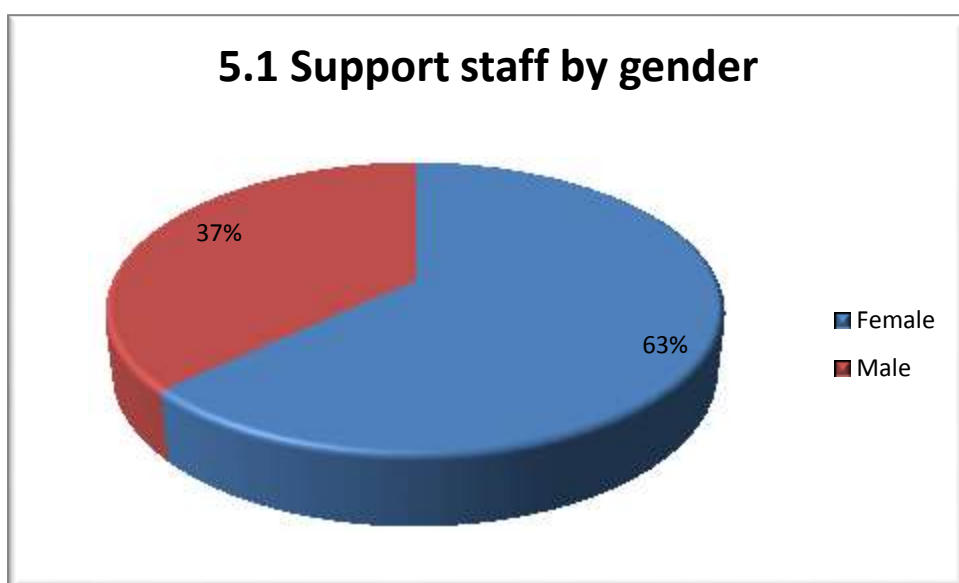
Figure 5. Gender

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

The headcount is 3213 - 63% are female and 37% are male (fig 5.1).

Fig 5.2 highlights staff data by contract type; 75% 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, 63% are female; In addition, of those staff on a fixed term contract, 63% are female.

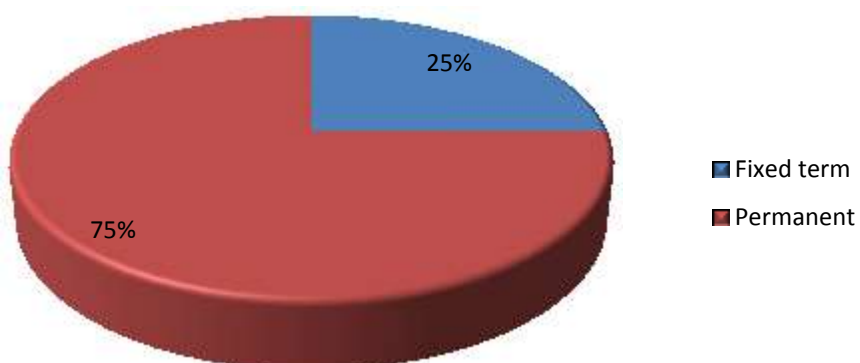
58% of staff work full time (fig 5.4). Of those staff working full time, 55% are female (fig 5.5). In addition, of those staff working part time, 74% are female.



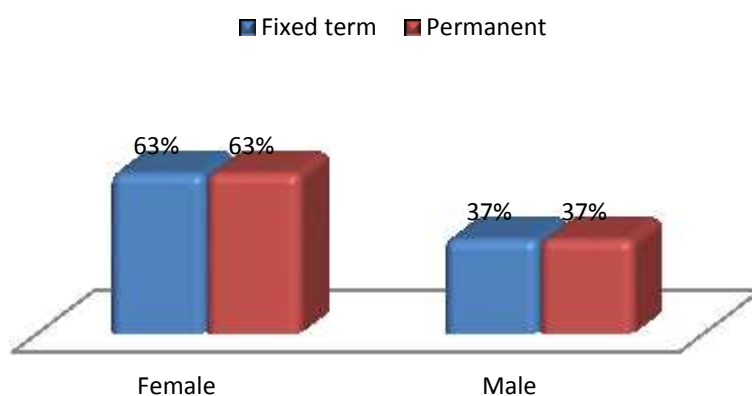
Female	Female %	Male	Male %	Total
2029	63%	1184	37%	3213

Contract type and gender

5.2 Support staff by contract type



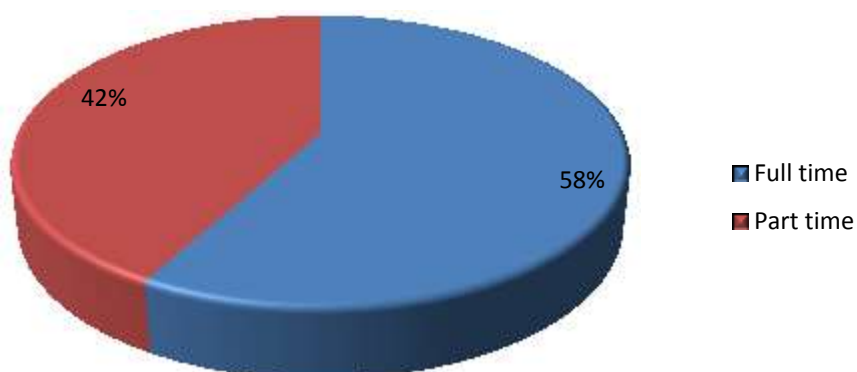
5.3 Support staff by contract type & gender



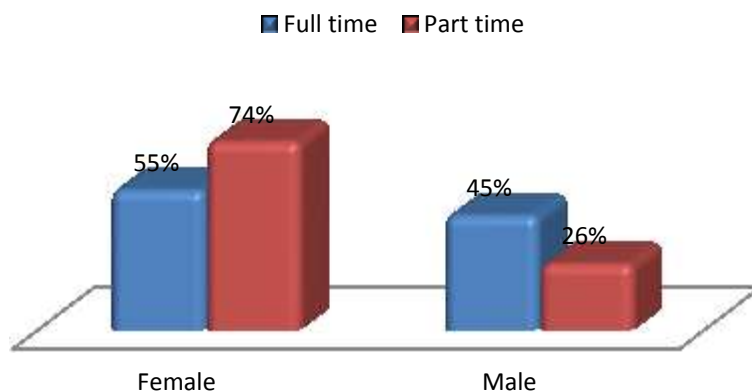
	Female	Female %	Male	Male %	Total	Total %
Fixed term	510	63%	296	37%	806	25%
Permanent	1519	63%	888	37%	2407	75%

Contract status and gender

5.4 Support staff by contract status



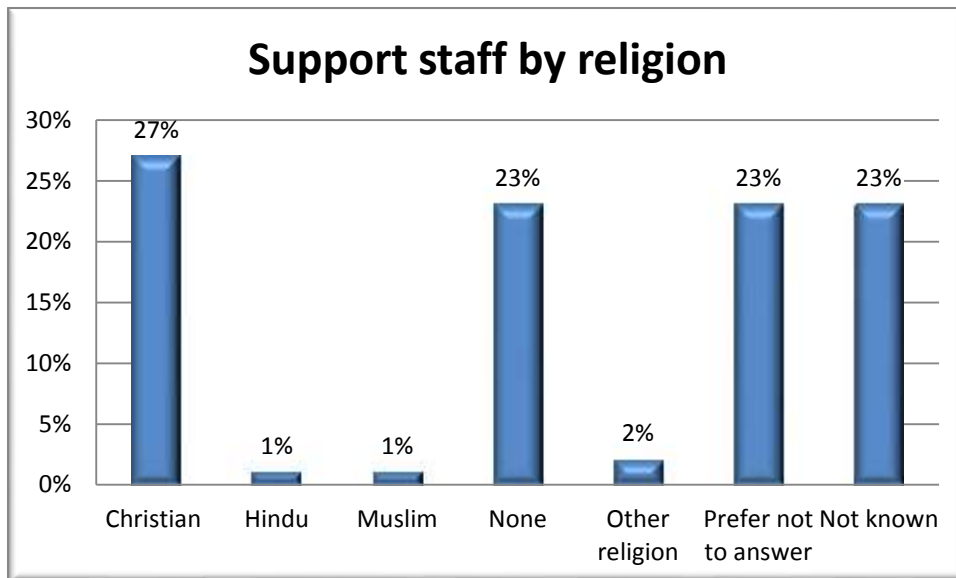
5.5 Support staff by contract status and gender



	Female	Female %	Male	Male %	Total	Total %
Full time	1036	55%	832	45%	1868	58%
Part time	993	74%	352	26%	1345	42%

Figure 6. Religion

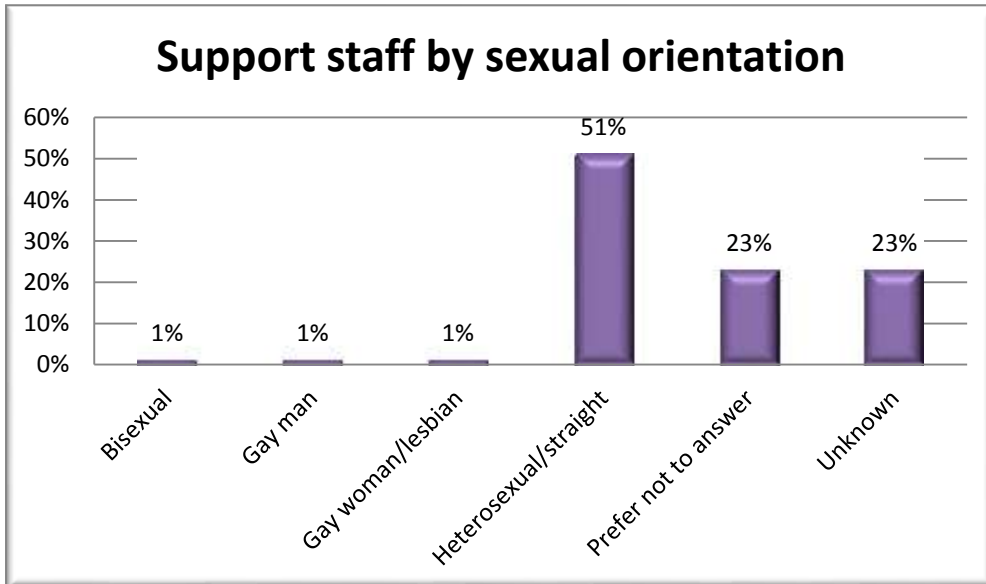
Figure 6 provides information on support staff by religion. 23% of staff have declared they have no religion. 27% of staff have declared they are Christian. However, 23% of staff data remains unknown and 23% preferred not to answer.



	Count	%
Buddhist	15	0%
Christian	858	27%
Hindu	18	1%
Jewish	10	0%
Muslim	36	1%
Sikh	14	0%
None	739	23%
Other religion	56	2%
Prefer not to answer	739	23%
Not known	728	23%

Figure 7. Sexual Orientation

Figure 7 provides information on support staff by sexual orientation. 3% of staff have stated they are either gay, lesbian or bisexual. However, 23% of staff data remains unknown and 23% preferred not to answer.



	Count	%
Bisexual	39	1%
Gay man	21	1%
Gay woman/lesbian	32	1%
Heterosexual/straight	1650	51%
Other	11	0%
Prefer not to answer	732	23%
Unknown	728	23%
Total	3213	