

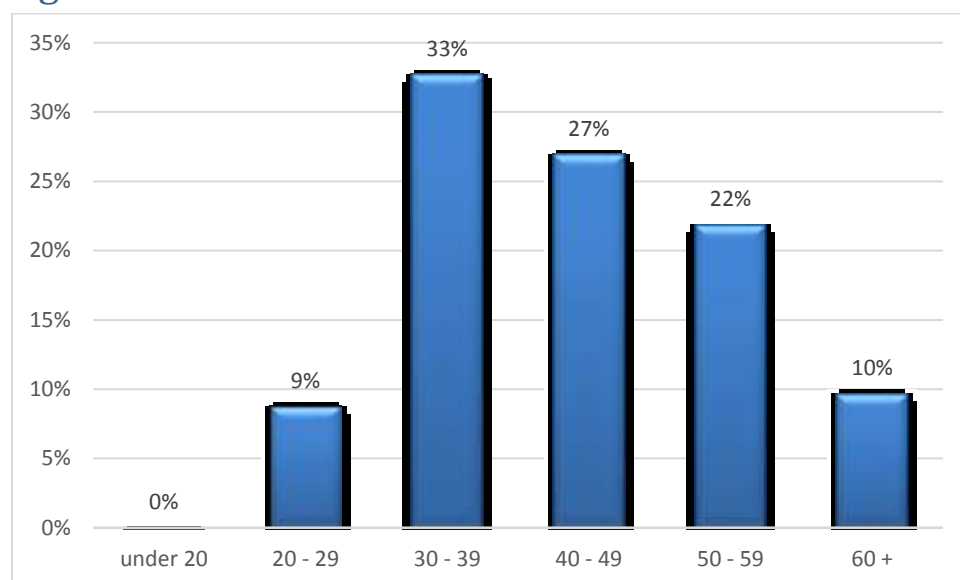
University of Leeds - Academic¹ staff in post by protected characteristic – 31 July 2015

The following information provides data on academic staff as at 31 July 2015 by protected characteristics. There was a total staff headcount of 3448.

The previous two years of data are also provided for comparison.

Data is rounded to the nearest whole percent and therefore may not always total 100%.

Age



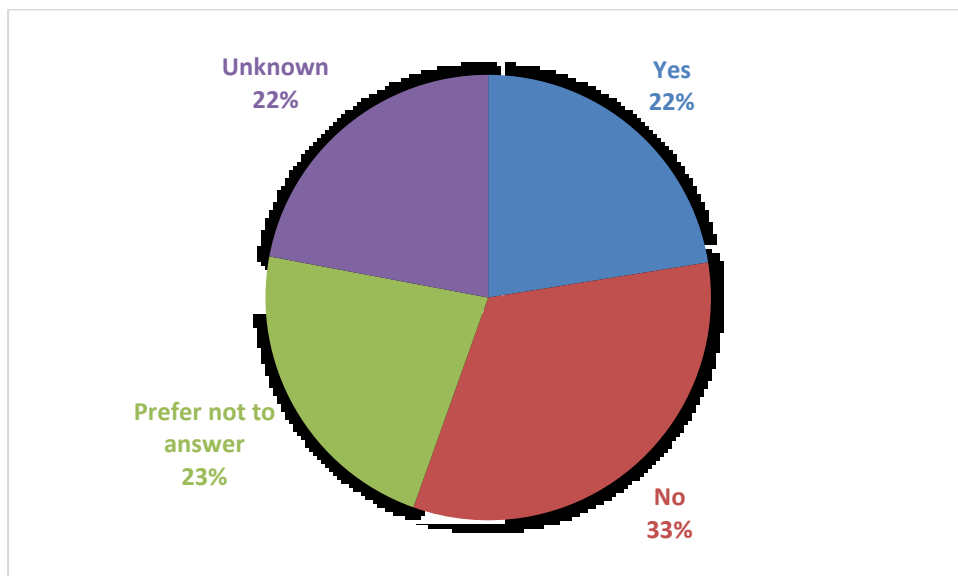
	2013	2014	2015	% change
Under 20	0%	0%	0%	-
20 - 29	9%	9%	9%	-
30 - 39	33%	33%	33%	-
40 - 49	29%	28%	27%	- 2%
50 - 59	20%	21%	22%	2%
60 +	9%	9%	10%	1%

Commentary

There has been a slight decrease (2%) in the % of staff in the 40-49 category and an increase in the 50-59 category over the 3 year period.

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

Caring Responsibility²



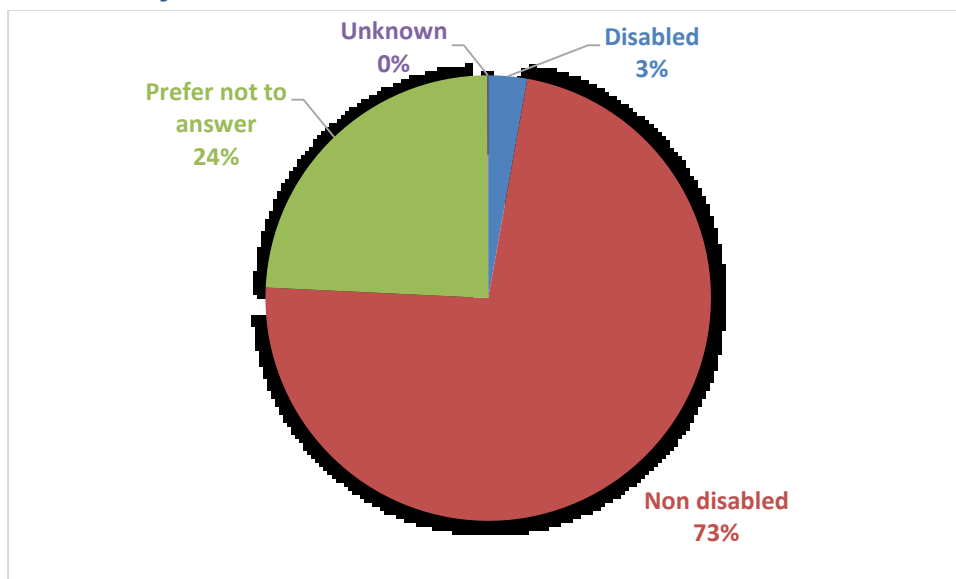
	2013	2014	2015	% change
Yes	22%	22%	22%	-
No	30%	32%	33%	3%
Prefer not to answer	18%	21%	23%	5%
Unknown	29%	26%	22%	-7%

Commentary

The % of staff declaring they have a caring responsibility has remained the same over the period. There has been a 7% decrease in the level of unknown data and an increase (5%) in the % of staff preferring not to answer the question over the 3 year period.

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

Disability³



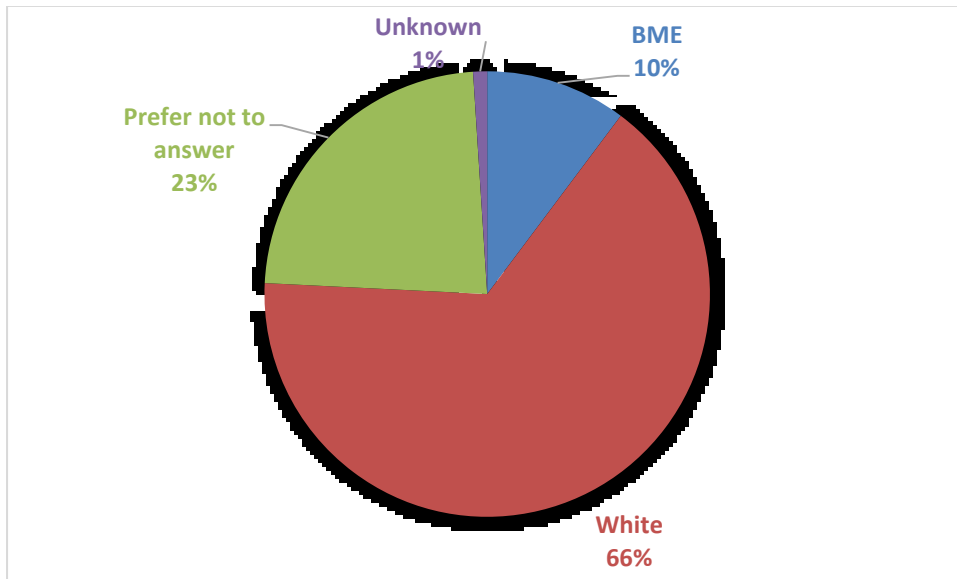
	2013	2014	2015	% change
Disabled	3%	3%	3%	-
Non-disabled	75%	63%	73%	-2%
Prefer not to answer	16%	29%	24%	8%
Unknown	6%	5%	0%	- 6%

Commentary

The % of staff declaring they have a disability has remained the same over the period. There has been a 6% decrease in the level of unknown data and an 8% increase in those preferring not to answer the question over the 3 year period.

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 carry out normal daily activities.

Ethnicity



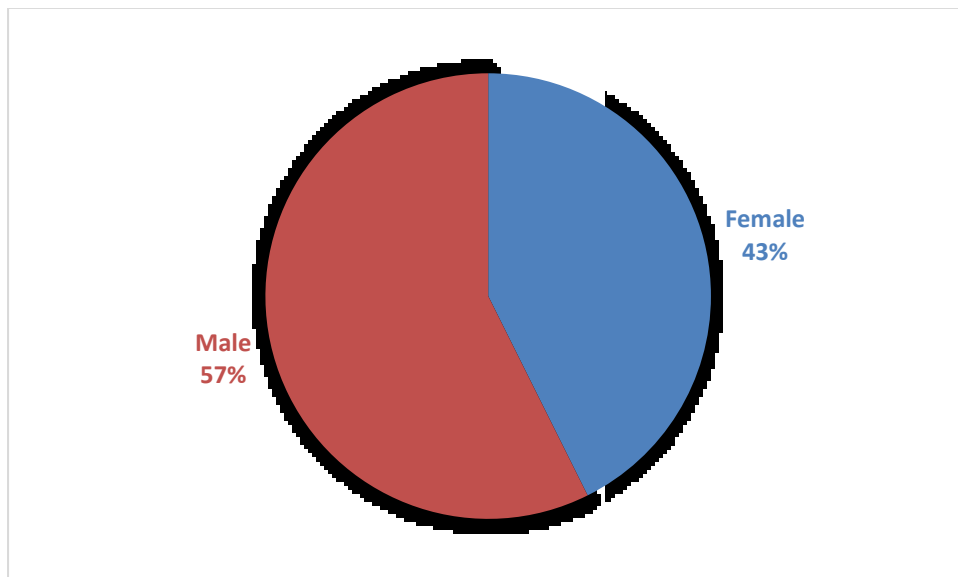
	2013	2014	2015	% change
BME ⁴	10%	10%	10%	-
White	68%	67%	66%	-2%
Prefer not to answer	21%	22%	23%	2%
Unknown	1%	1%	1%	-

Commentary

The % of staff declaring they are from a BME background has remained the same over the 3 year period.

⁴ BME – Black and minority ethnic

Gender

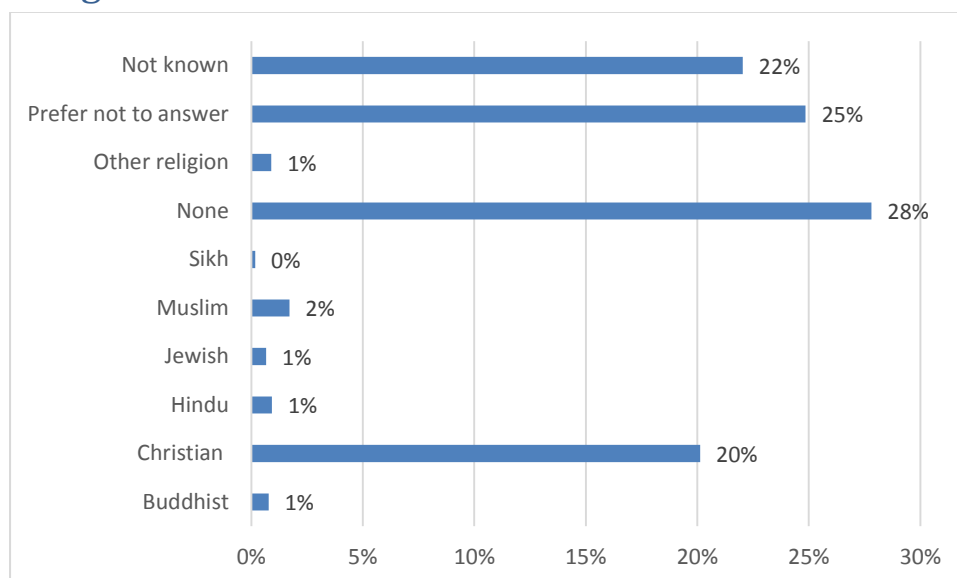


	Female	Male
2013	41%	59%
2014	42%	58%
2015	43%	57%
% change	2%	-2%

Commentary

The % of female staff has risen slightly (2%) over the 3 year period.

Religion



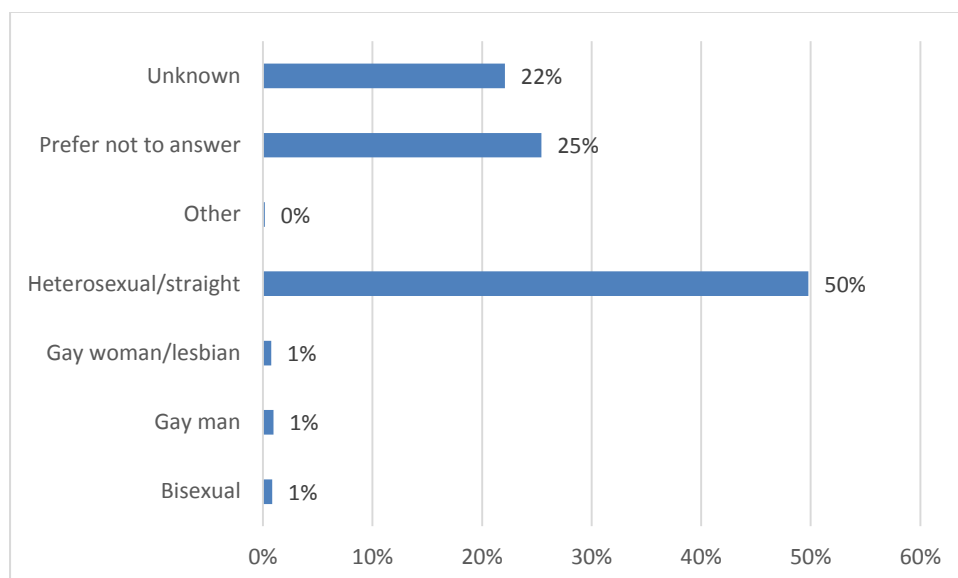
There were 6 staff who declared they were Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2013	2014	2015	% change
Buddhist	1%	1%	1%	-
Christian	21%	20%	20%	-1%
Hindu	1%	1%	1%	-
Jewish	1%	1%	1%	-
Muslim	1%	1%	2%	1%
Sikh	0%	0%	0%	-
None	25%	26%	28%	3%
Other religion	1%	1%	1%	-
Prefer not to answer	20%	23%	25%	5%
Unknown	29%	26%	22%	-7%

Commentary

There has been a 7% decrease in the level of unknown data over the period. There has been an increase in the % of staff declaring they have no religion (3%) and those stating they would prefer not to answer (5%).

Sexual Orientation



There were 6 staff who declared their sexual orientation as 'other', however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2013	2014	2015	% change
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	47%	48%	50%	3%
Other	0%	0%	0%	-
Prefer not to answer	21%	24%	25%	4%
Unknown	29%	26%	22%	-7%

Commentary

There has been a 7% decrease in the level of unknown data over the period. There has been an increase in the % of staff declaring they are heterosexual/straight (3%) and those stating they would prefer not to answer (4%).