

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

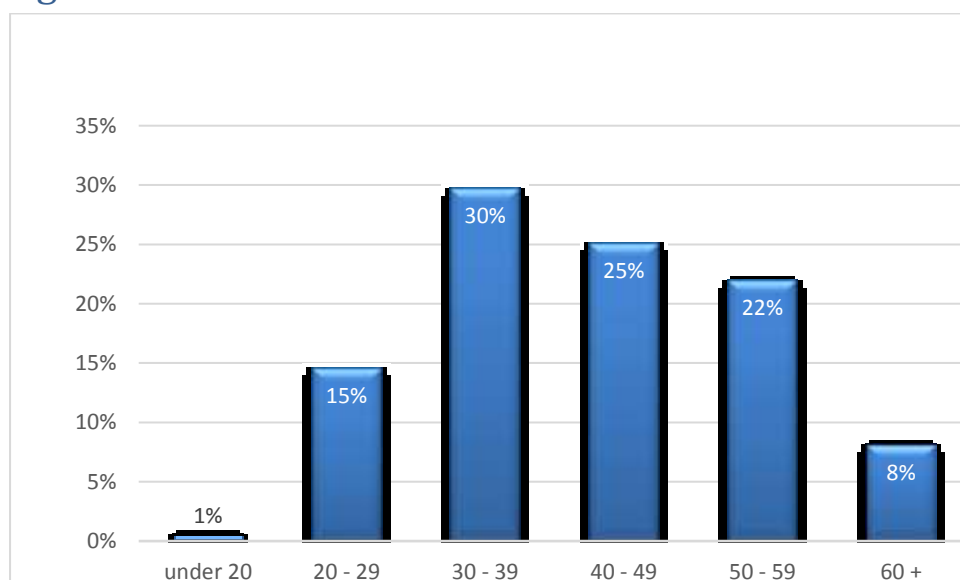
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The following information provides data on all University staff as at 31 July 2015 by protected characteristics. There was a total staff headcount of 8128.

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

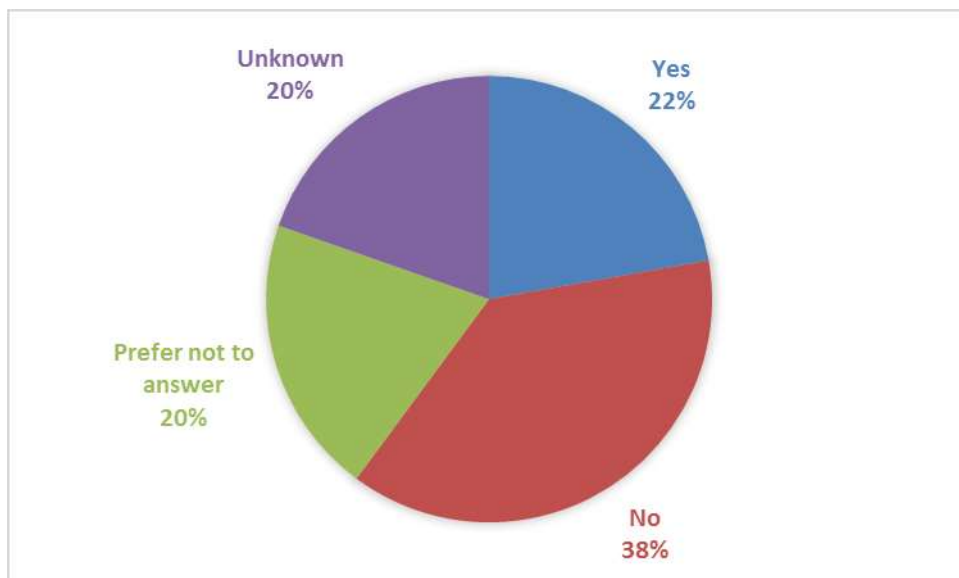


|          | 2013 | 2014 | 2015 | % change |
|----------|------|------|------|----------|
| Under 20 | 0%   | 0%   | 1%   | 1%       |
| 20 - 29  | 15%  | 15%  | 15%  | -        |
| 30 - 39  | 29%  | 29%  | 30%  | 1%       |
| 40 - 49  | 26%  | 26%  | 25%  | -1%      |
| 50 - 59  | 21%  | 22%  | 22%  | 1%       |
| 60 +     | 7%   | 8%   | 8%   | 1%       |

### Commentary

The % of staff across the different age categories remains generally similar across the 3 year period.

## Caring Responsibility<sup>1</sup>



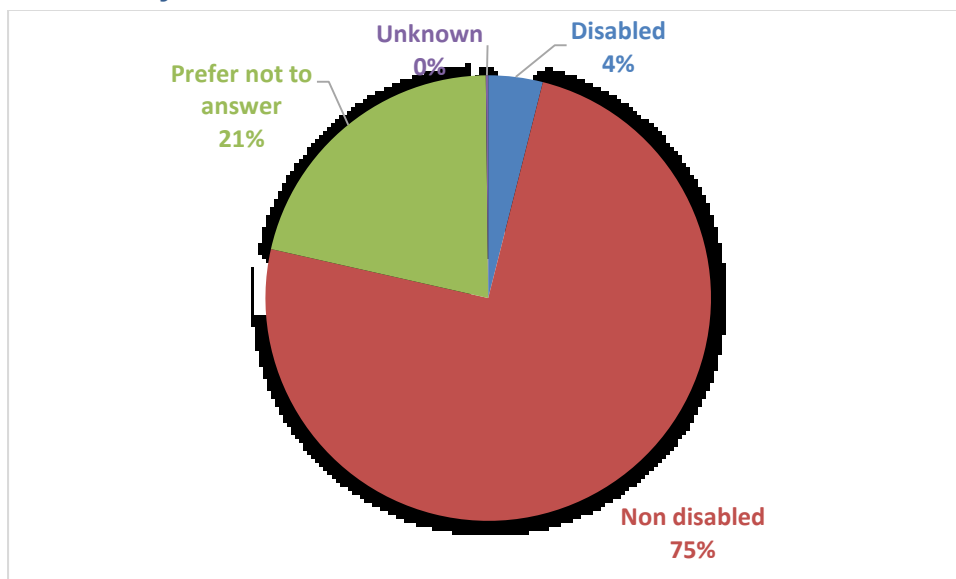
|                      | 2013 | 2014 | 2015 | % change |
|----------------------|------|------|------|----------|
| Yes                  | 22%  | 22%  | 22%  | -        |
| No                   | 35%  | 36%  | 38%  | 3%       |
| Prefer not to answer | 19%  | 20%  | 20%  | 1%       |
| Unknown              | 25%  | 22%  | 20%  | - 5%     |

### Commentary

The % of staff declaring they have a caring responsibility has remained the same over the period. There has been a 5% decrease in the level of unknown data and a (3%) increase in the % of staff declaring that they don't have a caring responsibility.

<sup>1</sup> Defined as: caring for either one or more children, one or more disabled children, a relative or family member

## Disability<sup>2</sup>



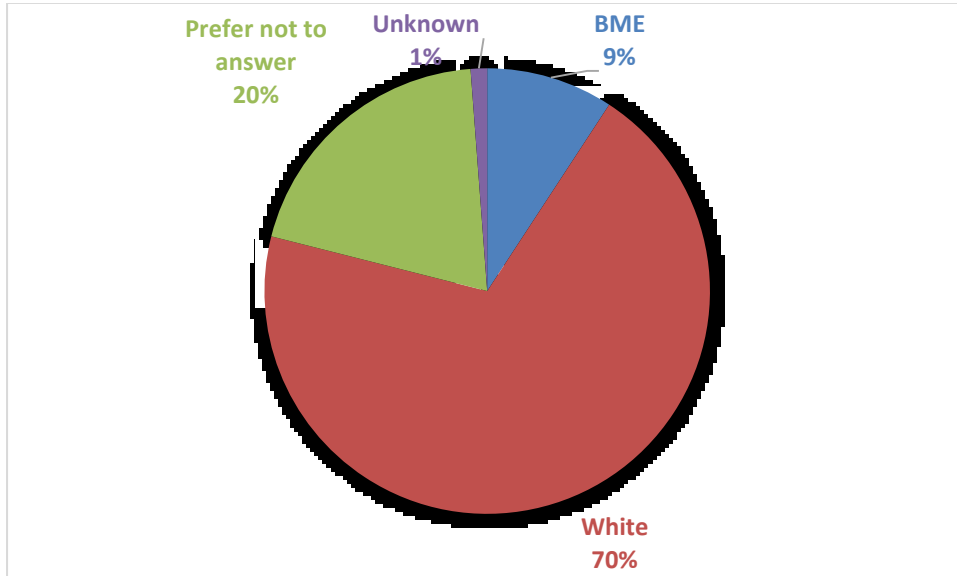
|                      | 2013 | 2014 | 2015 | % change |
|----------------------|------|------|------|----------|
| Disabled             | 4%   | 4%   | 4%   | -        |
| Non-disabled         | 75%  | 76%  | 75%  | -        |
| Prefer not to answer | 16%  | 17%  | 21%  | 5%       |
| Unknown              | 5%   | 4%   | 0%   | - 5%     |

### Commentary

The % of staff declaring they have a disability has remained the same over the period. There has been a 5% decrease in the level of unknown data.

<sup>2</sup> 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 <sup>3</sup>     | 9%   | 9%   | 9%   | -        |
| White                | 71%  | 71%  | 70%  | -1%      |
| Prefer not to answer | 19%  | 19%  | 20%  | 1%       |
| Unknown              | 1%   | 1%   | 1%   | -        |

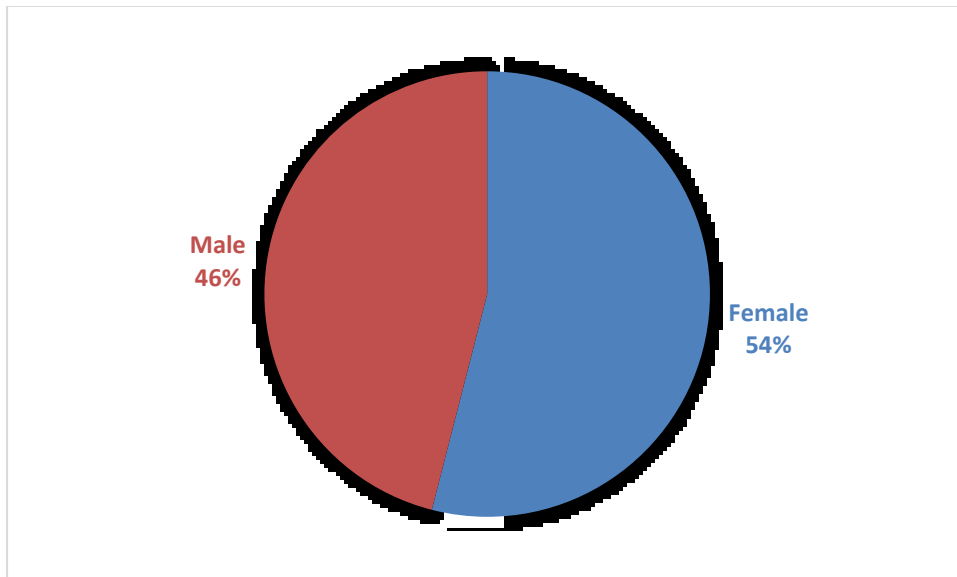
### Commentary

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

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<sup>3</sup> BME – Black and minority ethnic

## Gender

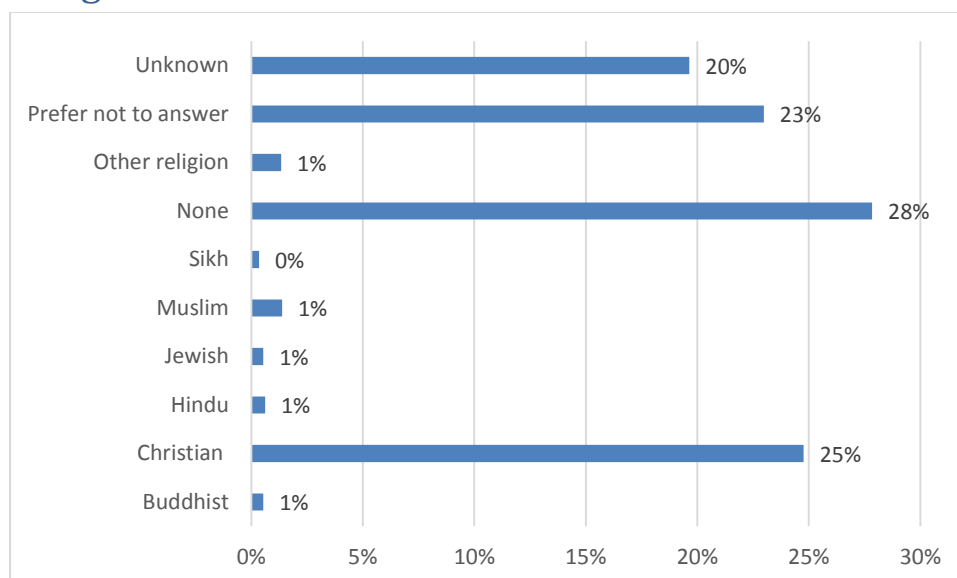


|                 | Female | Male |
|-----------------|--------|------|
| <b>2013</b>     | 53%    | 47%  |
| <b>2014</b>     | 54%    | 46%  |
| <b>2015</b>     | 54%    | 46%  |
| <b>% change</b> | 1%     | -1%  |

### Commentary

The % of female staff has risen slightly (1%) over the period.

## Religion



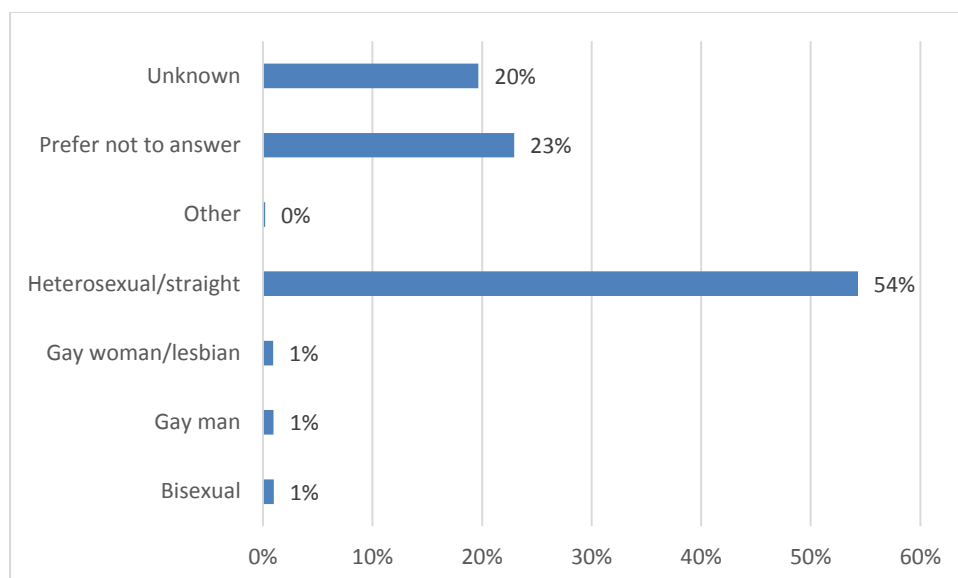
There were 28 staff who declared they were Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

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

### Commentary

There has been a 5% 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 (2%).

## Sexual Orientation



There were 16 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 | 51%  | 53%  | 54%  | 3%       |
| Other                 | 0%   | 0%   | 0%   | -        |
| Prefer not to answer  | 21%  | 22%  | 23%  | 2%       |
| Unknown               | 25%  | 22%  | 20%  | - 5%     |

### Commentary

There has been a 5% 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 (2%).