

# University of Leeds – Professional & managerial staff <sup>1</sup> in post by protected characteristic – 31 July 2015

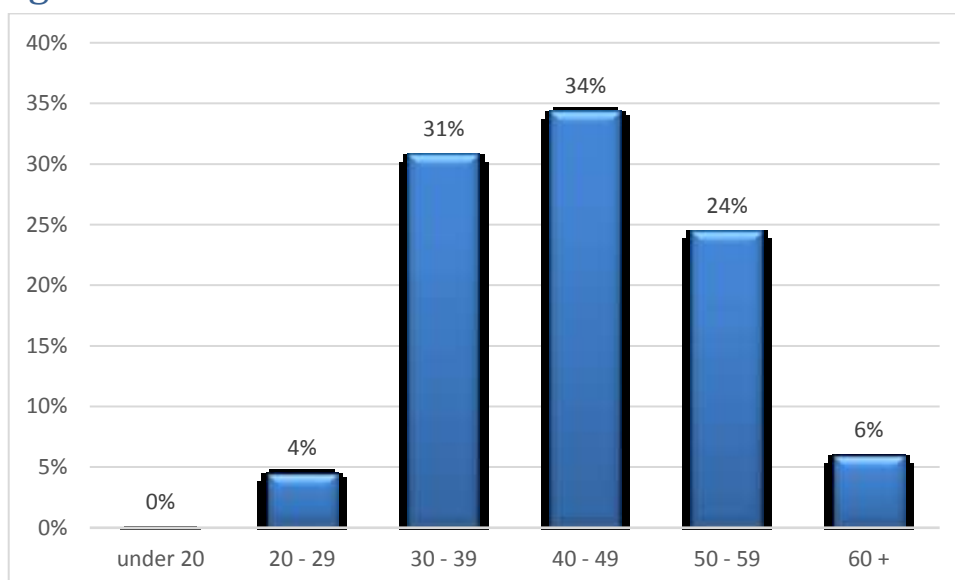
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The following information provides data on academic staff as at 31 July 2015 by protected characteristics. There was a total staff headcount of 1345.

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	4%	4%	4%	-
30 - 39	31%	32%	31%	-
40 - 49	35%	35%	34%	-1%
50 - 59	24%	24%	24%	-
60 +	5%	5%	6%	1%

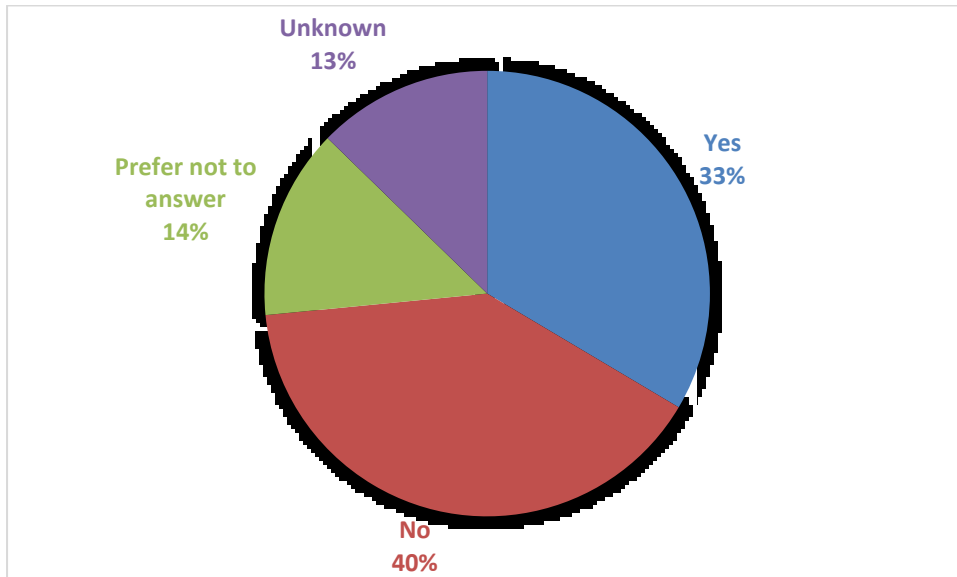
### Commentary

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

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<sup>1</sup> 'Professional & managerial staff' comprises the more senior administrative staff roles.

## Caring Responsibility<sup>2</sup>



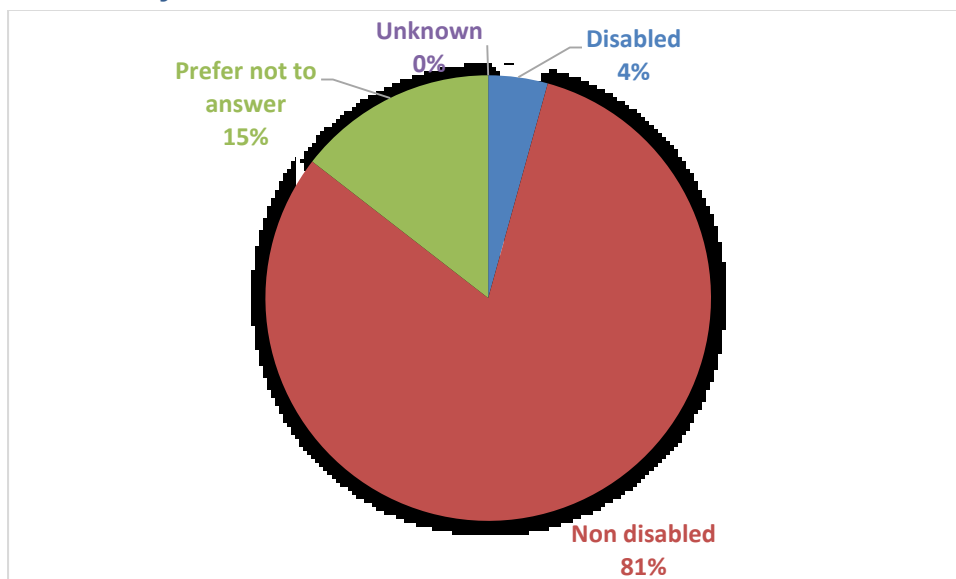
	2013	2014	2015	% change
Yes	32%	33%	33%	1%
No	40%	39%	40%	-
Prefer not to answer	13%	14%	14%	1%
Unknown	15%	14%	13%	-2%

### Commentary

There has been a small (1%) increase in staff declaring they have a caring responsibility over the period. There has been a 2% decrease in the level of unknown data and a small increase (1%) in the % of staff preferring not to answer the question.

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

## Disability<sup>3</sup>



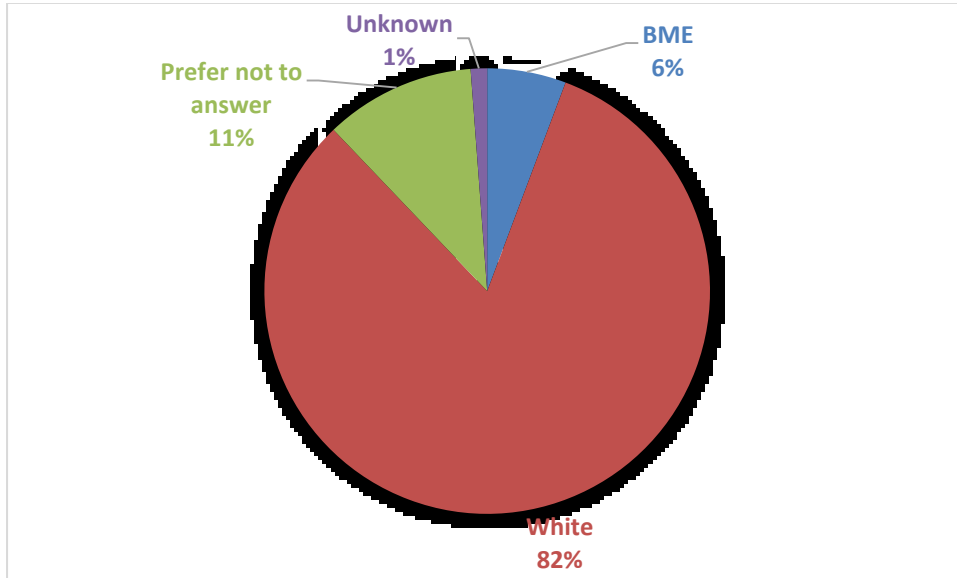
	2013	2014	2015	% change
Disabled	4%	4%	4%	-
Non-disabled	82%	82%	81%	-1%
Prefer not to answer	11%	12%	15%	4%
Unknown	2%	2%	0%	-2%

### Commentary

The % of staff declaring they have a disability has remained the same over the period. There has been a 2% decrease in the level of unknown data and a 4% increase in those preferring not to answer the question.

<sup>3</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



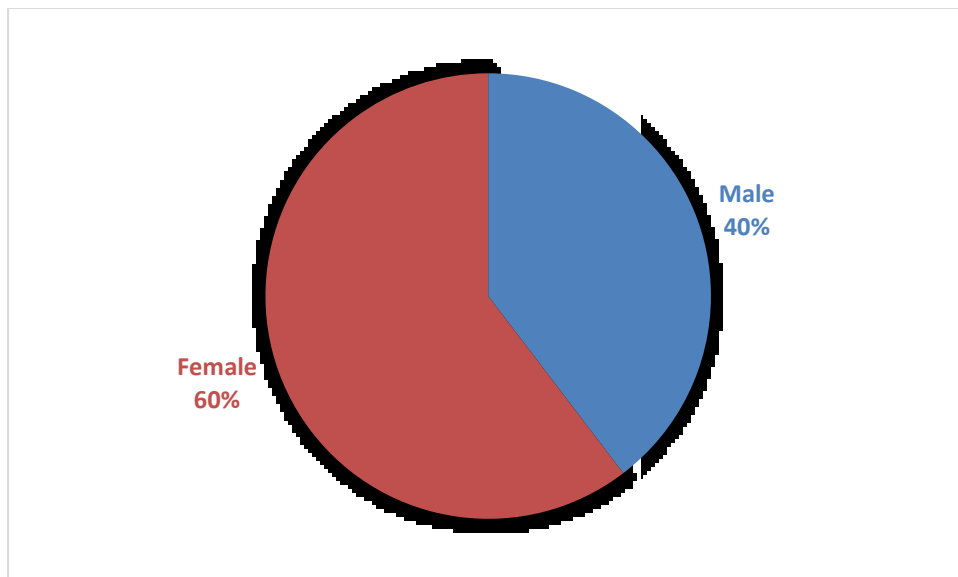
	2013	2014	2015	% change
BME <sup>4</sup>	6%	5%	6%	-
White	84%	84%	82%	-2%
Prefer not to answer	11%	11%	11%	-
Unknown	0%	0%	1%	1%

### Commentary

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

<sup>4</sup> BME – Black and minority ethnic

## Gender

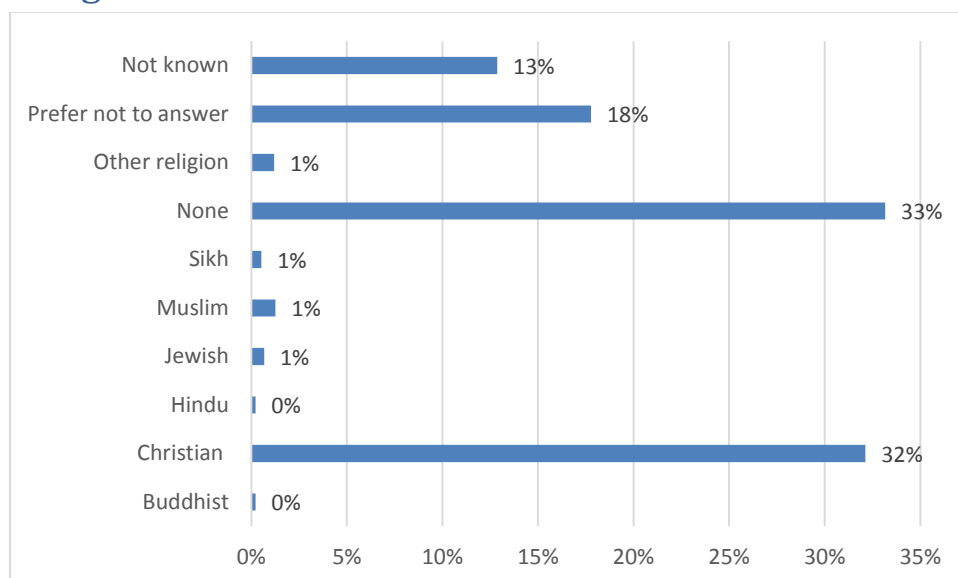


	<b>Female</b>	<b>Male</b>
<b>2013</b>	59%	41%
<b>2014</b>	60%	40%
<b>2015</b>	60%	40%
<b>% change</b>	1%	-1%

### Commentary

The % of female staff has risen slightly (1%) over the 3 year period.

## Religion



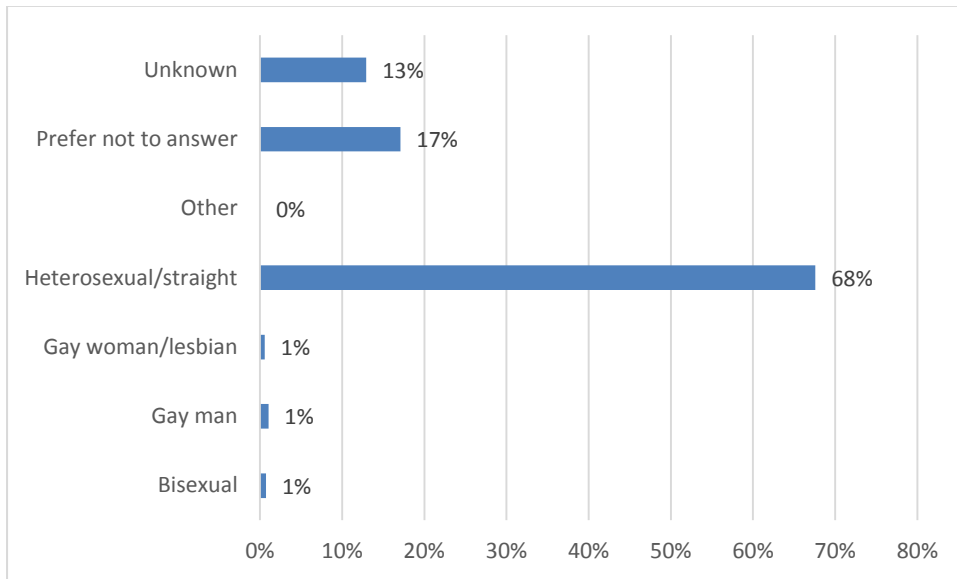
There were 3 staff who declared they were Buddhist and 3 staff who declared they were Hindu, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2013	2014	2015	% change
Buddhist	0%	0%	0%	-
Christian	33%	33%	32%	-1%
Hindu	0%	0%	0%	-
Jewish	1%	1%	1%	-
Muslim	1%	1%	1%	-
Sikh	1%	1%	1%	-
None	31%	33%	33%	2%
Other religion	1%	1%	1%	-
Prefer not to answer	16%	17%	18%	2%
Unknown	15%	14%	13%	-2%

### Commentary

There has been a 2% decrease in the level of unknown data over the period. There has been an increase in the % of staff declaring they have no religion (2%) and those stating they would prefer not to answer (2%).

## Sexual Orientation



	2013	2014	2015	% change
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	67%	68%	68%	1%
Other	0%	0%	0%	-
Prefer not to answer	15%	16%	17%	2%
Unknown	15%	14%	13%	-2%

### Commentary

There has been a 2% decrease in the level of unknown data over the period. There has been an increase in the % of staff stating they would prefer not to answer (2%).