

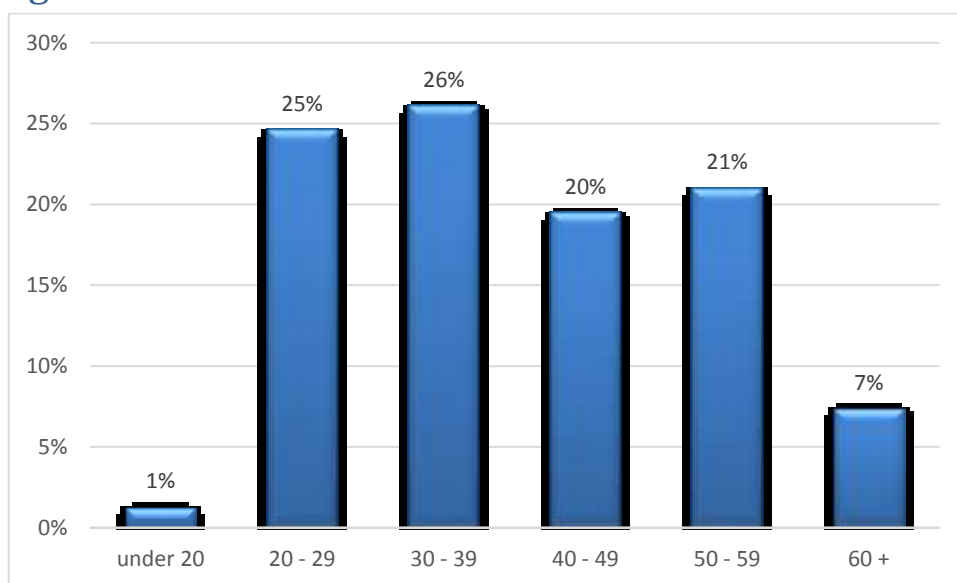
University of Leeds - Support¹ staff in post by protected characteristic – 31 July 2015

The following information provides data on support staff as at 31 July 2015 by protected characteristics. There was a total staff headcount of 3335.

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



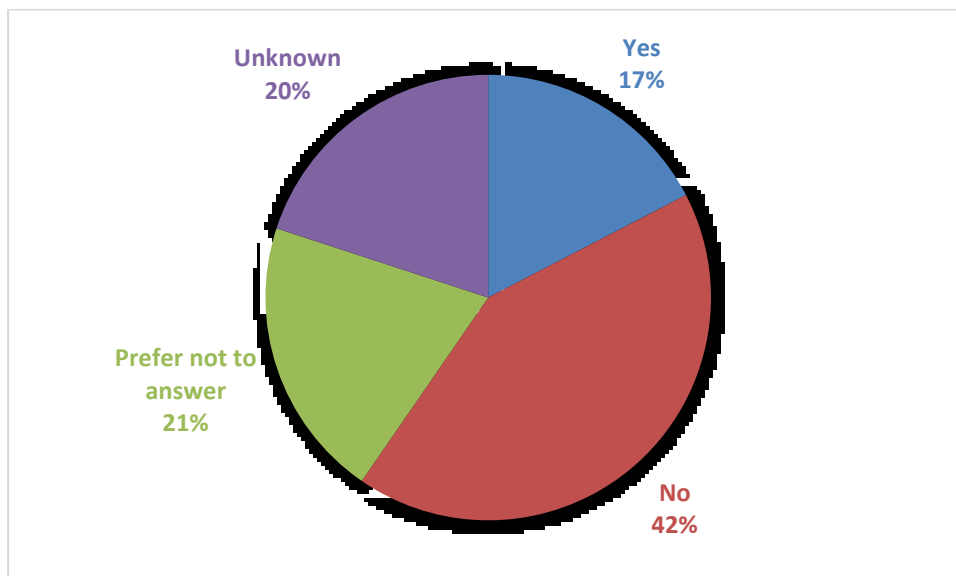
	2013	2014	2015	% change
Under 20	1%	1%	1%	-
20 - 29	26%	25%	25%	-1%
30 - 39	25%	25%	26%	1%
40 - 49	21%	20%	20%	-1%
50 - 59	20%	22%	21%	1%
60 +	7%	8%	7%	-

Commentary

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

¹ Support staff' comprises clerical staff, technicians and operational support roles

Caring Responsibility²



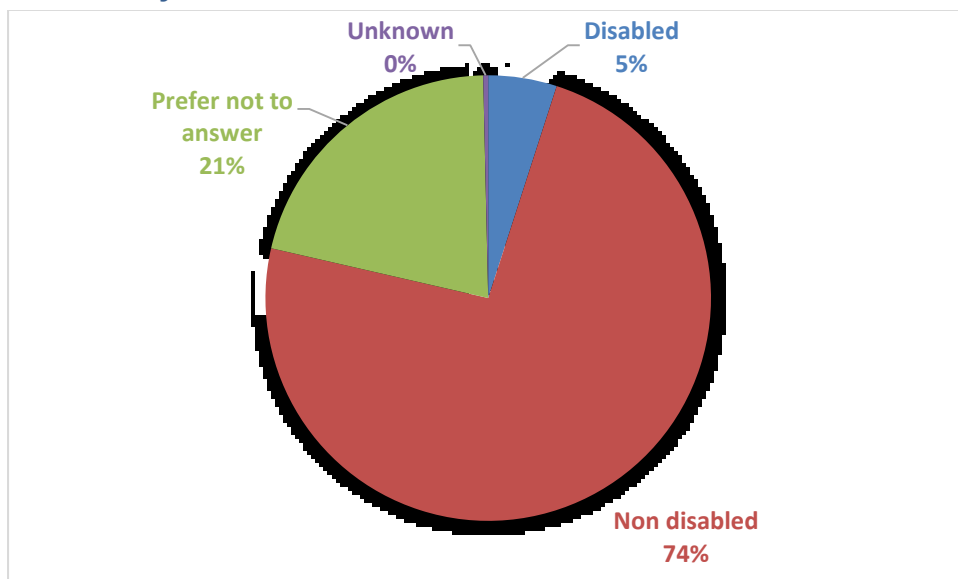
	2013	2014	2015	% change
Yes	17%	17%	17%	-
No	37%	40%	42%	5%
Prefer not to answer	22%	21%	21%	-1%
Unknown	25%	23%	20%	-5%

Commentary

There has been a 5% decrease in the level of unknown data and a small increase (1%) in the % of staff preferring not to answer the question. There has also been a 5% increase in the staff declaring that they have no caring responsibilities.

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

Disability³



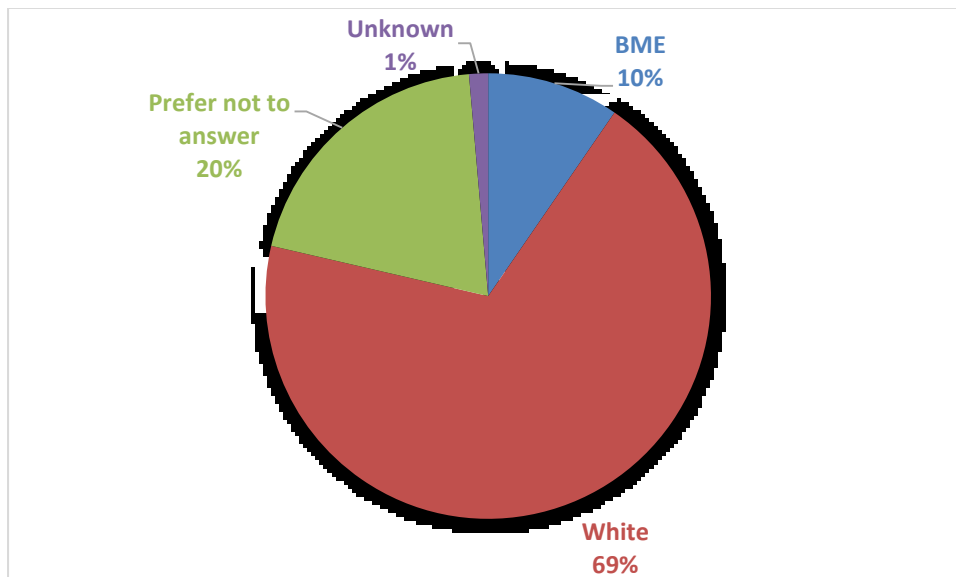
	2013	2014	2015	% change
Disabled	5%	5%	5%	-
Non-disabled	72%	74%	74%	2%
Prefer not to answer	18%	17%	21%	3%
Unknown	5%	4%	0%	-5%

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 and a 3% increase in those preferring not to answer the question.

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



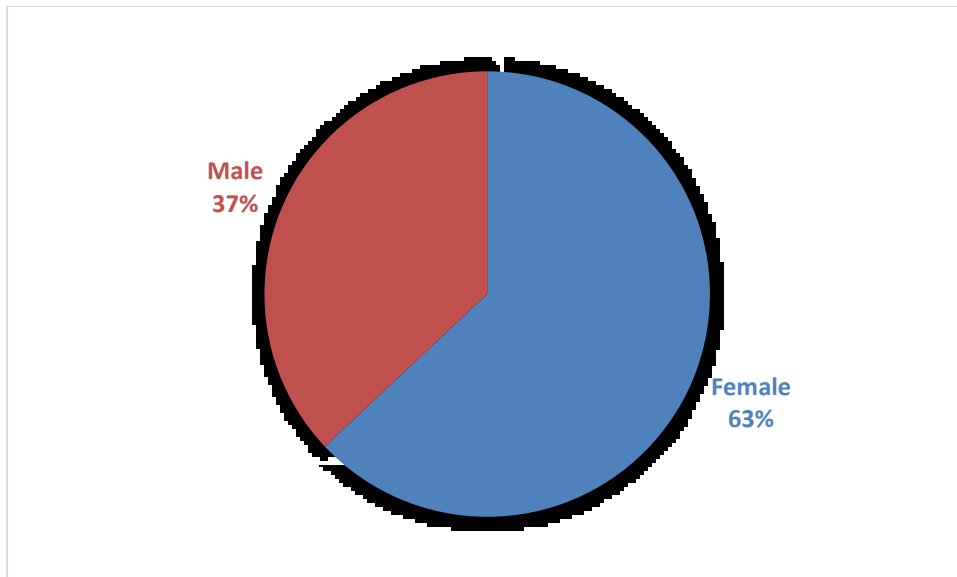
	2013	2014	2015	% change
BME ⁴	10%	10%	10%	-
White	67%	70%	69%	2%
Prefer not to answer	21%	20%	20%	-1%
Unknown	1%	1%	1%	-

Commentary

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

⁴ BME – Black and minority ethnic

Gender

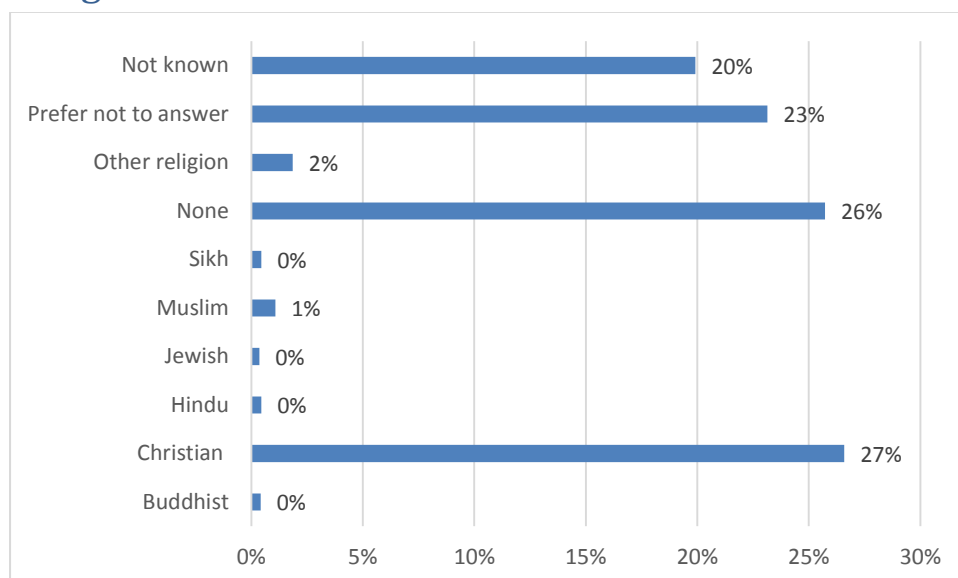


	Female	Male
2013	63%	37%
2014	63%	37%
2015	63%	37%
% change	-	-

Commentary

The % of male and female staff has remained the same over the period.

Religion



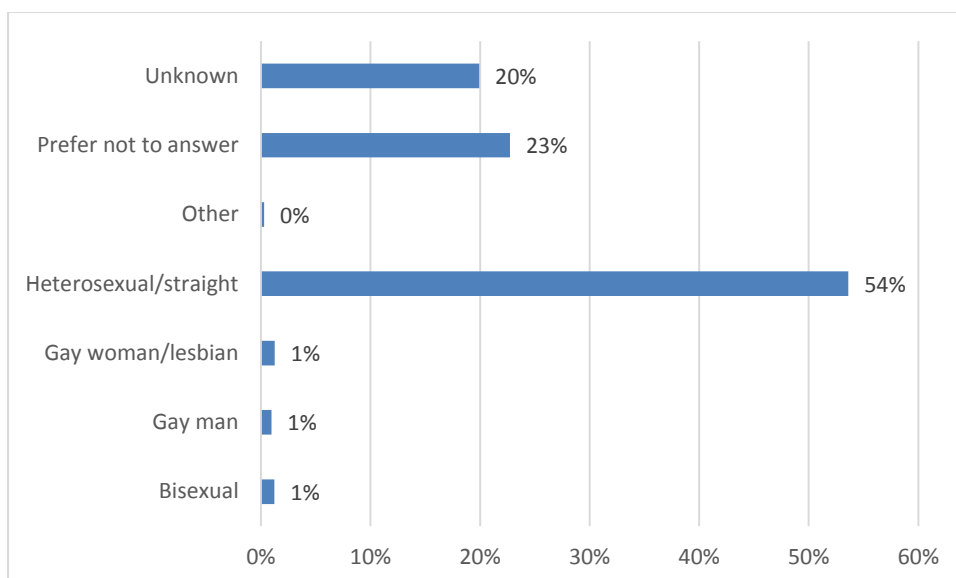
There were 15 staff who declared they were Sikh, 15 Hindu and 12 Jewish, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2013	2014	2015	% change
Buddhist	0%	0%	0%	-
Christian	26%	27%	27%	1%
Hindu	1%	1%	0%	-1%
Jewish	0%	0%	0%	-
Muslim	1%	1%	1%	-
Sikh	0%	0%	0%	-
None	21%	23%	26%	5%
Other religion	2%	2%	2%	-
Prefer not to answer	24%	23%	23%	-1%
Unknown	25%	23%	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 (5%).

Sexual Orientation



There were 10 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	0%	1%	1%	1%
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	49%	51%	54%	5%
Other	0%	0%	0%	-
Prefer not to answer	24%	23%	23%	-1%
Unknown	25%	23%	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 stating they are heterosexual/straight (5%).