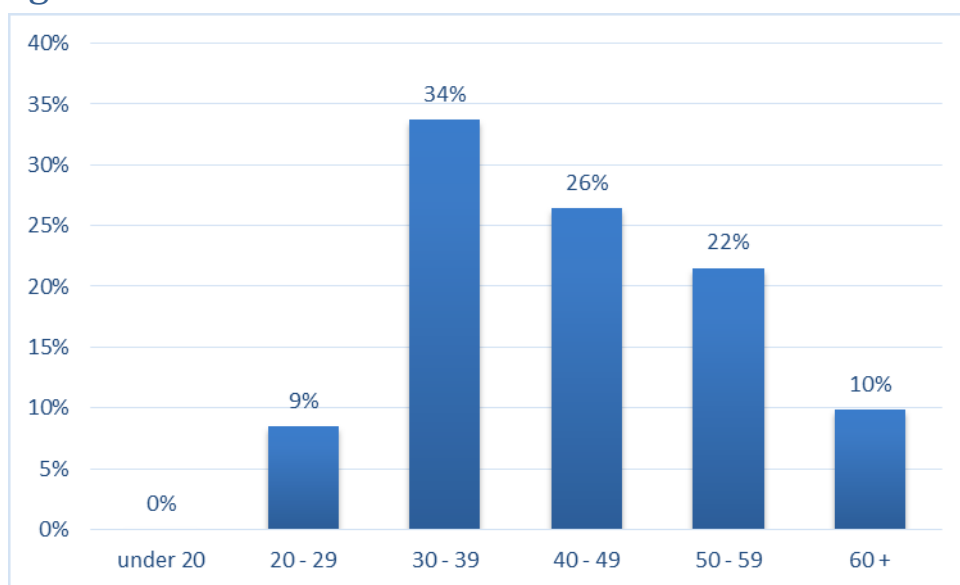# University of Leeds - Academic[1] staff in post by protected characteristic – 31 July 2016

The following information provides data on academic staff as at 31 July 2016 by protected characteristics. There was a total staff headcount of 3514.

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

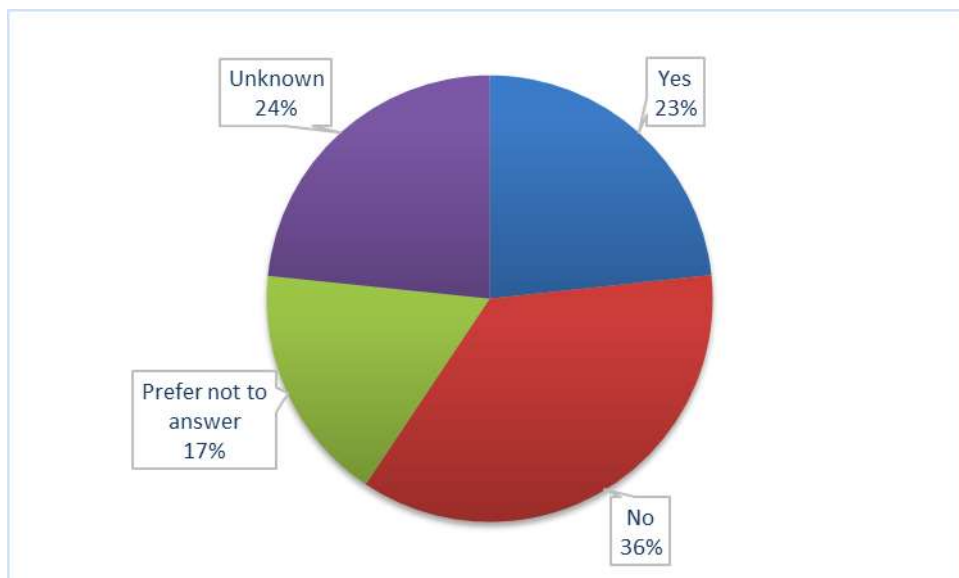***Data is rounded to the nearest whole percent and therefore may not always total 100%.***

Age

	2014	2015	2016	% change
Under 20	0%	0%	0%	-
20 - 29	9%	9%	9%	-
30 - 39	33%	33%	34%	1%
40 - 49	28%	27%	26%	- 2%
50 - 59	21%	22%	22%	1%
60 +	9%	10%	10%	1%

Commentary

There has been a 2% decrease in the % of staff in the 40-49 category over the 3 year period, but otherwise the age profile has remained fairly static.

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[1] Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc.
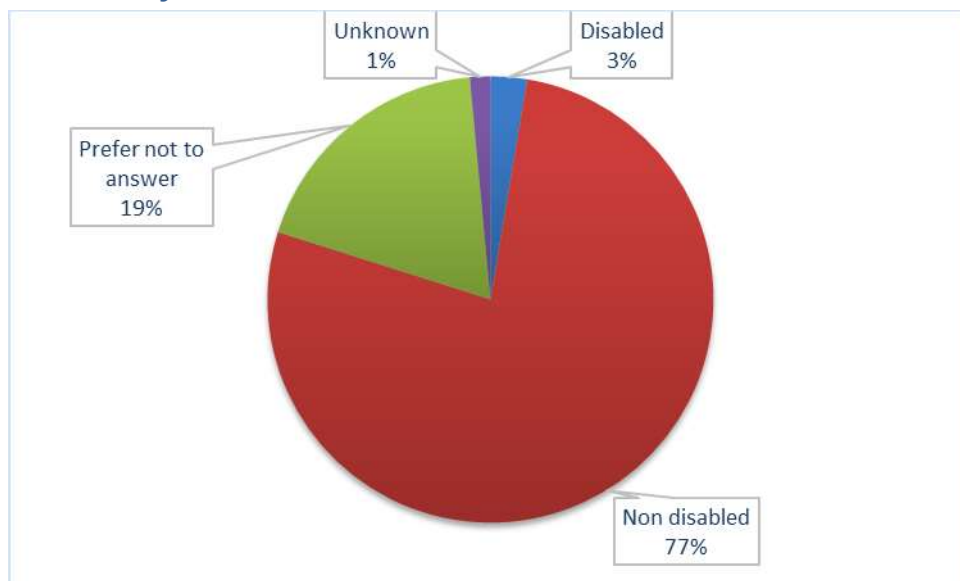
Caring Responsibility[2]

	2014	2015	2016	% change
Yes	22%	22%	23%	1%
No	32%	33%	36%	4%
Prefer not to answer	21%	23%	17%	-4%
Unknown	26%	22%	24%	-2%

Commentary

There has been a 4% increase over the period of staff declaring they do not have a caring responsibility. There has been a 2% decrease in the level of unknown data and a 4% decrease in the % of staff preferring not to answer the question over the 3 year period.

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[2] Defined as: caring for either one or more children, one or more disabled children, a relative or family member
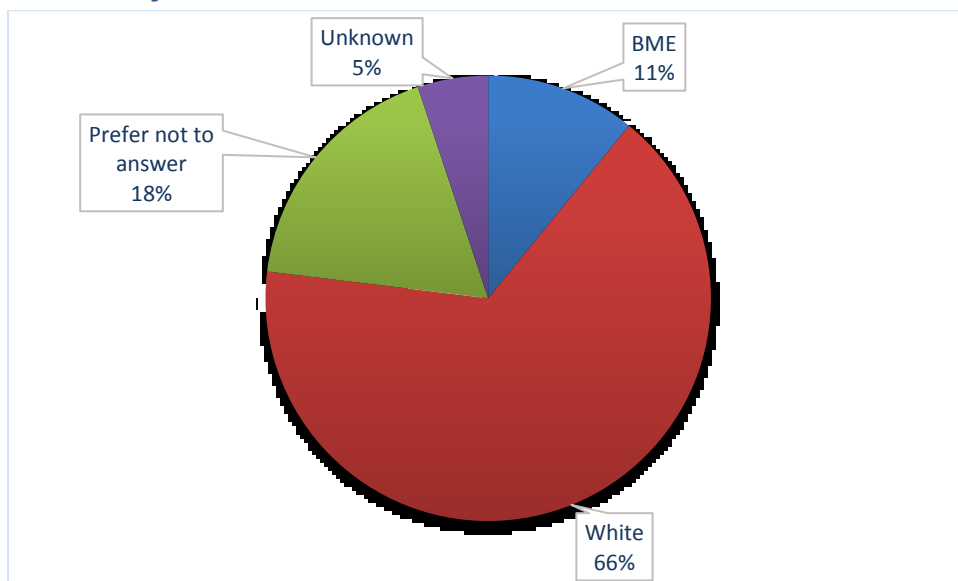
Disability[3]

	2014	**2015**	**2016**	**% change**
Disabled	3%	3%	3%	-
Non-disabled	63%	73%	77%	14%
Prefer not to answer	29%	24%	19%	-10%
Unknown	5%	0%	1%	- 4%

Commentary

- 14% increase over the period in staff declaring they do not have a disability.
- There has been a great improvement in disclosure levels over the last 3 years: a 4% decrease in the level of unknown data and a 10% decrease in those preferring not to answer the question.

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[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.
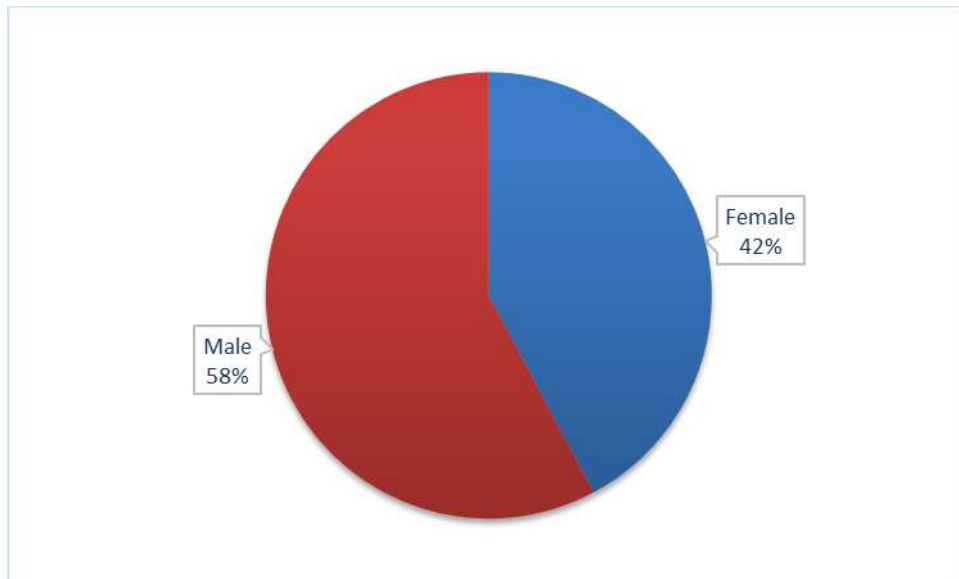
Ethnicity

	2014	2015	2016	% change
BME[4]	10%	10%	11%	1%
White	67%	66%	66%	-1%
Prefer not to answer	22%	23%	18%	-4%
Unknown	1%	1%	5%	4%

Commentary

The % of staff declaring they are from a BME background has increased by 1% over the 3 year period. There has been a 4% decrease in staff preferring not to answer the question and a 4% increase in the level of unknown data, which may be due to changes in the recording of this information.

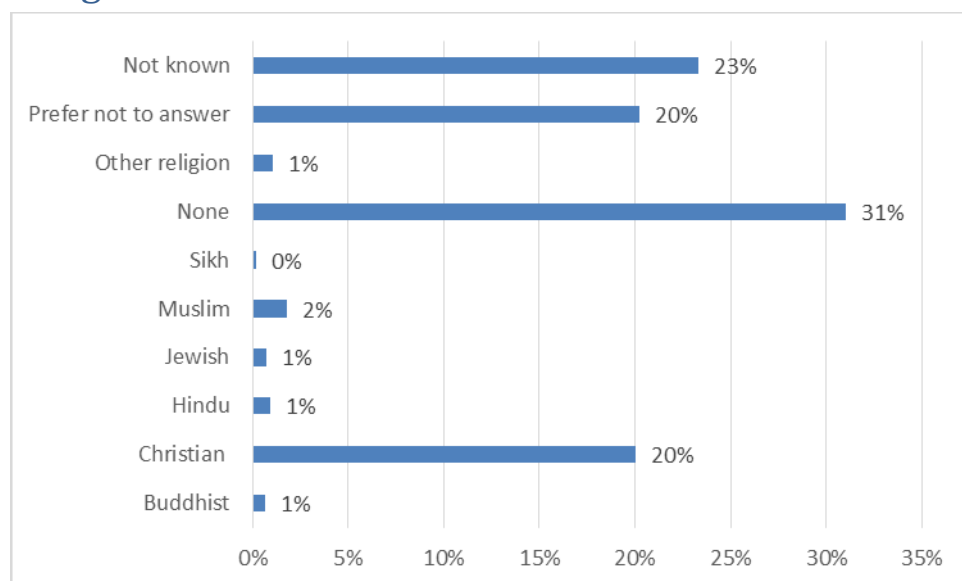
[4] BME – Black and minority ethnic

Gender

	Female	Male
2014	42%	58%
2015	43%	57%
2016	42%	58%
% change	-	-

Commentary

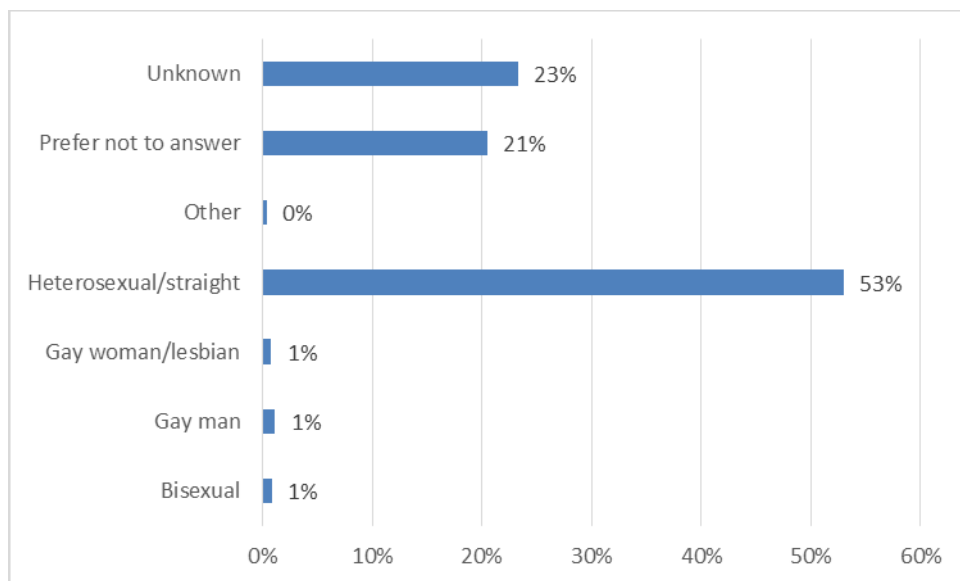The % of female and male staff is the same as it was in 2014.

Religion

There were 7 staff who declared they were Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2014	2015	2016	% change
Buddhist	1%	1%	1%	-
Christian	20%	20%	20%	-
Hindu	1%	1%	1%	-
Jewish	1%	1%	1%	-
Muslim	1%	2%	2%	1%
Sikh	0%	0%	0%	-
None	26%	28%	31%	5%
Other religion	1%	1%	1%	-
Prefer not to answer	23%	25%	20%	-3%
Unknown	26%	22%	23%	-3%

Commentary

- There has been a 5% increase in the % of staff declaring they have no religion.
- 1% increase in staff declaring that they are Muslim.
- There has been an increase in the level of staff disclosing this information: a 3% decrease in the level of unknown data and a 3% reduction in staff preferring not to answer over the 3 year period.

Sexual Orientation

There were 13 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 %.

	2014	2015	2016	% change
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	48%	50%	53%	5%
Other	0%	0%	0%	-
Prefer not to answer	24%	25%	21%	-3%
Unknown	26%	22%	23%	-3%

Commentary

- There has been an increase in the % of staff declaring they are heterosexual/straight (5%).
- There has been an increase in the level of staff disclosing this information: a 3% decrease in the level of unknown data and a 3% reduction in staff preferring not to answer over the period.