

# University of Leeds - all staff in post by protected characteristic – 31 July 2016

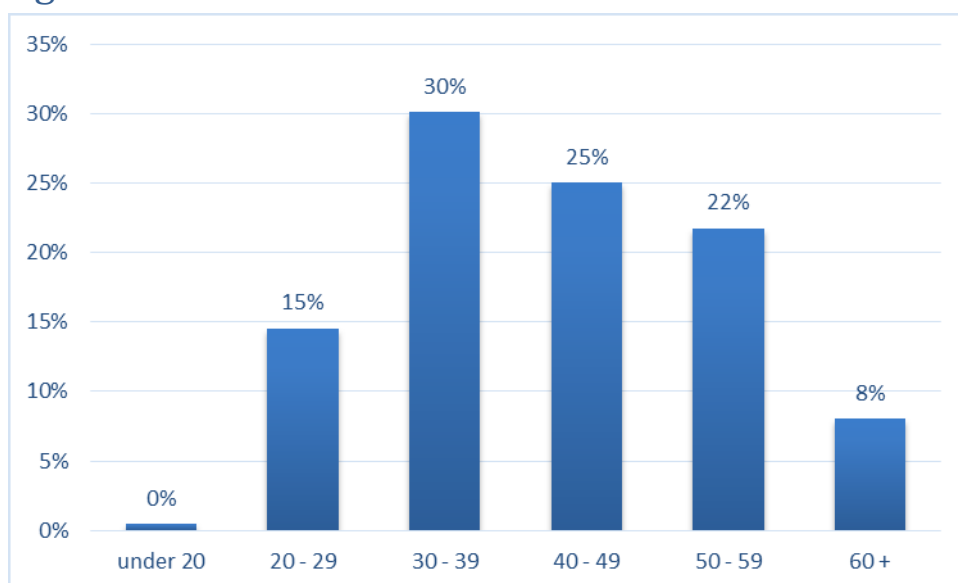
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The following information provides data on all University staff as at 31 July 2016 by protected characteristics. There was a total staff headcount of 8334.

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

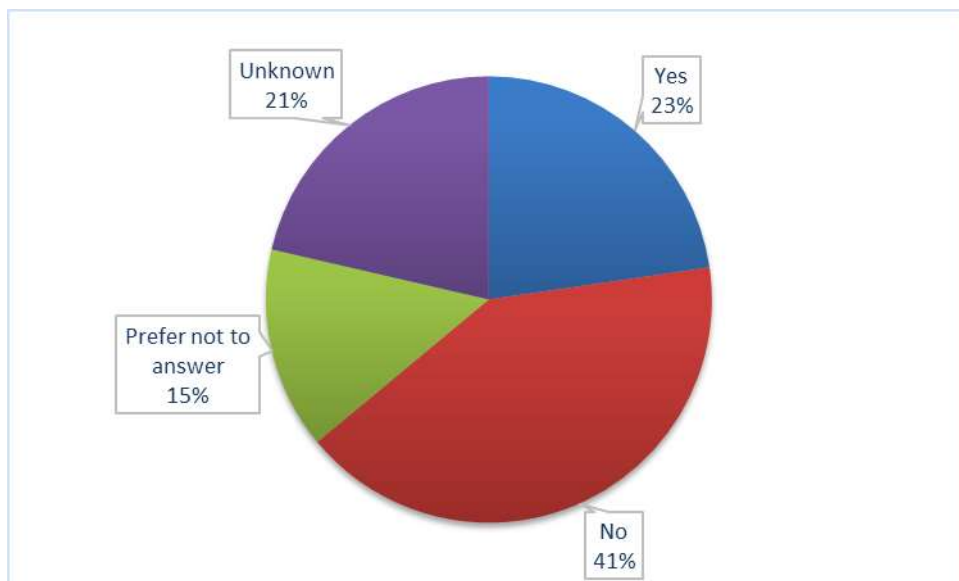


	2014	2015	2016	% change
Under 20	0%	1%	0%	-
20 - 29	15%	15%	15%	-
30 - 39	29%	30%	30%	1%
40 - 49	26%	25%	25%	-1%
50 - 59	22%	22%	22%	-
60 +	8%	8%	8%	-

### Commentary

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

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



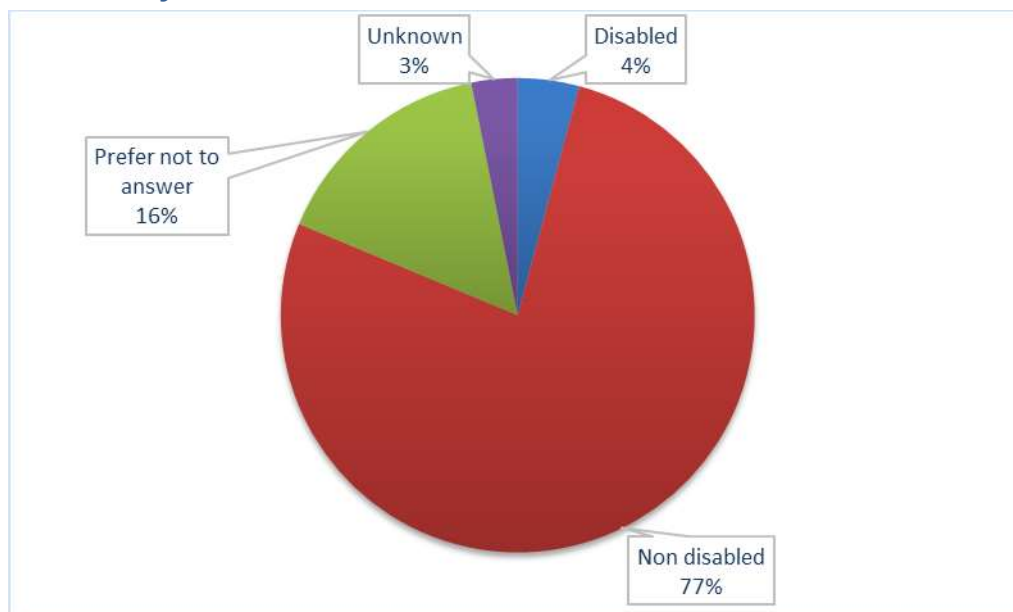
	2014	2015	2016	% change
Yes	22%	22%	23%	1%
No	36%	38%	41%	5%
Prefer not to answer	20%	20%	15%	-5%
Unknown	22%	20%	21%	-1%

### Commentary

The % of staff declaring they have a caring responsibility has increased by 1% over the period to 23%. There has been a 5% decrease in staff preferring not to answer and a 5% 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>



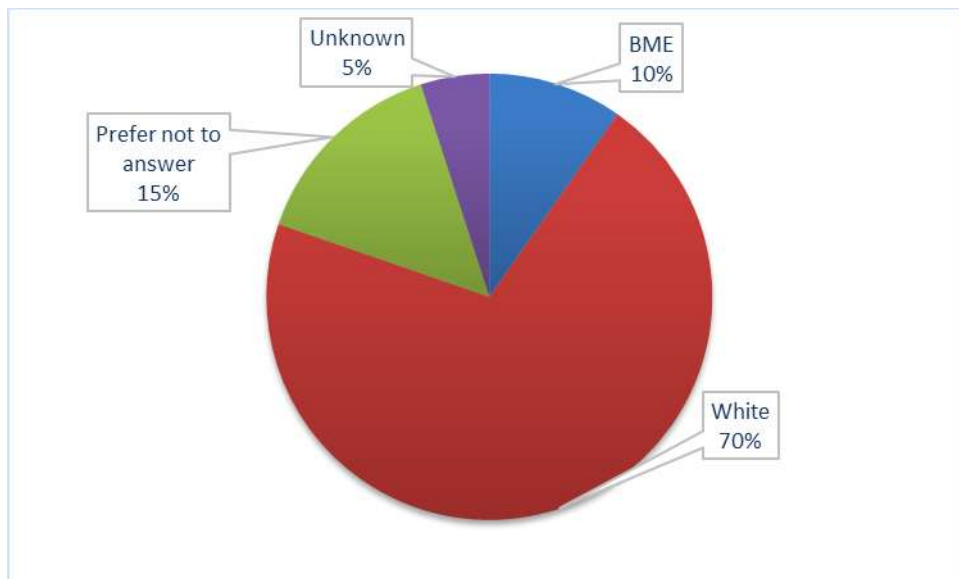
	2014	2015	2016	% change
Disabled	4%	4%	4%	-
Non-disabled	76%	75%	77%	1%
Prefer not to answer	17%	21%	16%	-1%
Unknown	4%	0%	3%	-1%

### Commentary

The % of staff declaring they have a disability has remained the same over the period.

<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



	2014	2015	2016	% change
BME <sup>3</sup>	9%	9%	10%	1%
White	71%	70%	70%	-1%
Prefer not to answer	19%	20%	15%	-4%
Unknown	1%	1%	5%	4%

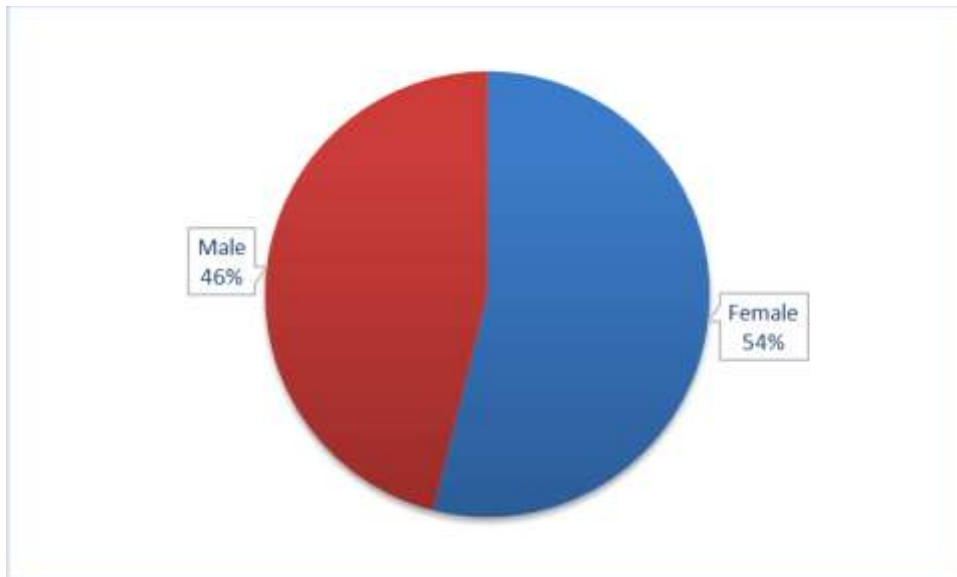
### Commentary

The % of staff declaring they are from a BME background has increased by 1% over the period.

There has been a 4% increase in the level of unknown data which may be due to changes in the recording of this information.

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

## Gender

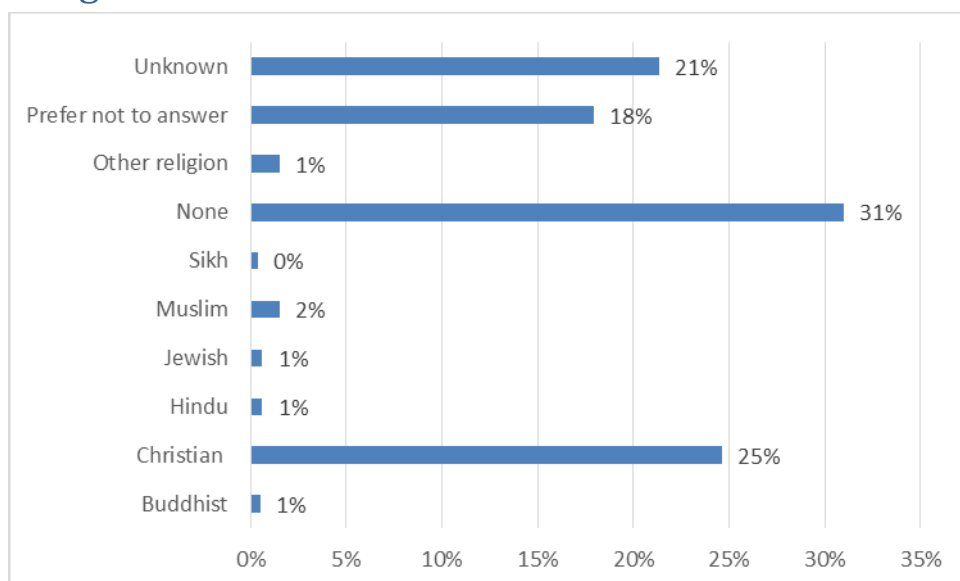


	Female	Male
<b>2014</b>	54%	46%
<b>2015</b>	54%	46%
<b>2016</b>	54%	46%
<b>% change</b>	-	-

### Commentary

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

## Religion



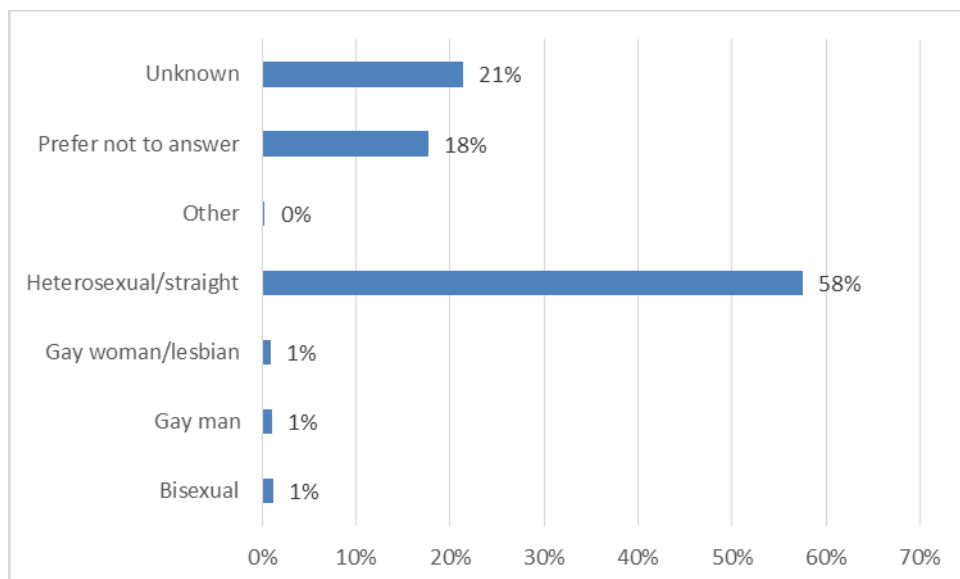
There were 32 staff who declared they were Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2014	2015	2016	% change
Buddhist	1%	1%	1%	-
Christian	25%	25%	25%	-
Hindu	1%	1%	1%	-
Jewish	1%	1%	1%	-
Muslim	1%	1%	2%	1%
Sikh	0%	0%	0%	-
None	26%	28%	31%	5%
Other religion	1%	1%	1%	-
Prefer not to answer	22%	23%	18%	-4%
Unknown	22%	20%	21%	-1%

### Commentary

- 4% decrease in staff preferring not to answer.
- There has been a 5% increase in the % of staff declaring they have no religion.
- 1% increase in the % of staff declaring they are Muslim.
- 39% of data is unknown or staff have preferred not to answer the question although this figure has improved over 3 years, from a total of 44% in 2014.

## Sexual Orientation



There were 25 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	53%	54%	58%	5%
Other	0%	0%	0%	-
Prefer not to answer	22%	23%	18%	-4%
Unknown	22%	20%	21%	- 1%

### Commentary

- 5% increase in the % of staff declaring they are heterosexual/straight over the period.
- 3% of staff are from an LGB background
- There has been a 4% decrease in those stating they would prefer not to answer.
- 39% of data is unknown or staff have preferred not to answer the question, although this figure has improved over 3 years, from a total of 44% in 2014.