

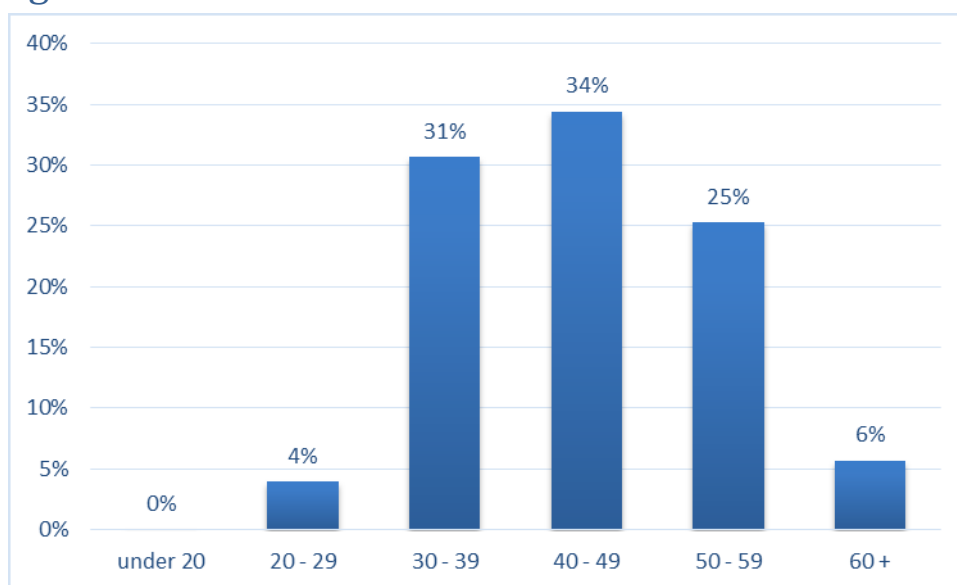
University of Leeds – Professional & managerial staff ¹ in post by protected characteristic – 31 July 2016

The following information provides data on professional & managerial staff as at 31 July 2016 by protected characteristics. There was a total staff headcount of 1403.

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



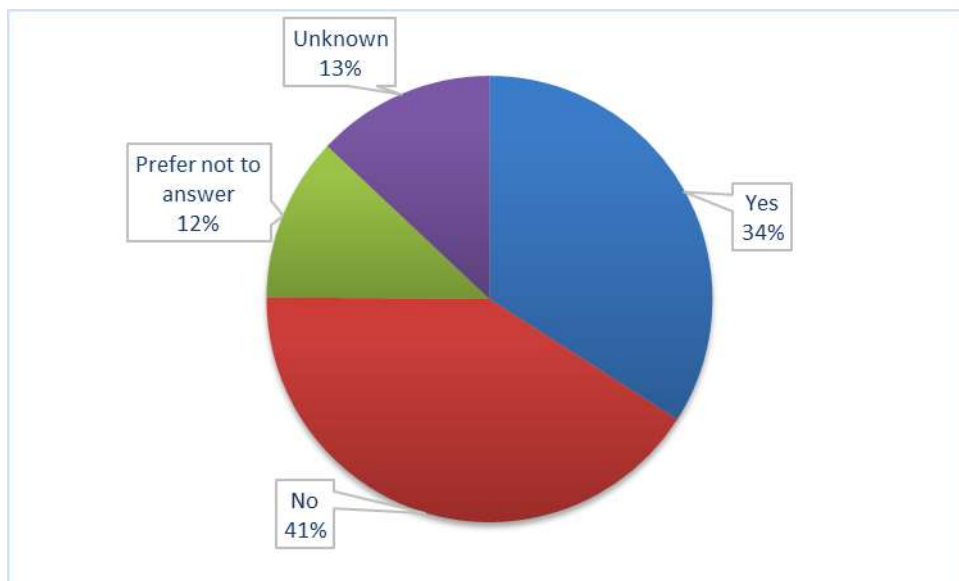
	2014	2015	2016	% change
Under 20	0%	0%	0%	-
20 - 29	4%	4%	4%	-
30 - 39	32%	31%	31%	-
40 - 49	35%	34%	34%	-
50 - 59	24%	24%	25%	1%
60 +	5%	6%	6%	-

Commentary

The % of staff across the different age categories remains the same across the 3 year period, apart from a 1% increase in the 50-59 age category.

¹ 'Professional & managerial staff' comprises the more senior administrative staff roles.

Caring Responsibility²



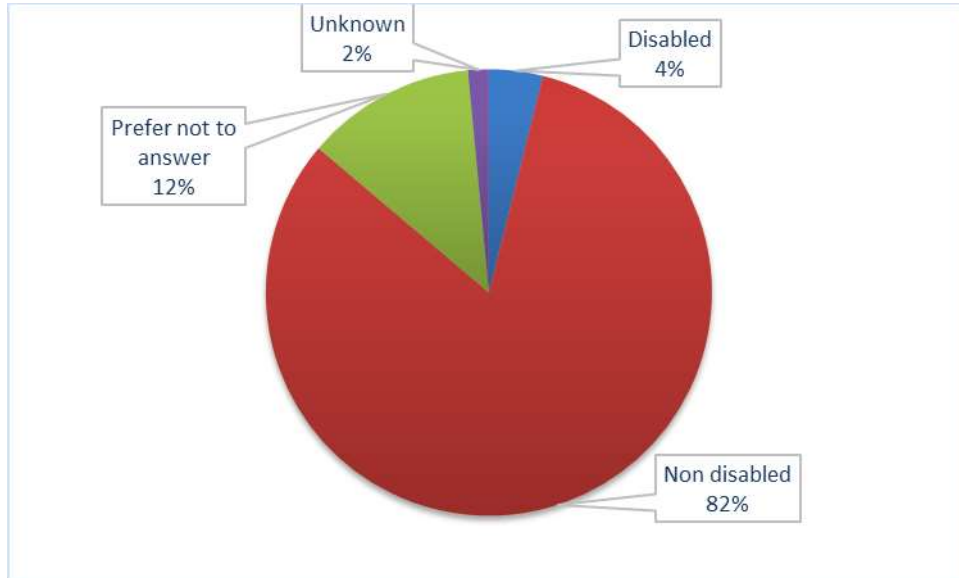
	2014	2015	2016	% change
Yes	33%	33%	34%	1%
No	39%	40%	41%	2%
Prefer not to answer	14%	14%	12%	-2%
Unknown	14%	13%	13%	-1%

Commentary

There has been a small (1%) increase in staff declaring they have a caring responsibility over the period. There has been a 2% increase in staff declaring they have no caring responsibility. There has been a 1% decrease in the level of unknown data and a 2% decrease in the % of staff preferring not to answer the question.

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

Disability³



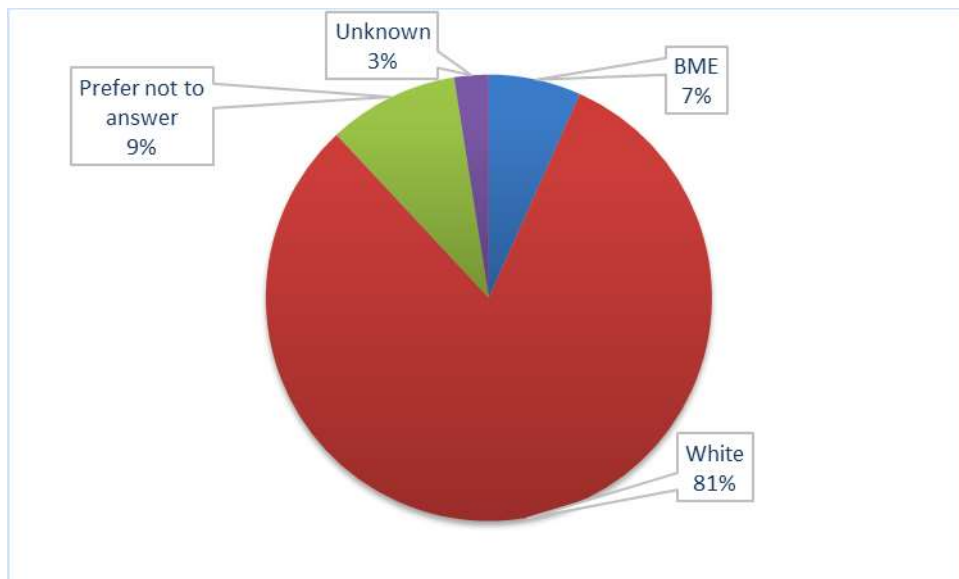
	2014	2015	2016	% change
Disabled	4%	4%	4%	-
Non-disabled	82%	81%	82%	-
Prefer not to answer	12%	15%	12%	-
Unknown	2%	0%	2%	-

Commentary

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

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



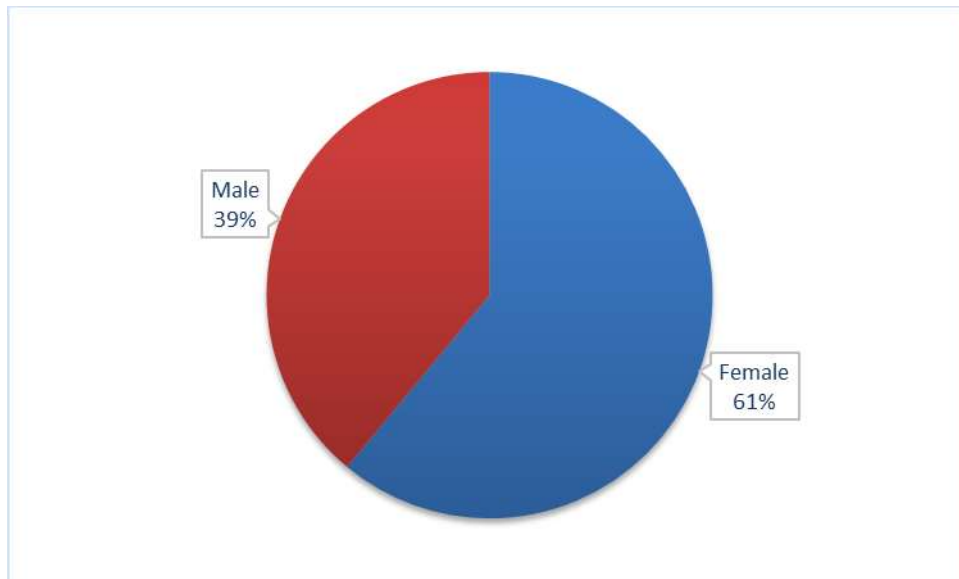
	2014	2015	2016	% change
BME ⁴	5%	6%	7%	2%
White	84%	82%	81%	-3%
Prefer not to answer	11%	11%	9%	-2%
Unknown	0%	1%	3%	3%

Commentary

The % of staff declaring they are from a BME background has increased by 2% over the period.

⁴ BME – Black and minority ethnic

Gender

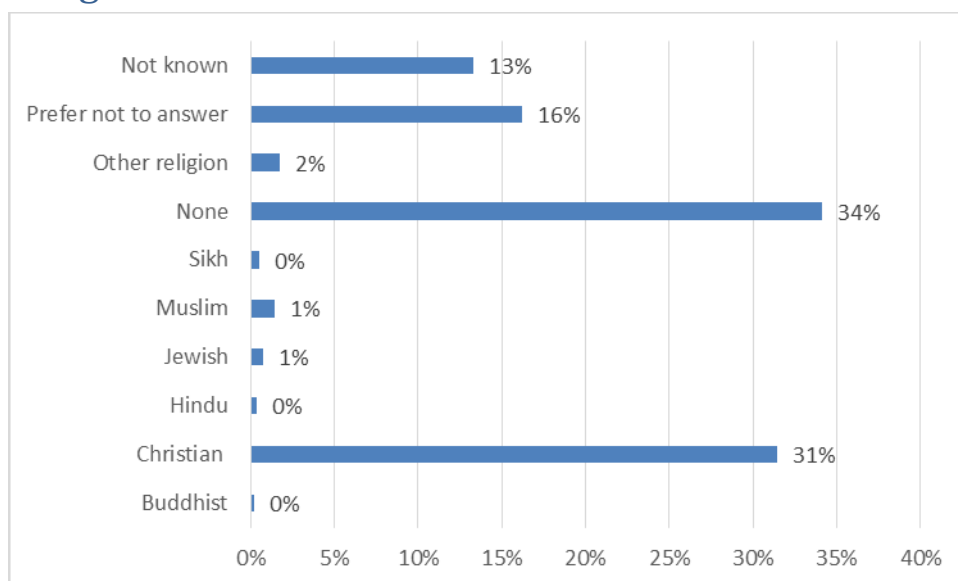


	Female	Male
2014	60%	40%
2015	60%	40%
2016	61%	39%
% change	1%	-1%

Commentary

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

Religion



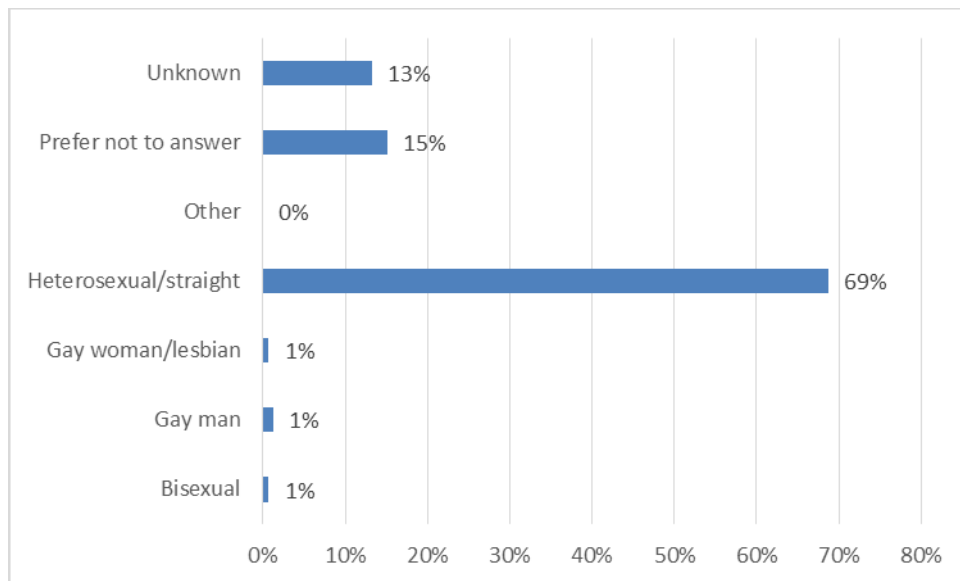
There were 3 staff who declared they were Buddhist and 5 staff who declared they were Hindu, and 7 who declared they are Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2014	2015	2016	% change
Buddhist	0%	0%	0%	-
Christian	33%	32%	31%	-2%
Hindu	0%	0%	0%	-
Jewish	1%	1%	1%	-
Muslim	1%	1%	1%	-
Sikh	1%	1%	0%	-
None	33%	33%	34%	1%
Other religion	1%	1%	2%	1%
Prefer not to answer	17%	18%	16%	-1%
Unknown	14%	13%	13%	-1%

Commentary

There has been a 1% increase in the % of staff declaring they have no religion and a 2% reduction in staff declaring that they are Christian.

Sexual Orientation



	2014	2015	2016	% change
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	68%	68%	69%	1%
Other	0%	0%	0%	-
Prefer not to answer	16%	17%	15%	-1%
Unknown	14%	13%	13%	-1%

Commentary

There has been a 1% increase in staff declaring that they are heterosexual/straight.