

# University of Leeds - Support<sup>1</sup> staff in post by protected characteristic – 31 July 2016

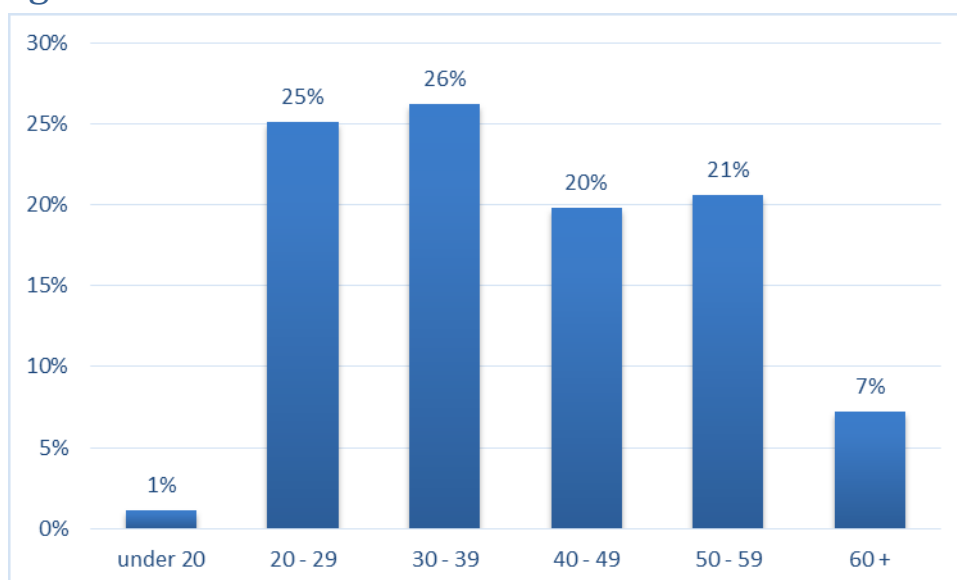
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The following information provides data on support staff as at 31 July 2016 by protected characteristics. There was a total staff headcount of 3417.

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	1%	1%	1%	-
20 - 29	25%	25%	25%	-
30 - 39	25%	26%	26%	1%
40 - 49	20%	20%	20%	-
50 - 59	22%	21%	21%	-1%
60 +	8%	7%	7%	-1%

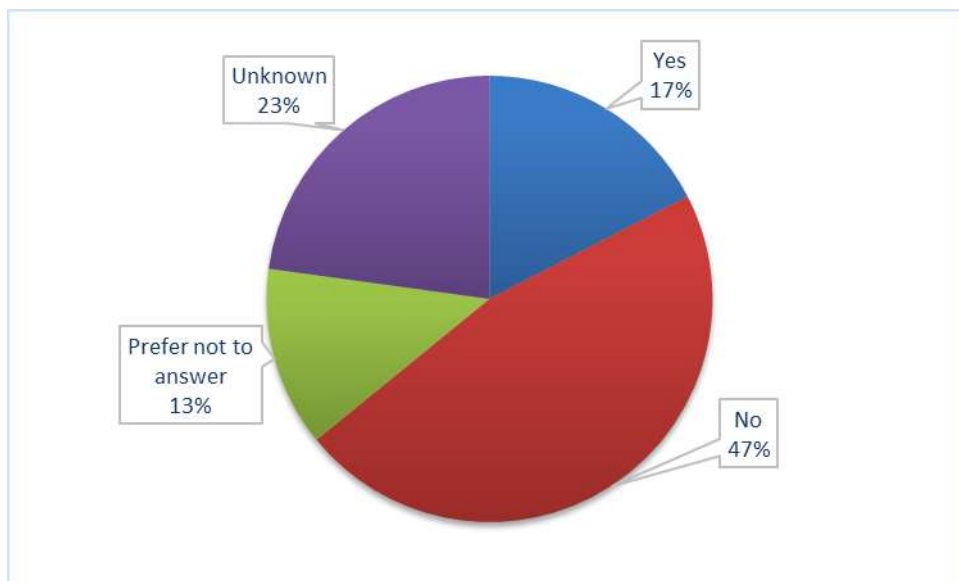
## Commentary

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

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<sup>1</sup> Support staff<sup>1</sup> comprises clerical staff, technicians and operational support roles

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



	2014	2015	2016	% change
Yes	17%	17%	17%	-
No	40%	42%	47%	7%
Prefer not to answer	21%	21%	13%	-8%
Unknown	23%	20%	23%	-

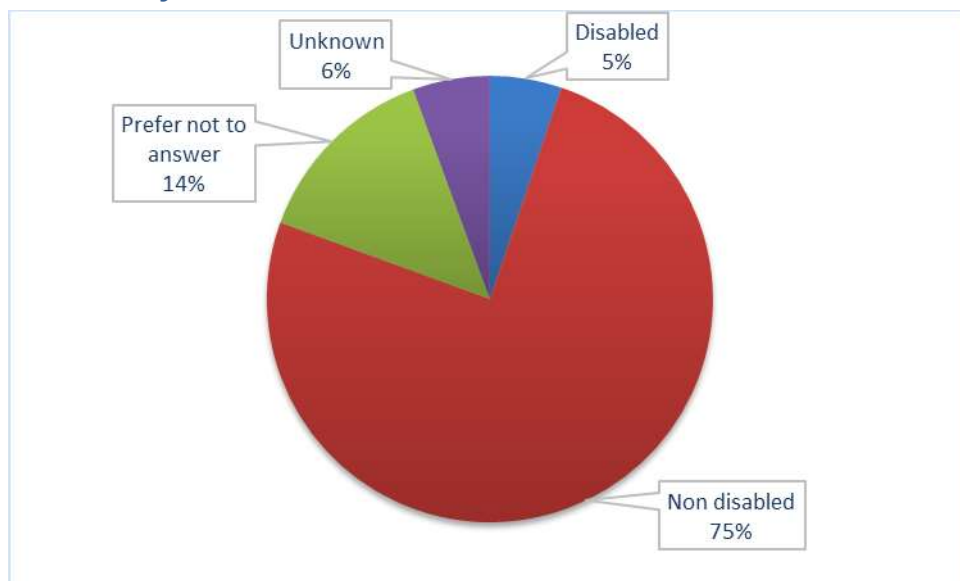
### Commentary

There has been an improvement in disclosure levels over the last 3 years:

- There has been a 7% increase in the staff declaring that they have no caring responsibilities.
- There has been an 8% decrease 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>



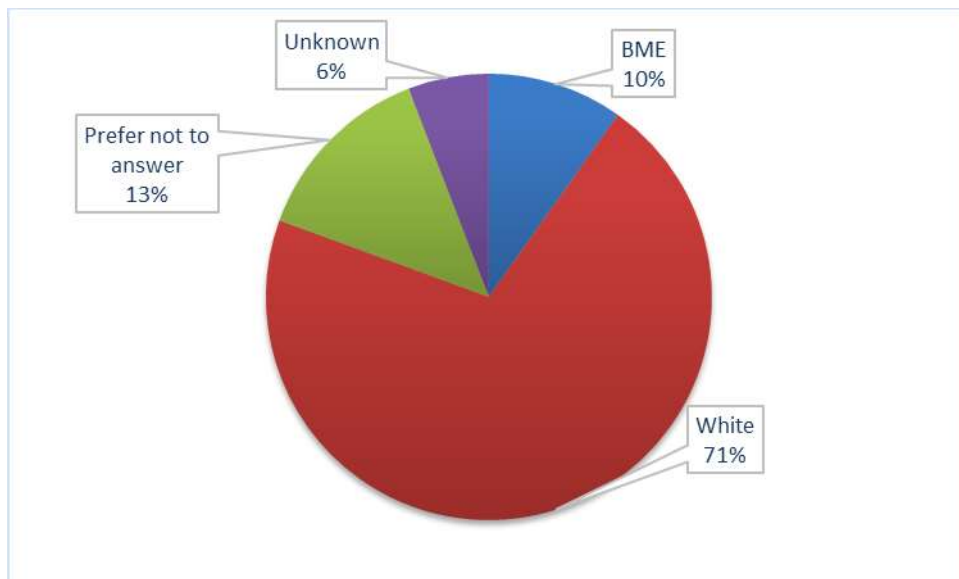
	2014	2015	2016	% change
Disabled	5%	5%	5%	-
Non-disabled	74%	74%	75%	1%
Prefer not to answer	17%	21%	14%	-3%
Unknown	4%	0%	6%	2%

### Commentary

The % of staff declaring they have a disability has remained the same over the period. There has been a 3% reduction in staff preferring not to answer and a 2% increase in unknown data – this may be due to changes in the recording of the data.

<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



	2014	2015	2016	% change
BME <sup>4</sup>	10%	10%	10%	-
White	70%	69%	71%	1%
Prefer not to answer	20%	20%	13%	-7%
Unknown	1%	1%	6%	5%

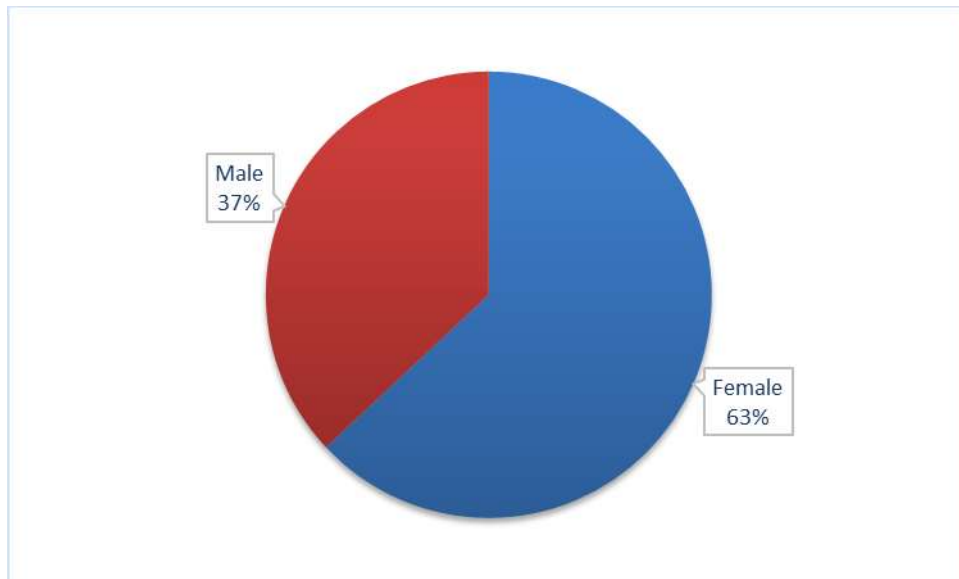
### Commentary

The % of staff declaring they are from a BME background has remained the same over the period. There has been a 7% reduction in staff preferring not to answer and a 5% increase in unknown data – this may be due to changes in the recording of the data.

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

## Gender

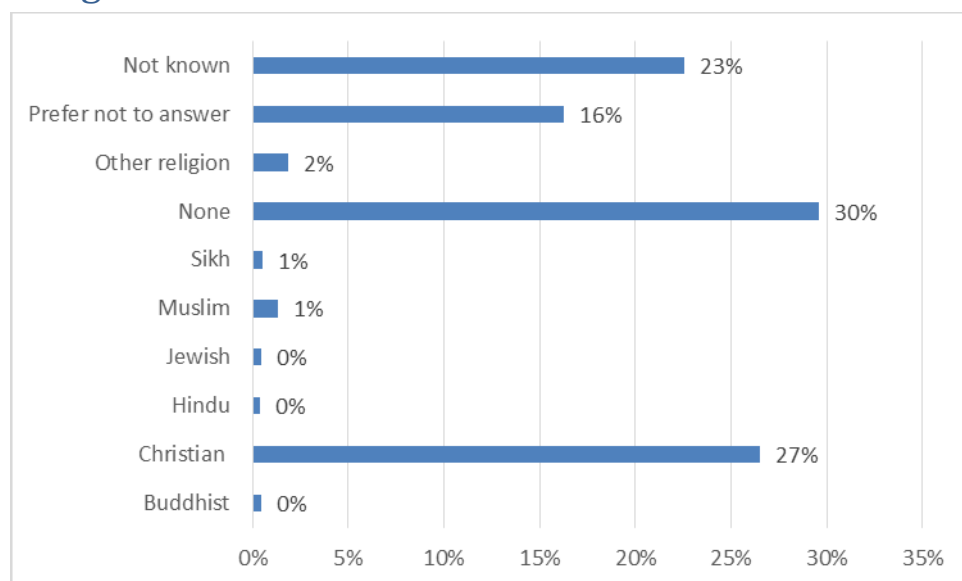


	<b>Female</b>	<b>Male</b>
<b>2014</b>	63%	37%
<b>2015</b>	63%	37%
<b>2016</b>	63%	37%
<b>% change</b>	-	-

### Commentary

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

## Religion



There were 13 staff who declared they Hindu, 16 Jewish and 16 Buddhist however, this is not shown in the above chart due to rounding of data to the nearest whole %.

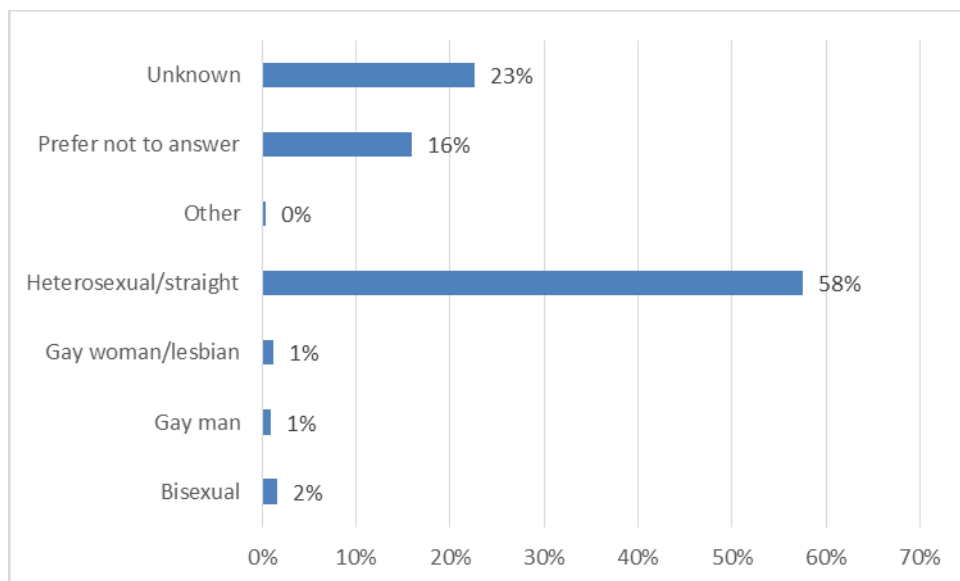
	2014	2015	2016	% change
Buddhist	0%	0%	0%	-
Christian	27%	27%	27%	1%
Hindu	1%	0%	0%	-1%
Jewish	0%	0%	0%	-
Muslim	1%	1%	1%	-
Sikh	0%	0%	1%	1%
None	23%	26%	30%	7%
Other religion	2%	2%	2%	-
Prefer not to answer	23%	23%	16%	-6%
Unknown	23%	20%	23%	-

### Commentary

There has been an improvement in disclosure levels over the last 3 years:

- There has been a 7% increase in the % of staff declaring they have no religion.
- There has been a 6% decrease in staff preferring not to answer over the period.

## Sexual Orientation



There were 12 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%	2%	1%
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	51%	54%	58%	7%
Other	0%	0%	0%	-
Prefer not to answer	23%	23%	16%	-6%
Unknown	23%	20%	23%	-

### Commentary

There has been a 7% increase in the % of staff declaring they are heterosexual/straight.

There has been a 6% decrease in staff preferring not to answer over the period.