

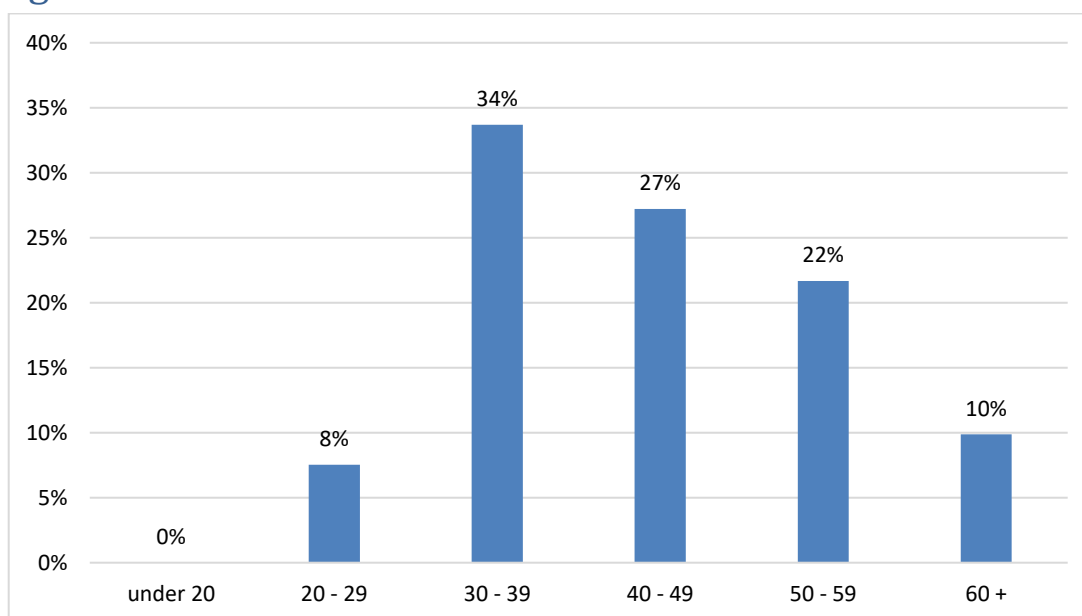
University of Leeds - Academic¹ staff in post by protected characteristic – 31 July 2017

The following information provides data on academic staff as at 31 July 2017 by protected characteristics. There was a total staff headcount of 3571.

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



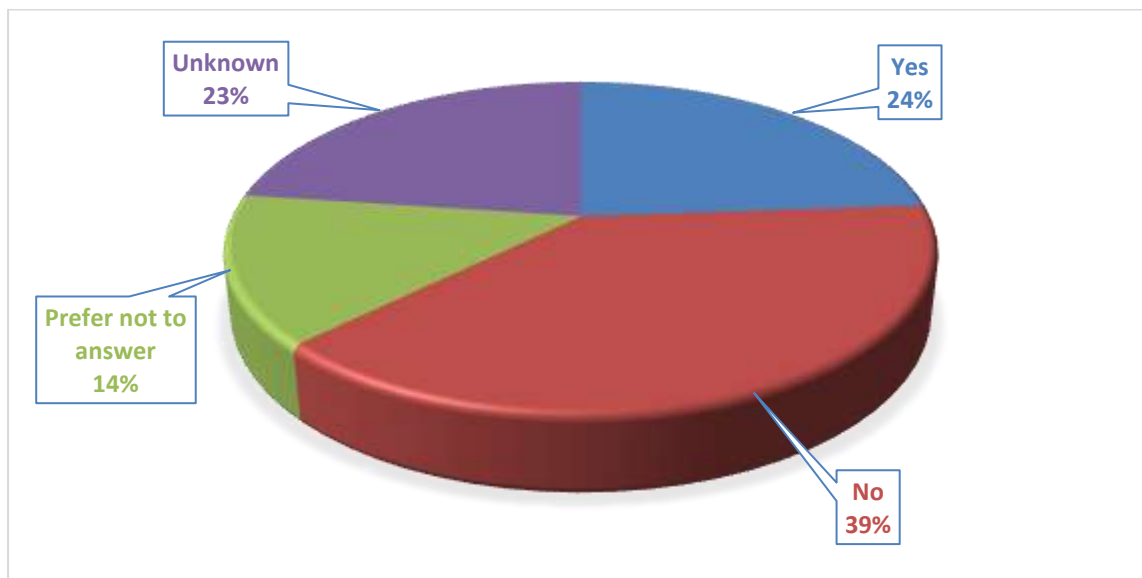
	2015	2016	2017	% change
Under 20	0%	0%	0%	-
20 - 29	9%	9%	8%	-1%
30 - 39	33%	34%	34%	1%
40 - 49	27%	26%	27%	-
50 - 59	22%	22%	22%	-
60 +	10%	10%	10%	-

Commentary

There has been a 1% decrease in the % of staff in the 20-29 category over the 3 year period. There has also been a 1% increase in the % of staff in the 30-39 category.

¹ Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc.

Caring Responsibility²



	2015	2016	2017	% change
Yes	22%	23%	24%	2%
No	33%	36%	39%	6%
Prefer not to answer	23%	17%	15%*	-8%
Unknown	22%	24%	23%	1%

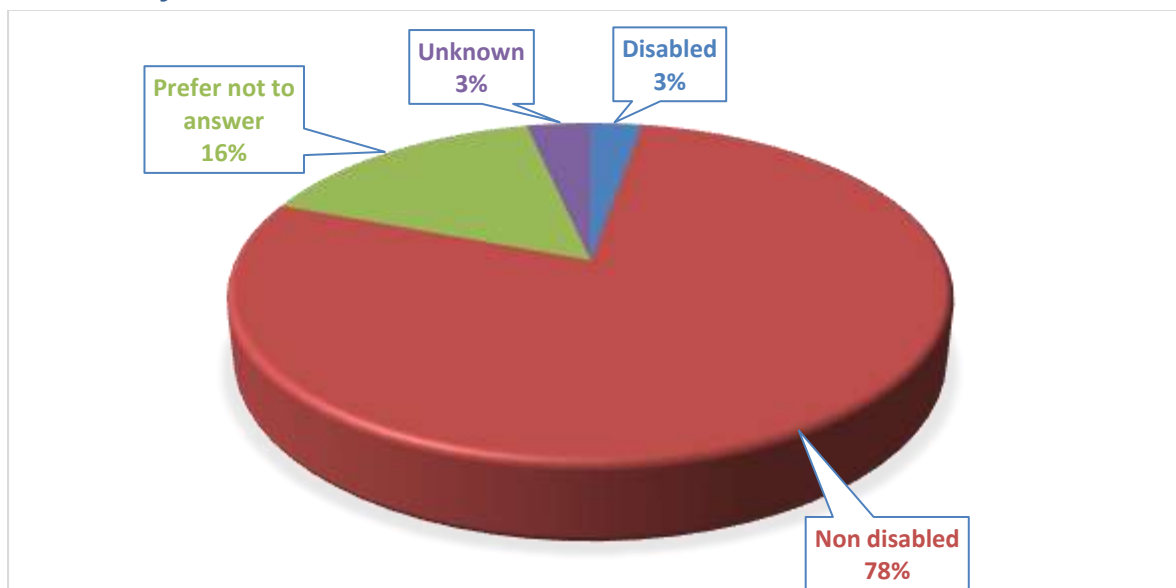
Commentary

There has been a 6% increase over the period of staff declaring they do not have a caring responsibility. There has been a 1% increase in the level of unknown data and an 8% decrease in the % of staff preferring not to answer the question over the 3 year period.

* Automatically rounded to 14% in the above chart.

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

Disability³



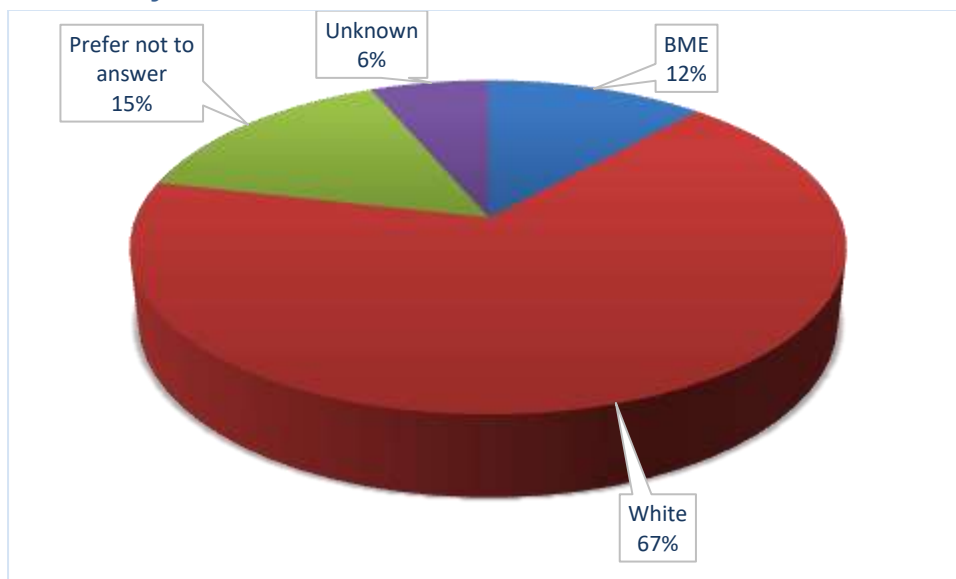
	2015	2016	2017	% change
Disabled	3%	3%	3%	-
Non-disabled	73%	77%	78%	5%
Prefer not to answer	24%	19%	16%	-8%
Unknown	0%	1%	3%	3%

Commentary

- 5% increase over the period in staff declaring they do not have a disability.
- Disclosure levels are continuing to improve with an 8% decrease in those preferring not to answer the question over the period although a 2% increase in unknown data since 2016.

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



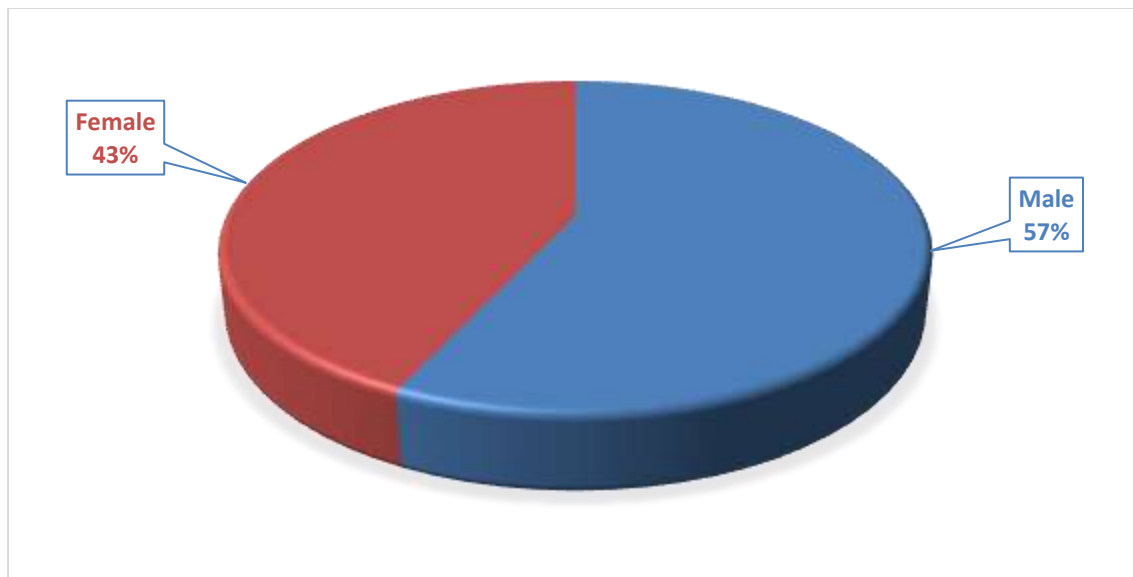
	2015	2016	2017	% change
BME ⁴	10%	11%	12%	2%
White	66%	66%	67%	1%
Prefer not to answer	23%	18%	15%	-8%
Unknown	1%	5%	6%	5%

Commentary

The % of staff declaring they are from a BME background has increased by 2% over the 3 year period. There has been an 8% decrease in staff preferring not to answer the question and a 5% increase in the level of unknown data, which may be due to changes in the recording of this information. Nevertheless, non-disclosure has improved by 3% from 24% to 21% over the period.

⁴ BME – Black and minority ethnic

Gender

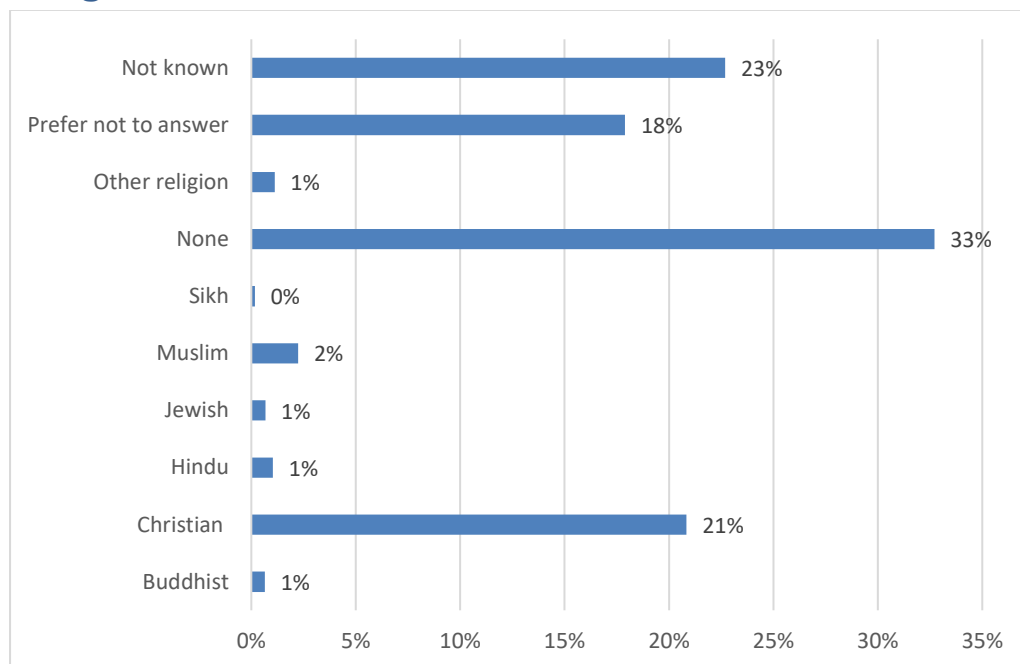


	Female	Male
2015	43%	57%
2016	42%	58%
2017	43%	57%
% change	-	-

Commentary

The % of female and male staff is the same as it was in 2015.

Religion



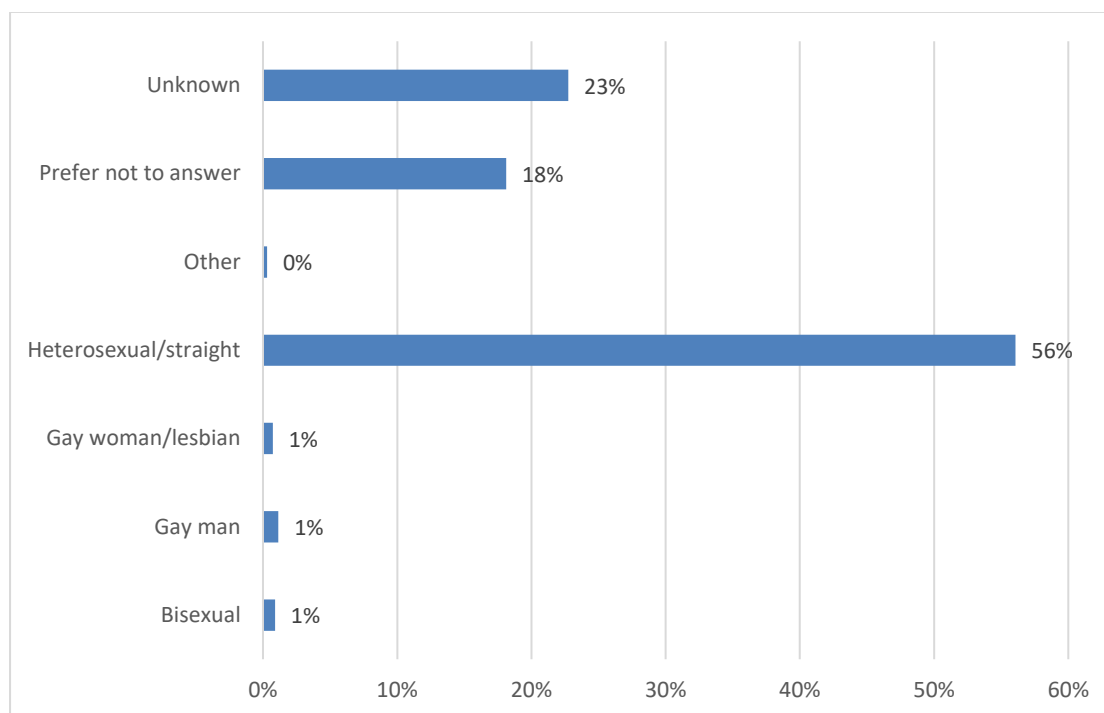
There were 6 staff who declared they were Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2015	2016	2017	% change
Buddhist	1%	1%	1%	-
Christian	20%	20%	21%	1%
Hindu	1%	1%	1%	-
Jewish	1%	1%	1%	-
Muslim	2%	2%	2%	-
Sikh	0%	0%	0%	-
None	28%	31%	33%	5%
Other religion	1%	1%	1%	-
Prefer not to answer	25%	20%	18%	-7%
Unknown	22%	23%	23%	1%

Commentary

There has been a 5% increase in the % of staff declaring they have no religion. There has been a 1% increase in the level of unknown data and a 7% reduction in staff preferring not to answer over the period. Nevertheless, non-disclosure has improved by 6% over the period from 47% to 41%.

Sexual Orientation



There were 11 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 %.

	2015	2016	2017	% change
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	50%	53%	56%	6%
Other	0%	0%	0%	-
Prefer not to answer	25%	21%	18%	-7%
Unknown	22%	23%	23%	1%

Commentary

There has been an increase in the % of staff declaring they are heterosexual/straight (6%). There has been a 1% increase in the level of unknown data and a 7% reduction in staff preferring not to answer over the period. Nevertheless, non-disclosure has improved by 6% over the period from 47% to 41%.