

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

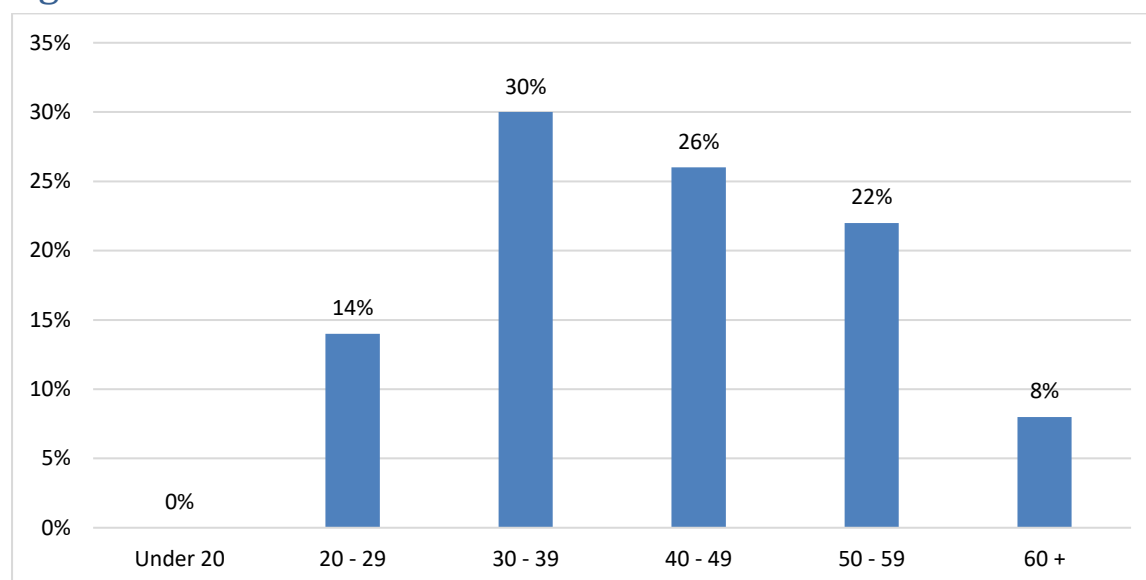
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The following information provides data on all University staff as at 31 July 2017 by protected characteristics. There was a total staff headcount of 8644.

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

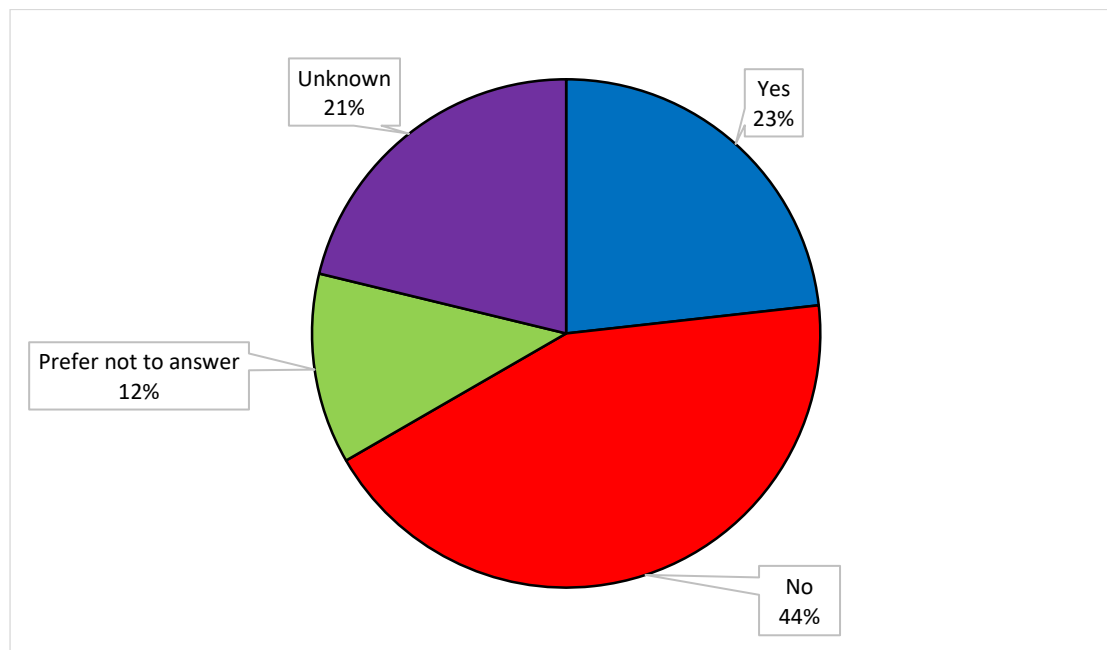


	2015	2016	2017	% change
Under 20	1%	0%	0%	-1%
20 - 29	15%	15%	14%	-1%
30 - 39	30%	30%	30%	-
40 - 49	25%	25%	26%	1%
50 - 59	22%	22%	22%	-
60 +	8%	8%	8%	-

### Commentary

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

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



	2015	2016	2017	% change
Yes	22%	23%	23%	1%
No	38%	41%	43%*	5%
Prefer not to answer	20%	15%	12%	-8%
Unknown	20%	21%	21%	1%

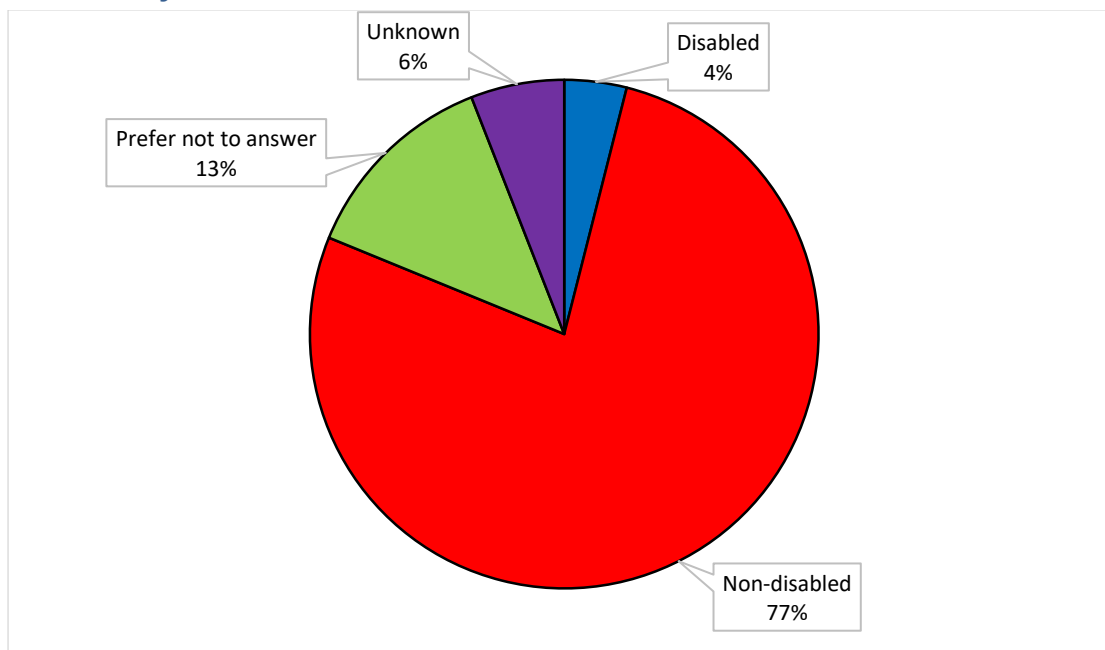
### Commentary

The % of staff declaring they have a caring responsibility has increased by 1% over the period. There has been an 8% decrease in staff preferring not to answer and a 5% increase in the % of staff declaring that they don't have a caring responsibility.

\*Automatically rounded to 44% in the above chart.

<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>



	2015	2016	2017	% change
Disabled	4%	4%	4%	-
Non-disabled	75%	77%	78%*	3%
Prefer not to answer	21%	16%	13%	-8%
Unknown	0%	3%	6%	6%

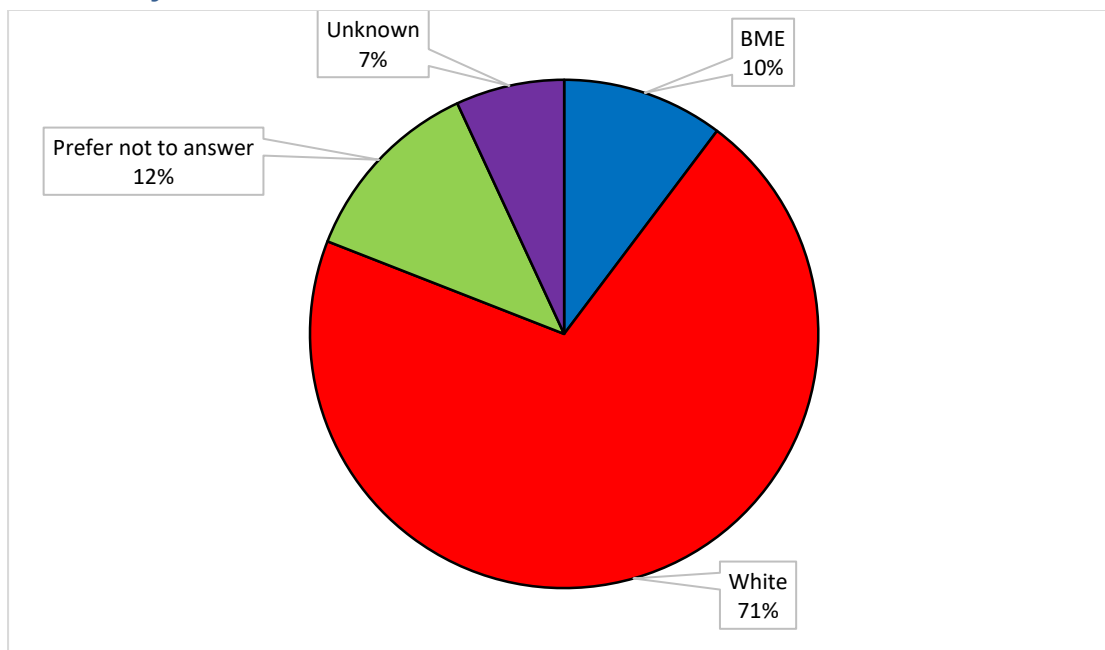
### Commentary

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

\*Automatically rounded down to 77% in the above chart.

<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



	2015	2016	2017	% change
BME <sup>3</sup>	9%	10%	10%	1%
White	70%	70%	71%	1%
Prefer not to answer	20%	15%	12%	-8%
Unknown	1%	5%	7%	6%

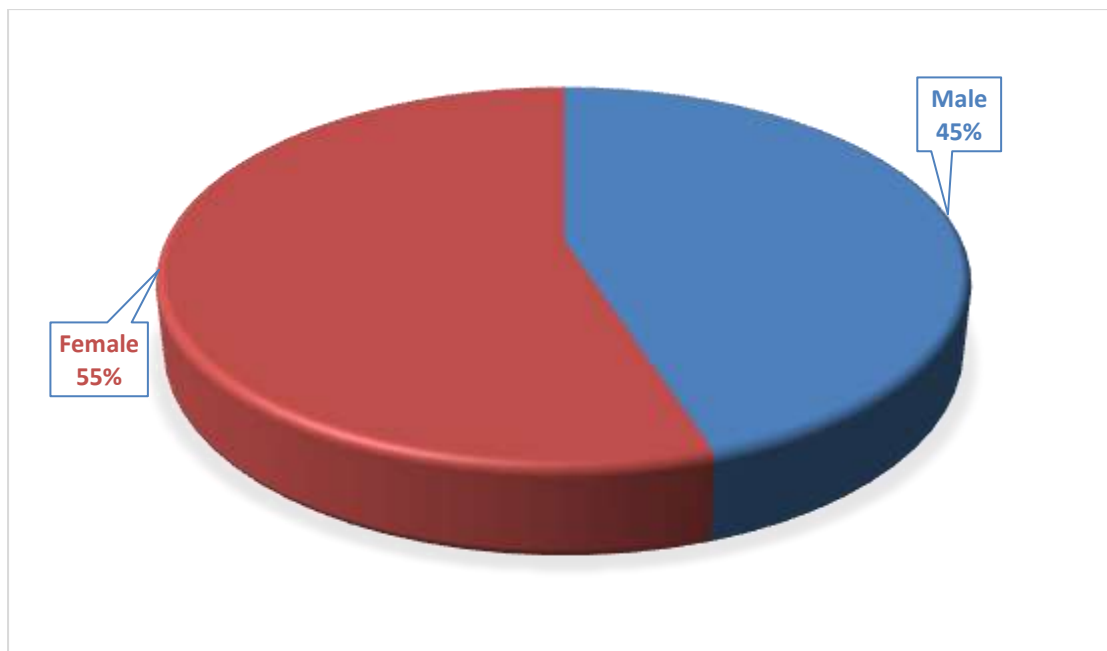
### Commentary

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

The % of staff whose ethnicity is unknown has increased by 6% in this period, with an 8% fall in those who preferred not to answer this question. These trends may reflect changes in how this data is collected and recorded.

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

## Gender

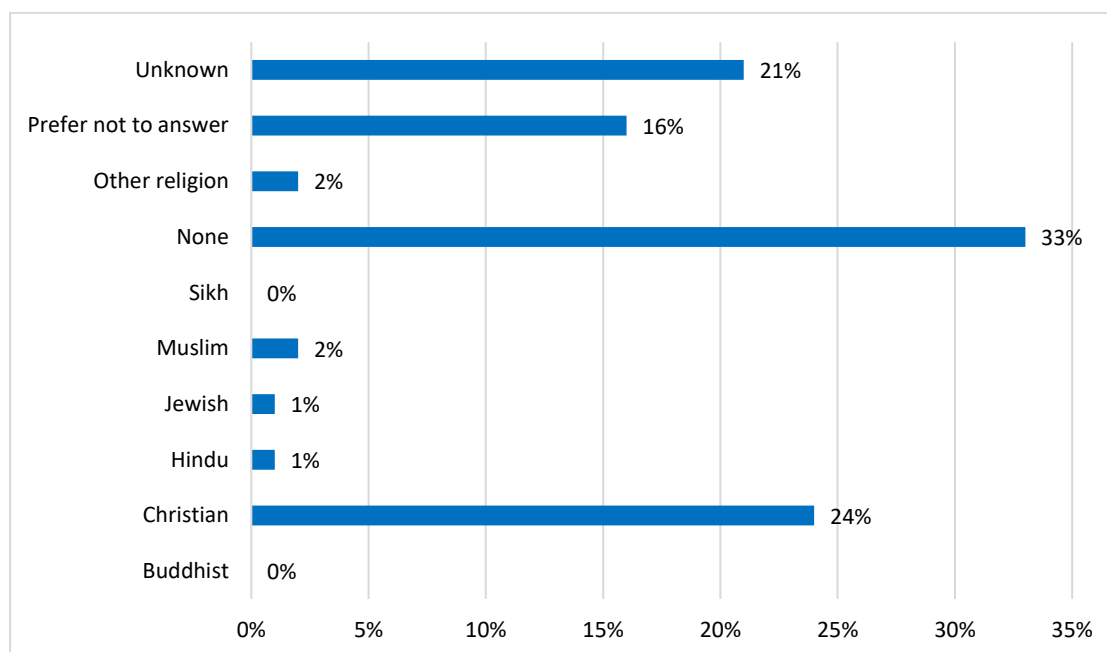


	Female	Male
<b>2015</b>	54%	46%
<b>2016</b>	54%	46%
<b>2017</b>	55%	45%
<b>% change</b>	1%	-1%

### Commentary

There has been a 1% increase in female staff in this period of time and a corresponding 1% decrease in the % of male staff.

## Religion



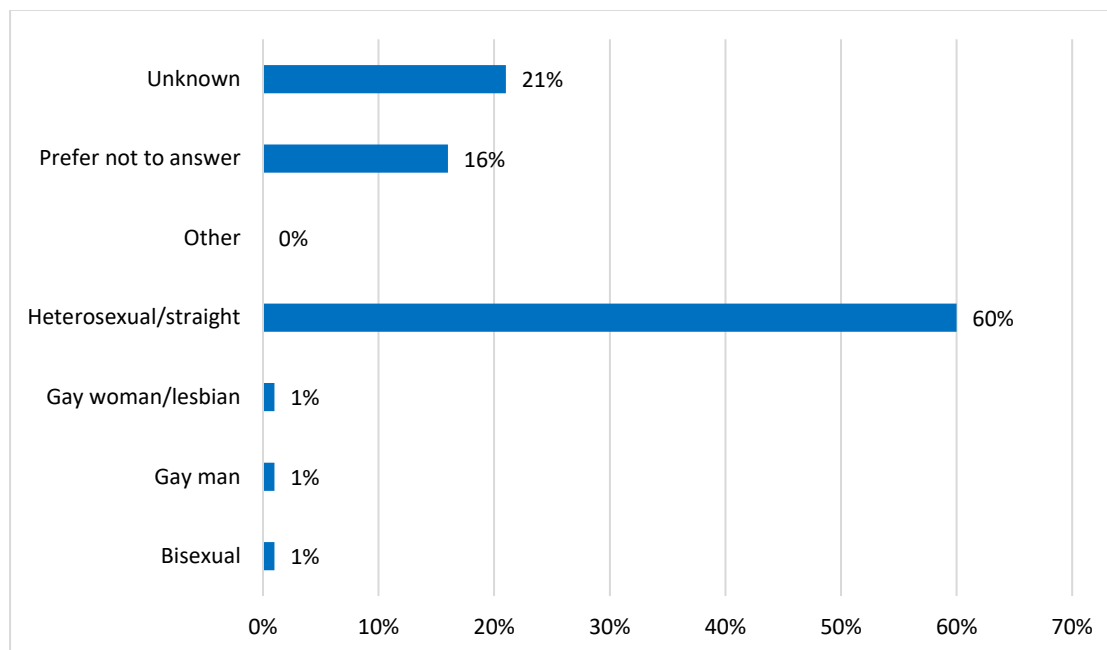
There were 34 staff who declared they were Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2015	2016	2017	% change
Buddhist	1%	1%	0%	-1%
Christian	25%	25%	24%	-1%
Hindu	1%	1%	1%	-
Jewish	1%	1%	1%	-
Muslim	1%	2%	2%	1%
Sikh	0%	0%	0%	-
None	28%	31%	33%	5%
Other religion	1%	1%	2%	1%
Prefer not to answer	23%	18%	16%	-7%
Unknown	20%	21%	21%	1%

### Commentary

- There has been a 7% 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.
- 37% 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 43% in 2015.

## 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 %.

	2015	2016	2017	% change
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	54%	58%	60%	6%
Other	0%	0%	0%	-
Prefer not to answer	23%	18%	16%	-7%
Unknown	20%	21%	21%	1%

### Commentary

There has been a 6% increase in the % of staff declaring they are heterosexual/straight over the period. There has been a 7% decrease in those stating they would prefer not to answer. 3% of staff are from an LGB background.