

# University of Leeds – Professional & managerial staff <sup>1</sup> in post by protected characteristic – 31 July 2017

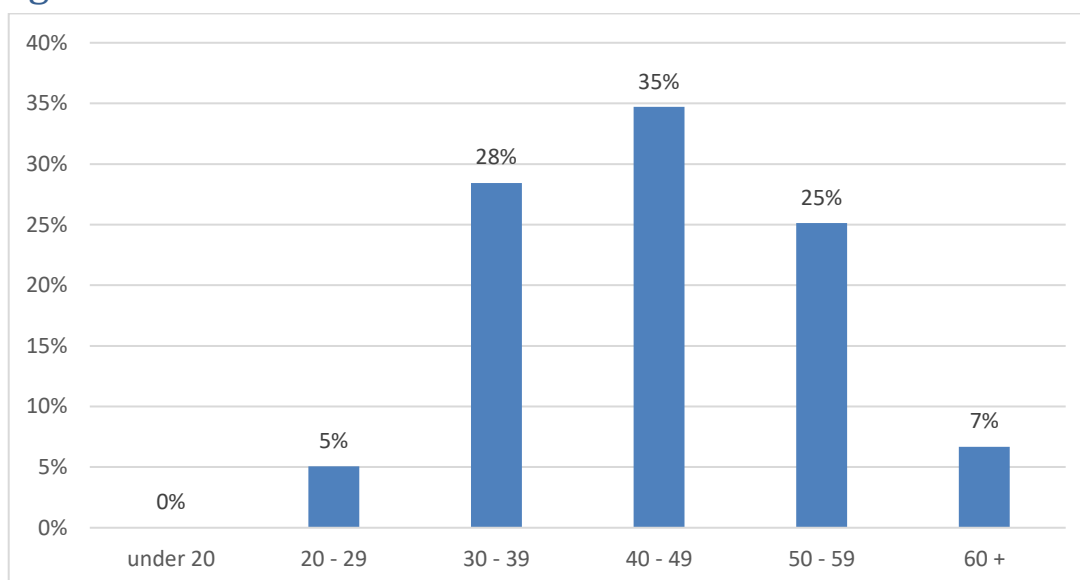
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The following information provides data on professional & managerial staff as at 31 July 2017 by protected characteristics. There was a total staff headcount of 1484.

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	4%	4%	5%	1%
30 - 39	31%	31%	28%	-3%
40 - 49	34%	34%	35%	1%
50 - 59	24%	25%	25%	1%
60 +	6%	6%	7%	1%

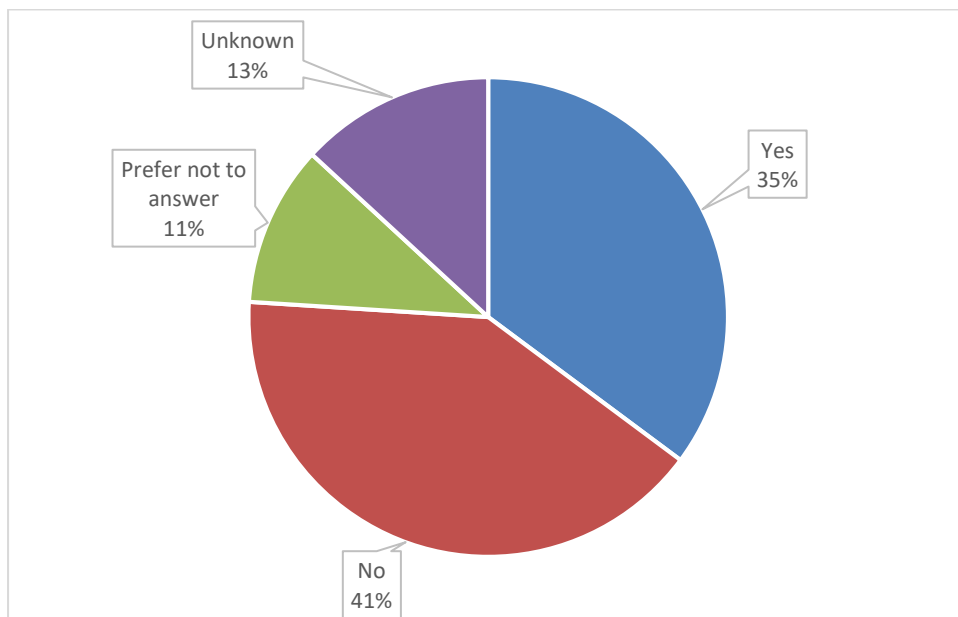
### Commentary

There has been a 1% increase in the 20-29, 40-49, 50-59 and 60+ age categories within this period. There has also been a 3% decline in the 30-39 age category.

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<sup>1</sup> 'Professional & managerial staff' comprises the more senior administrative staff roles.

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



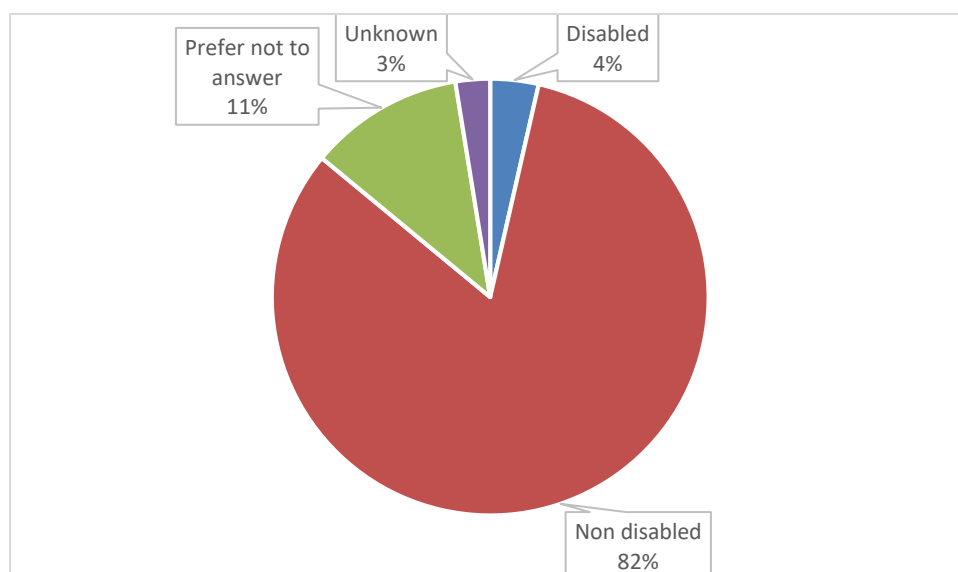
	2015	2016	2017	% change
Yes	33%	34%	35%	2%
No	40%	41%	41%	1%
Prefer not to answer	14%	12%	11%	-3%
Unknown	13%	13%	13%	-

### Commentary

There has been a small (2%) increase in staff declaring they have a caring responsibility over the period. There has been a 1% increase in staff declaring they have no caring responsibility. There has been no change in the level of unknown data and a 3% 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>



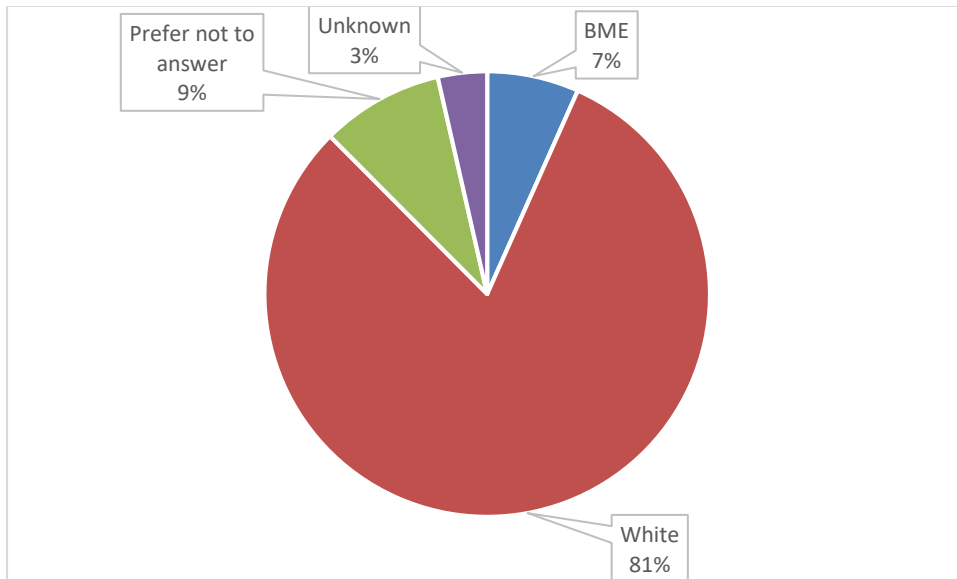
	2015	2016	2017	% change
Disabled	4%	4%	4%	-
Non-disabled	81%	82%	82%	1%
Prefer not to answer	15%	12%	11%	-4%
Unknown	0%	2%	3%	3%

### Commentary

The % of staff declaring they have a disability has remained the same over the period at 4%. The % of unknown staff has increased by 3%. The % of non-disabled staff has increased by 1%.

<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



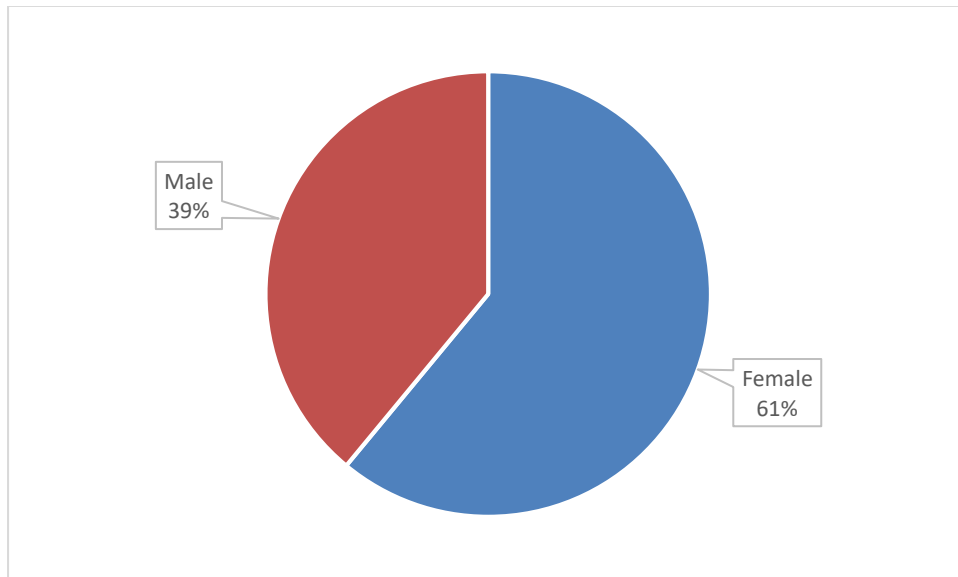
	2015	2016	2017	% change
BME <sup>4</sup>	6%	7%	7%	1%
White	82%	81%	81%	-1%
Prefer not to answer	11%	9%	9%	-2%
Unknown	1%	3%	3%	2%

### Commentary

The % of staff declaring they are from a BME background has increased by 1% over the period. The % of staff declaring their ethnicity as white has decreased by 1% over the period.

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

## Gender

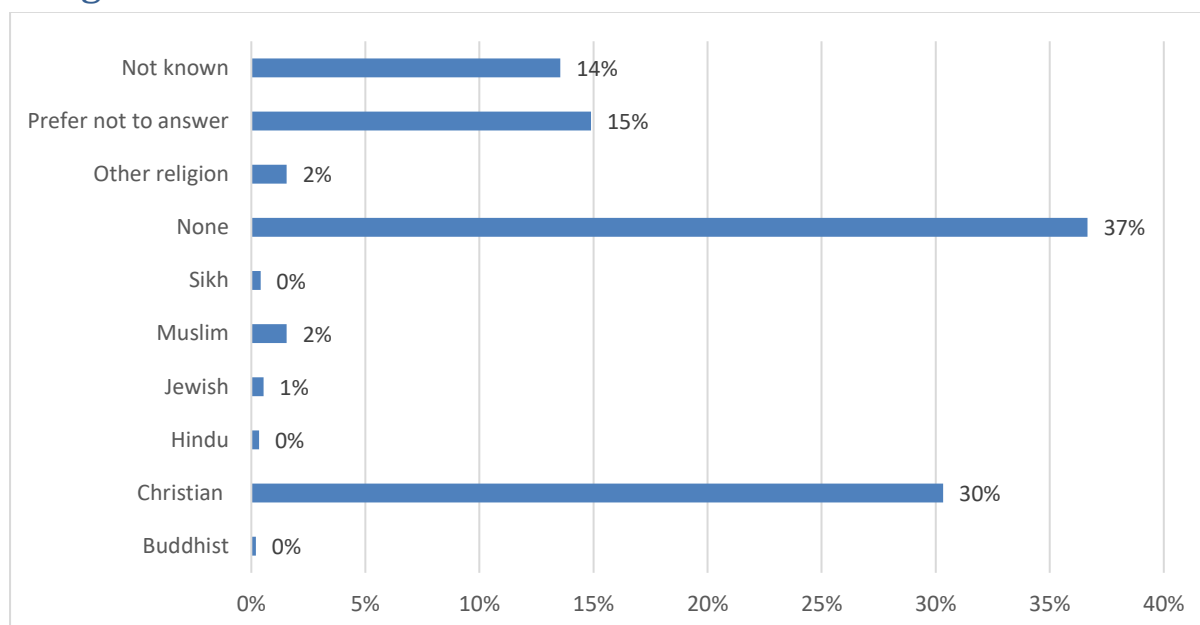


	<b>Female</b>	<b>Male</b>
<b>2015</b>	60%	40%
<b>2016</b>	61%	39%
<b>2017</b>	61%	39%
<b>% change</b>	1%	-1%

### Commentary

The % of female staff has risen slightly (1%) over the 3 year period, with a corresponding 1% decrease in male staff.

## Religion



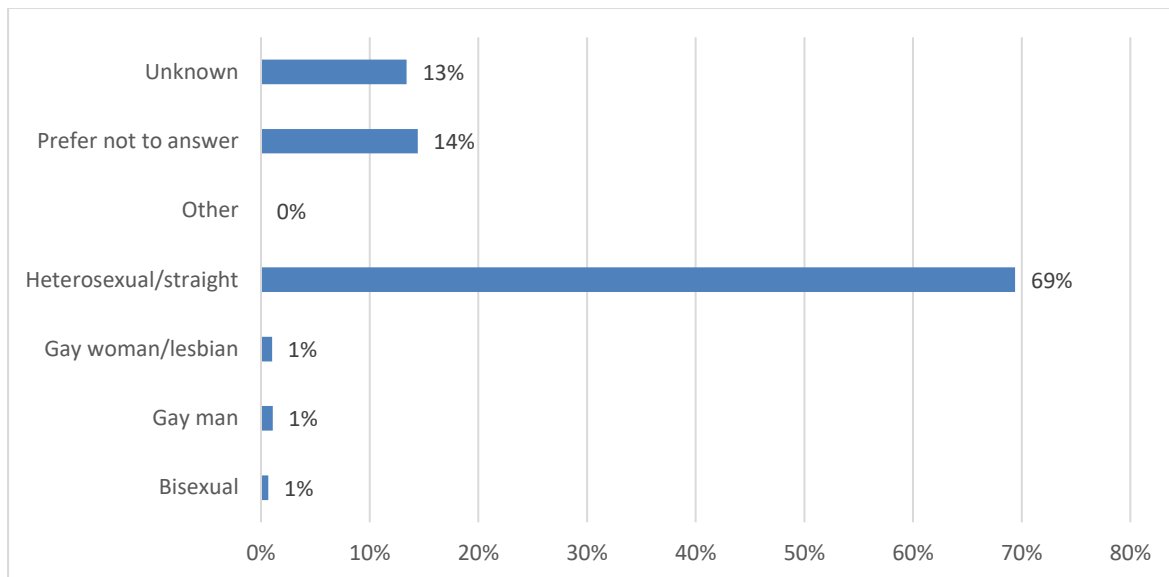
There were 3 staff who declared they were Buddhist and 5 staff who declared they were Hindu, and 6 who declared they are Sikh, however, this is not shown in the above chart due to rounding of data to the nearest whole %.

	2015	2016	2017	% change
Buddhist	0%	0%	0%	-
Christian	32%	31%	30%	-2%
Hindu	0%	0%	0%	-
Jewish	1%	1%	1%	-
Muslim	1%	1%	2%	1%
Sikh	1%	0%	0%	-1%
None	33%	34%	37%	4%
Other religion	1%	2%	2%	1%
Prefer not to answer	18%	16%	15%	-3%
Unknown	13%	13%	14%	1%

### Commentary

There has been a 4% increase in the % of staff declaring they have no religion and a 2% reduction in staff declaring that they are Christian.

## Sexual Orientation



	2015	2016	2017	% change
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	68%	69%	69%	1%
Other	0%	0%	0%	-
Prefer not to answer	17%	15%	14%	-3%
Unknown	13%	13%	13%	-

### Commentary

There has been a 1% increase in staff declaring that they are heterosexual/straight but 27% remains unknown, though this is a 3% improvement over the period.