

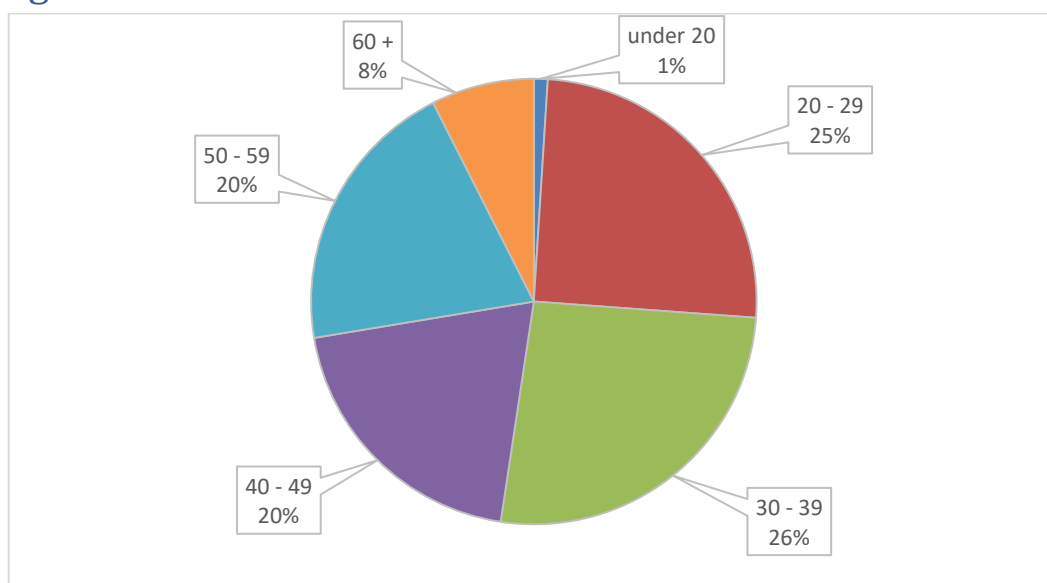
University of Leeds - Support¹ staff in post by protected characteristic – 31 July 2017

The following information provides data on support staff as at 31 July 2017 by protected characteristics. There was a total staff headcount of 3589.

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



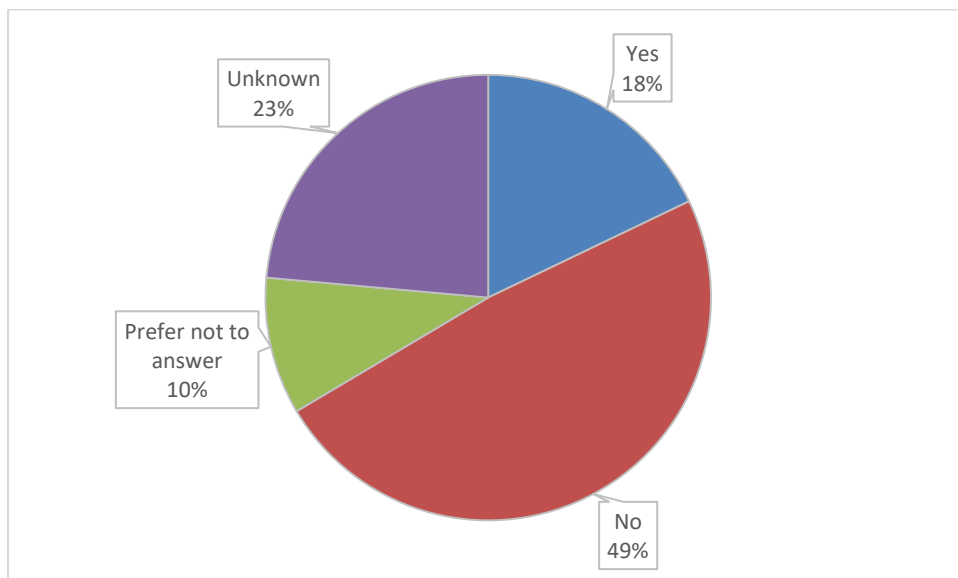
	2015	2016	2017	% change
Under 20	1%	1%	1%	-
20 - 29	25%	25%	25%	-
30 - 39	26%	26%	26%	-
40 - 49	20%	20%	20%	-
50 - 59	21%	21%	20%	-1%
60 +	7%	7%	8%	1%

Commentary

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

¹ Support staff' comprises clerical staff, technicians and operational support roles

Caring Responsibility²



	2015	2016	2017	% change
Yes	17%	17%	18%	1%
No	42%	47%	49%	7%
Prefer not to answer	21%	13%	10%	-11%
Unknown	20%	23%	23%	3%

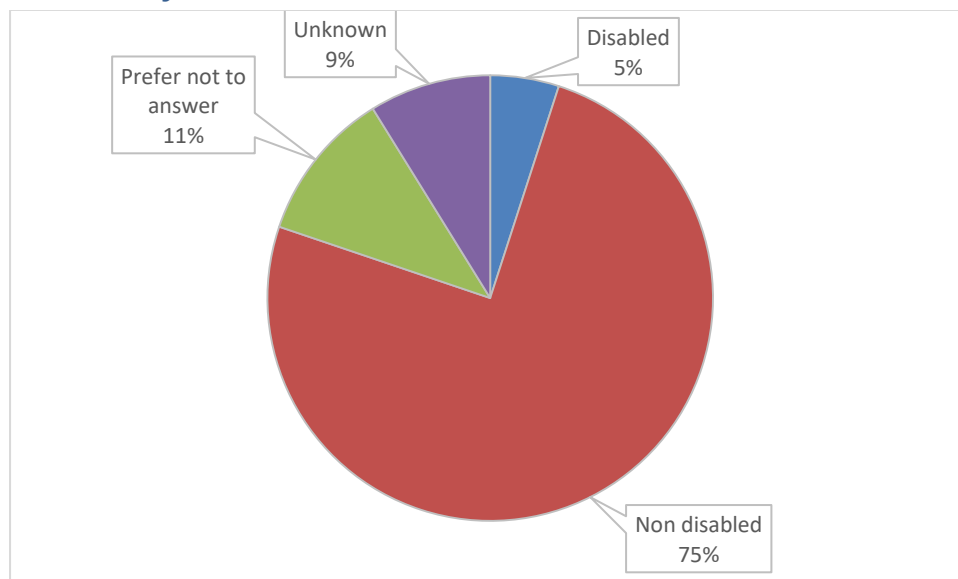
Commentary

There has also been a 7% increase in the staff declaring that they have no caring responsibilities and a 1% increase in the staff who declared that they were carers.

There has been an 11% 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



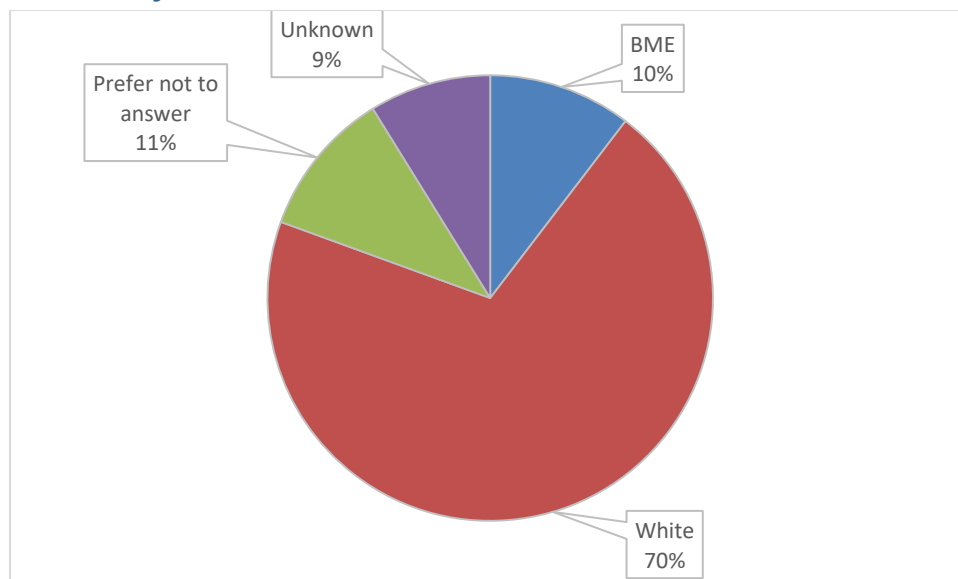
	2015	2016	2017	% change
Disabled	5%	5%	5%	-
Non-disabled	74%	75%	75%	1%
Prefer not to answer	21%	14%	11%	-10%
Unknown	0%	6%	9%	9%

Commentary

The % of staff declaring they have a disability has remained the same over the period, with a 1% increase in non-disabled staff. There has been a 10% reduction in staff preferring not to answer and a 9% increase in unknown data – this may be due to changes in the recording of the data.

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



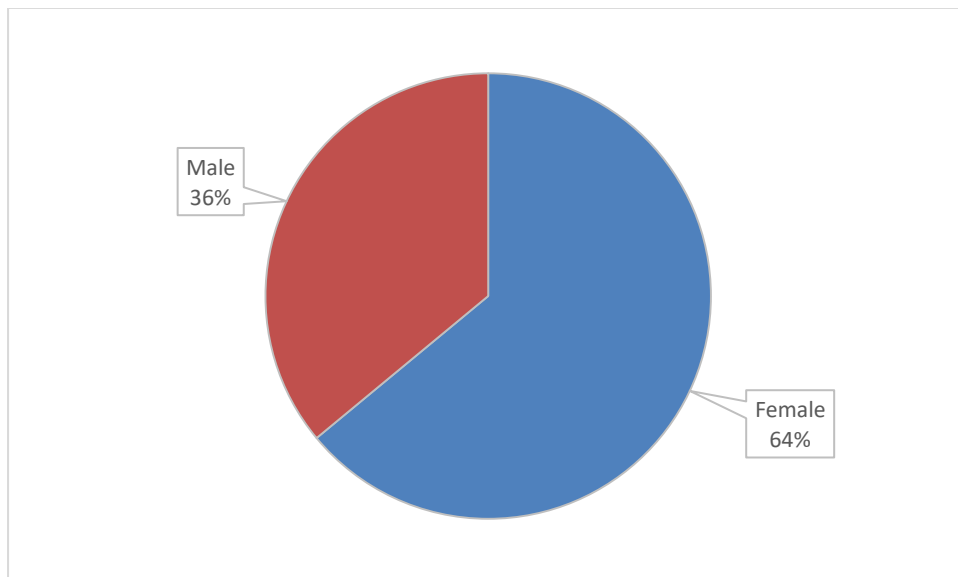
	2015	2016	2017	% change
BME ⁴	10%	10%	10%	-
White	69%	71%	70%	1%
Prefer not to answer	20%	13%	11%	-9%
Unknown	1%	6%	9%	8%

Commentary

The % of staff declaring they are from a BME background has remained the same over the period. The % of staff who declared their ethnicity as white has increased by 1% over this period. There has been a 9% reduction in staff preferring not to answer and an 8% increase in unknown data – this may be due to changes in the recording of the data.

⁴ BME – Black and minority ethnic

Gender

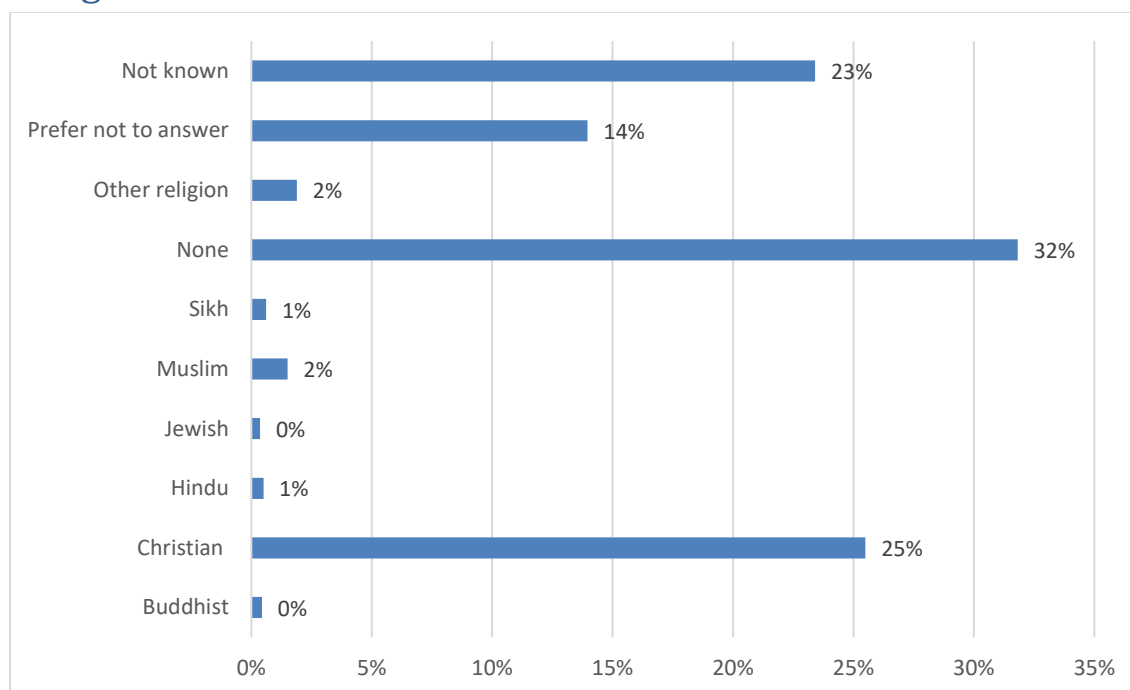


	Female	Male
2015	63%	37%
2016	63%	37%
2017	64%	36%
% change	1%	-1%

Commentary

The % of female support staff has increased by 1%, with a corresponding decrease in male support staff.

Religion



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

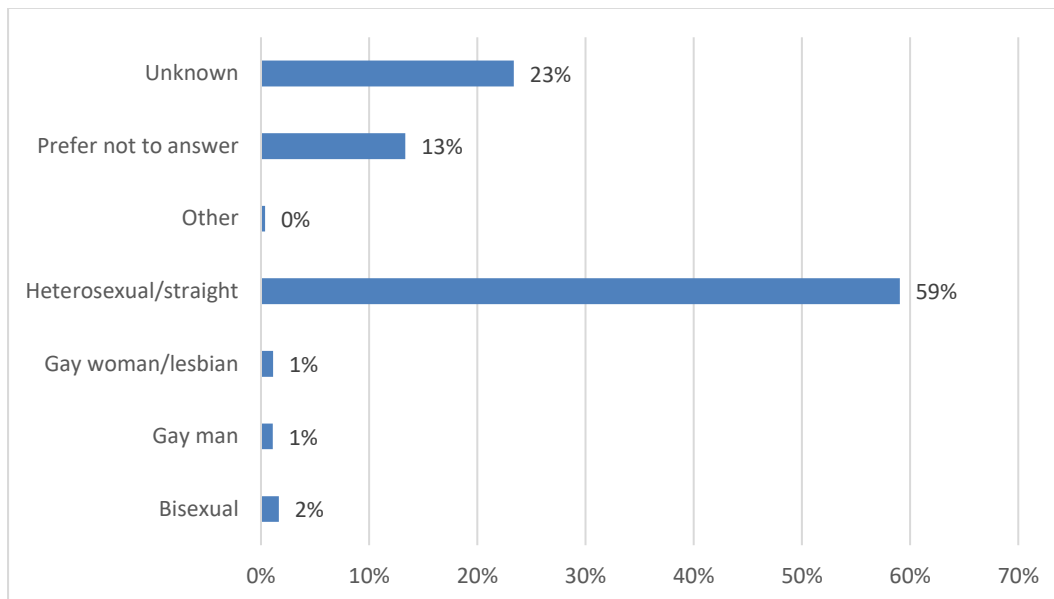
	2015	2016	2017	% change
Buddhist	0%	0%	0%	-
Christian	27%	27%	25%	-2%
Hindu	0%	0%	1%	1%
Jewish	0%	0%	0%	-
Muslim	1%	1%	2%	1%
Sikh	0%	1%	1%	1%
None	26%	30%	32%	6%
Other religion	2%	2%	2%	-
Prefer not to answer	23%	16%	14%	-9%
Unknown	20%	23%	23%	3%

Commentary

There has been a 6% increase in the % of staff declaring they have no religion. The % of Muslim and Sikh support staff has increased by 1% each in this period, with the number of Christian support staff declining by 2%.

There has been a 9% decrease in staff preferring not to answer over the period. The % of support staff with no known religious belief has increased by 3%.

Sexual Orientation



There were 14 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%	2%	2%	1%
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	54%	58%	59%	5%
Other	0%	0%	0%	-
Prefer not to answer	23%	16%	13%	-10%
Unknown	20%	23%	23%	3%

Commentary

There has been a 5% increase in the % of staff declaring they are heterosexual/straight.

There has been a 10% decrease in staff preferring not to answer over the period.