

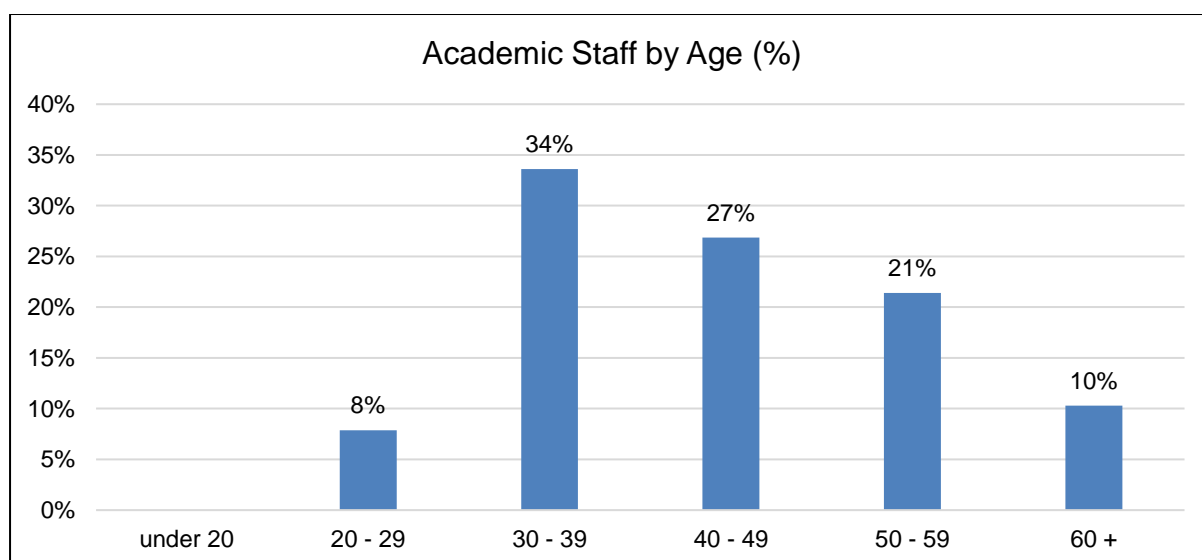
# University of Leeds - Academic<sup>1</sup> staff in post by protected characteristic – 31 July 2018

The following information provides data on academic staff in post at the University of Leeds as at 31 July 2018. The data is provided by the following protected characteristics: age; caring responsibility; disability; ethnicity; gender; religious belief and sexual orientation. The total academic staff headcount at 31 July 2018 was 3731.

The previous two years of data are provided for comparison.

**Data is rounded to the nearest whole percent and therefore may not always total 100%.**

## Age



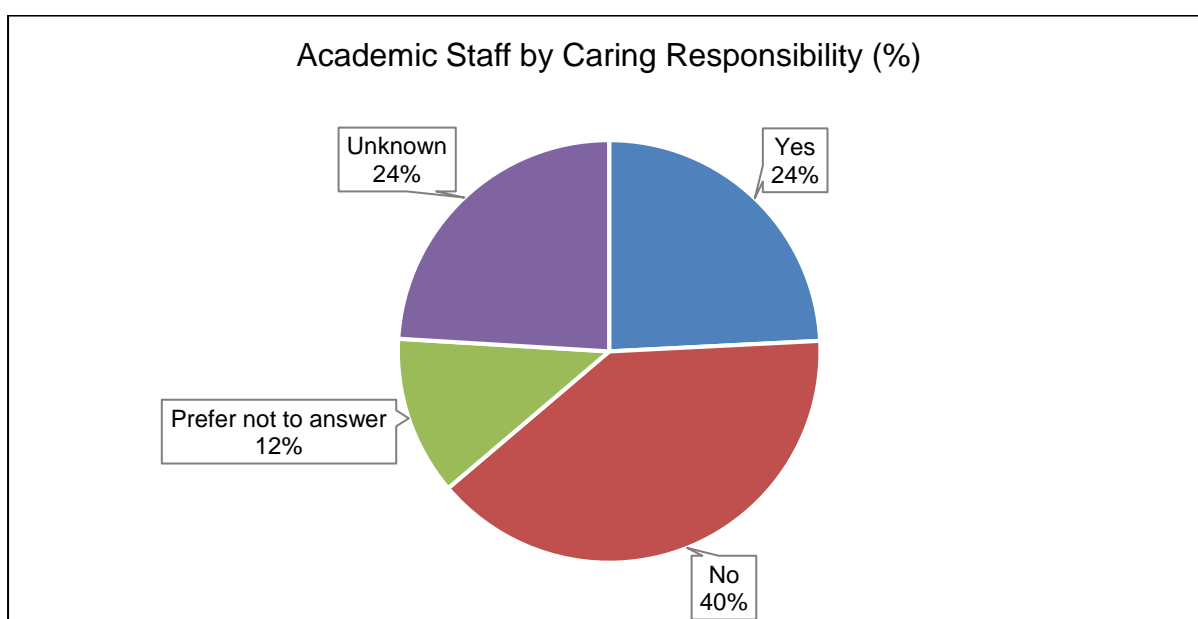
Age (years)	2016	2017	2018	% change (2016-2018)
Under 20	0%	0%	0%	-
20 - 29	9%	8%	8%	-1%
30 - 39	34%	34%	34%	-
40 - 49	26%	27%	27%	1%
50 - 59	22%	22%	21%	-1%
60 +	10%	10%	10%	-

<sup>1</sup> 'Academic staff' includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc.

## Commentary

As outlined by the chart and table above, percentage changes across age ranges over the last three years have been minimal. There has been a 1% decrease in the proportion of academic staff in the 20-29 and 50-59 categories over the three year period. There has been a 1% increase in the percentage of academic staff in the 40-49 category.

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



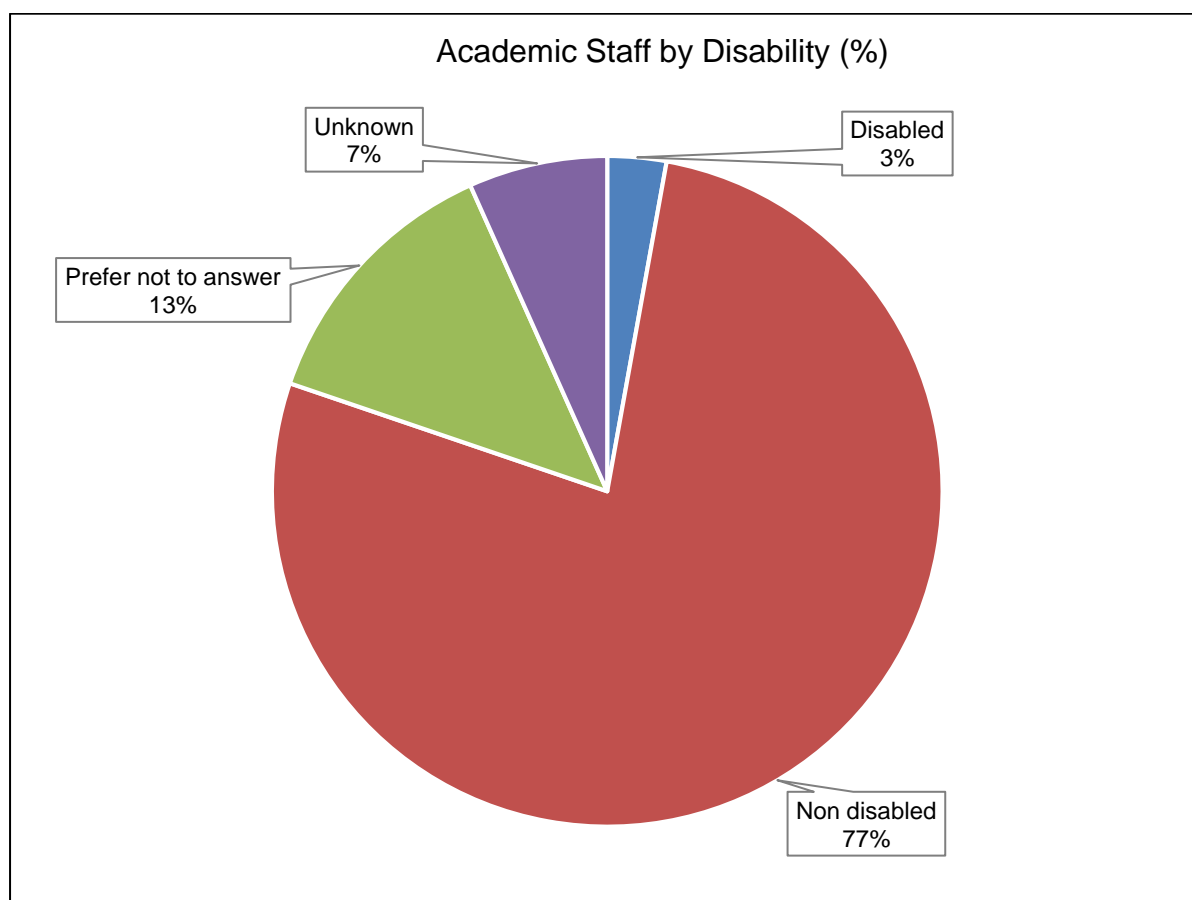
	2016	2017	2018	% change (2016-2018)
<b>Yes</b>	23%	24%	24%	1%
<b>No</b>	36%	39%	40%	4%
<b>Prefer not to answer</b>	17%	15%	12%	-5%
<b>Unknown</b>	24%	23%	24%	-

## Commentary

There has been a 4% increase over the three year period of academic staff declaring they do *not* have a caring responsibility. There has been a 1% increase in the level of academic staff declaring that they *do* have a caring responsibility. There has been a 5% decrease in the percentage of academic staff preferring not to declare their caring responsibilities over the three year period.

<sup>2</sup> 'Caring responsibility' is defined as: caring for either one or more children, one or more disabled children, or somebody else

## Disability<sup>3</sup>



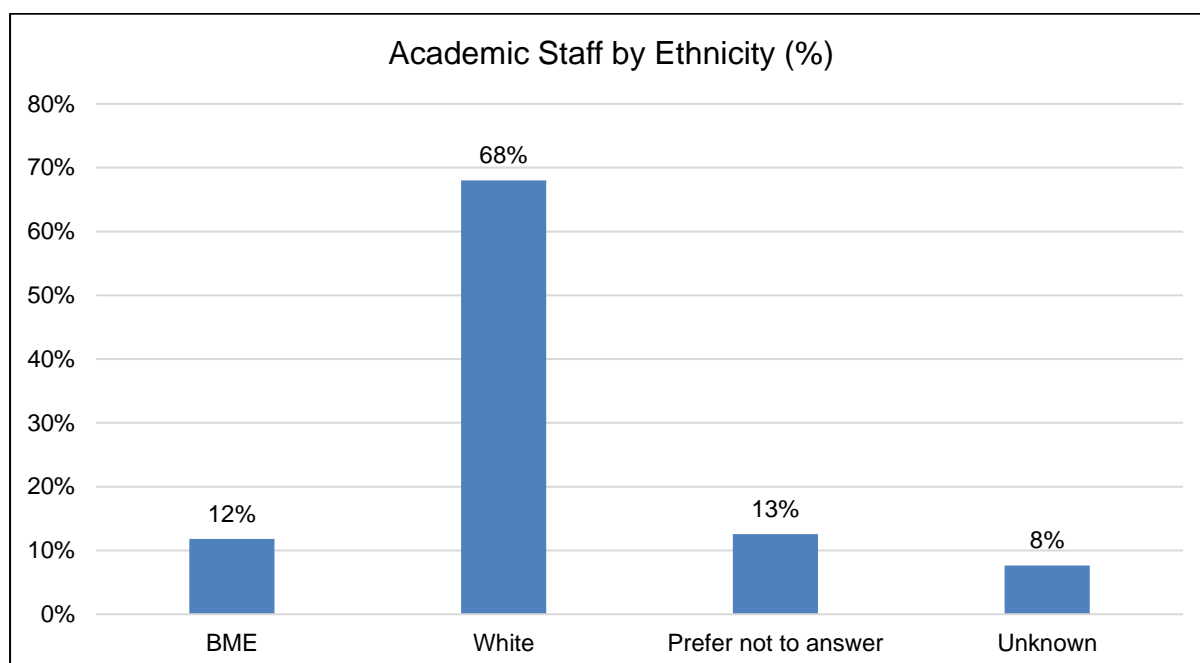
	2016	2017	2018	% change (2016-2018)
<b>Disabled</b>	3%	3%	3%	-
<b>Non-disabled</b>	77%	78%	77%	-
<b>Prefer not to answer</b>	19%	16%	13%	-6%
<b>Unknown</b>	1%	3%	7%	6%

### *Commentary*

The level of academic staff either declaring a disability or declaring themselves as non-disabled has remained unchanged between declarations in 2016 and declarations in 2018. Over the three year period the level of undisclosed data regarding the disabled status of academic staff remains at 20%.

<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



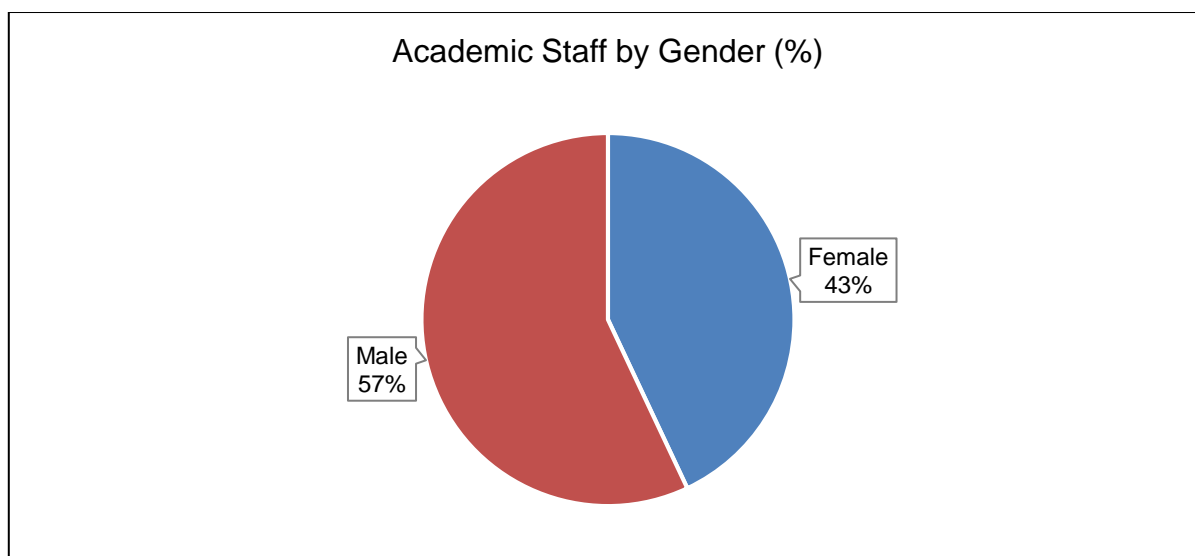
	2016	2017	2018	% change (2016-2018)
<b>BME<sup>4</sup></b>	11%	12%	12%	1%
<b>White</b>	66%	67%	68%	2%
<b>Prefer not to answer</b>	18%	15%	13%	-5%
<b>Unknown</b>	5%	6%	8%	3%

### *Commentary*

The percentage of BME academic staff has increased by 1% over the three year period. There has been a 2% increase in the number of academic staff declaring that their ethnicity is white over the same period. The level of non-disclosure has improved over the three year period, decreasing by 2% from 23% in 2016 to 21% in 2018.

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

## Gender

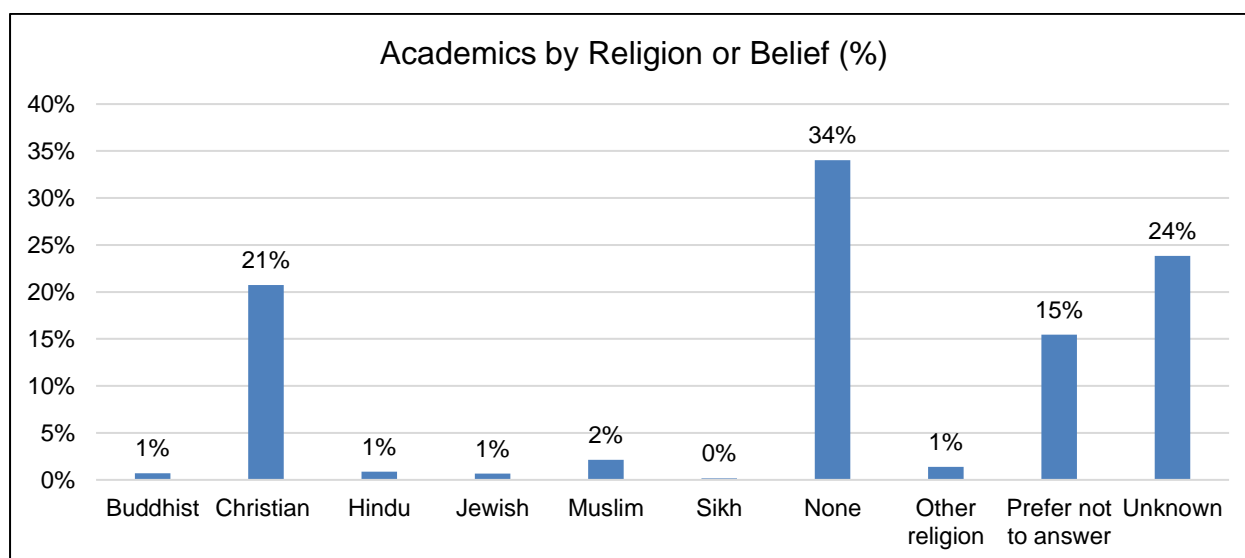


	2016	2017	2018	% change 2016-2018
<b>Female</b>	42%	43%	43%	1%
<b>Male</b>	58%	57%	57%	-1%

### *Commentary*

The percentage of female academic staff has increased by 1% over the three year period with a corresponding 1% decrease in the number of male academic staff.

## Religion or Belief

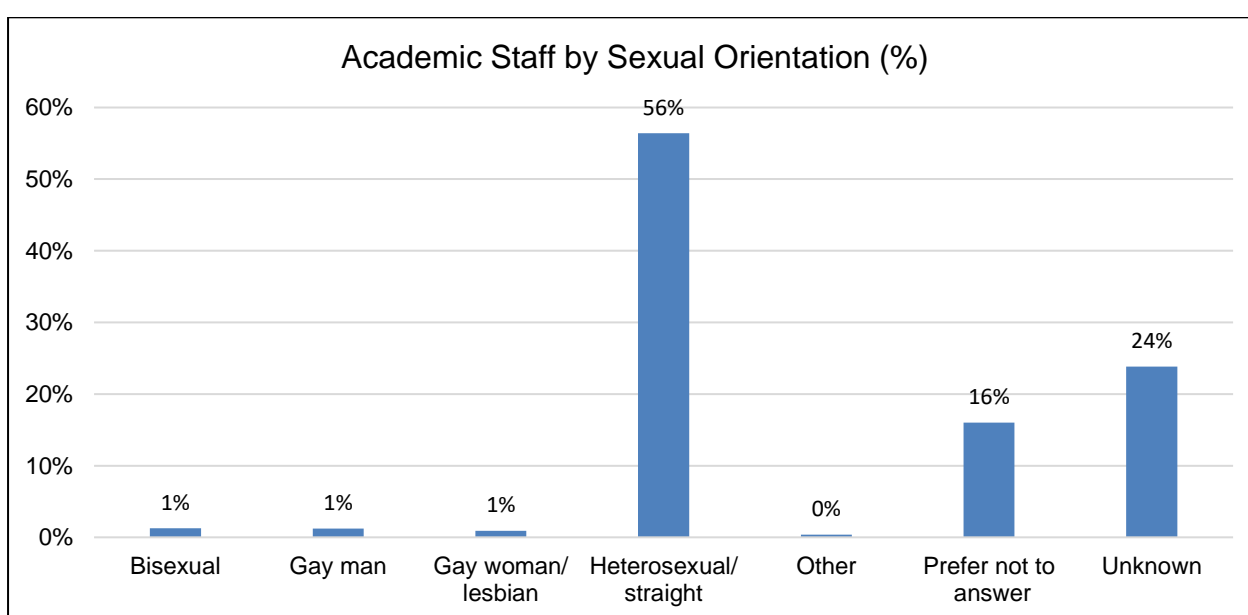


	2016	2017	2018	% change 2016-2018
<b>Buddhist</b>	1%	1%	1%	-
<b>Christian</b>	20%	21%	21%	1%
<b>Hindu</b>	1%	1%	1%	-
<b>Jewish</b>	1%	1%	1%	-
<b>Muslim</b>	2%	2%	2%	-
<b>Sikh</b>	0%	0%	0%	-
<b>None</b>	31%	33%	34%	3%
<b>Other religion</b>	1%	1%	1%	-
<b>Prefer not to answer</b>	20%	18%	15%	-5%
<b>Unknown</b>	23%	23%	24%	1%

### Commentary

Over the period from 2016 to 2018 there has been 3% increase in the percentage of academic staff declaring they have no religion. There has also been a 1% increase in the number of academic staff declaring that they are Christian. There were six academic staff who declared they were Sikh, however, this is not shown in the above chart or table due to the rounding of data to the nearest whole percent. The level of non-disclosure has improved over the three year period, decreasing by 4% from 43% in 2016 to 39% in 2018.

### Sexual Orientation



	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>% change 2016-2018</b>
<b>Bisexual</b>	1%	1%	1%	-
<b>Gay man</b>	1%	1%	1%	-
<b>Gay woman/ lesbian</b>	1%	1%	1%	-
<b>Heterosexual/ straight</b>	53%	56%	56%	3%
<b>Other</b>	0%	0%	0%	-
<b>Prefer not to answer</b>	21%	18%	16%	-5%
<b>Unknown</b>	23%	23%	24%	1%

### *Commentary*

Over the three year period, there has been a 3% increase in academic staff declaring they are heterosexual/straight. There were 14 staff who declared their sexual orientation as Other, however, this is not shown in the above chart or table due to the rounding of data to the nearest whole percent. The level of non-disclosure has improved over the three year period, decreasing by 4% from 44% in 2016 to 40% in 2018.