

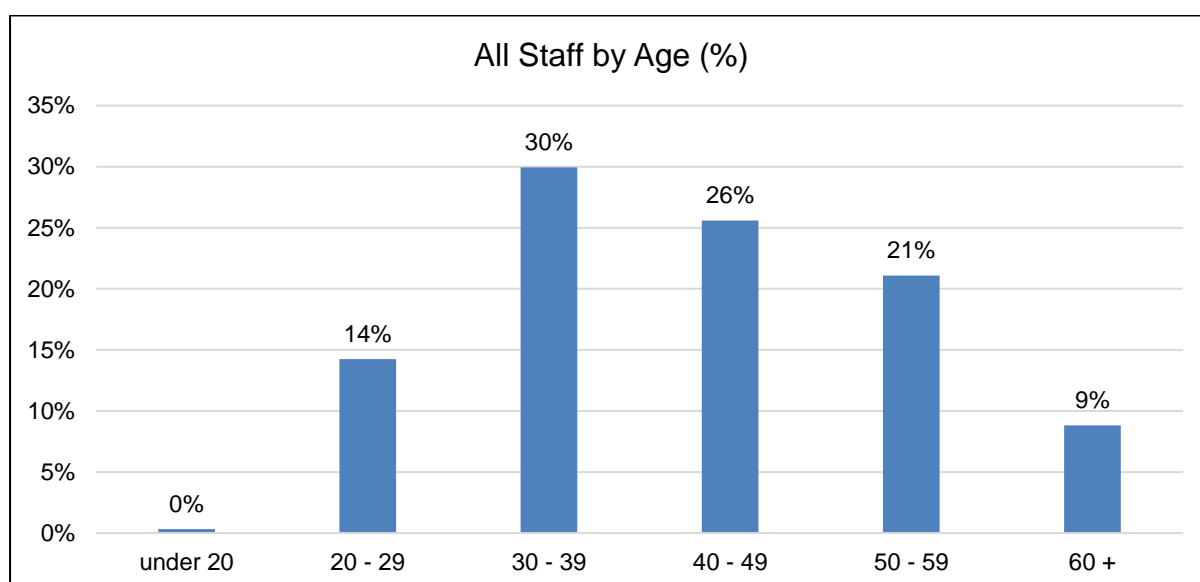
University of Leeds - all staff in post by protected characteristic – 31 July 2018

The following information provides data on all (academic, professional and managerial and support) 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 staff headcount at 31 July 2018 was 8879.

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

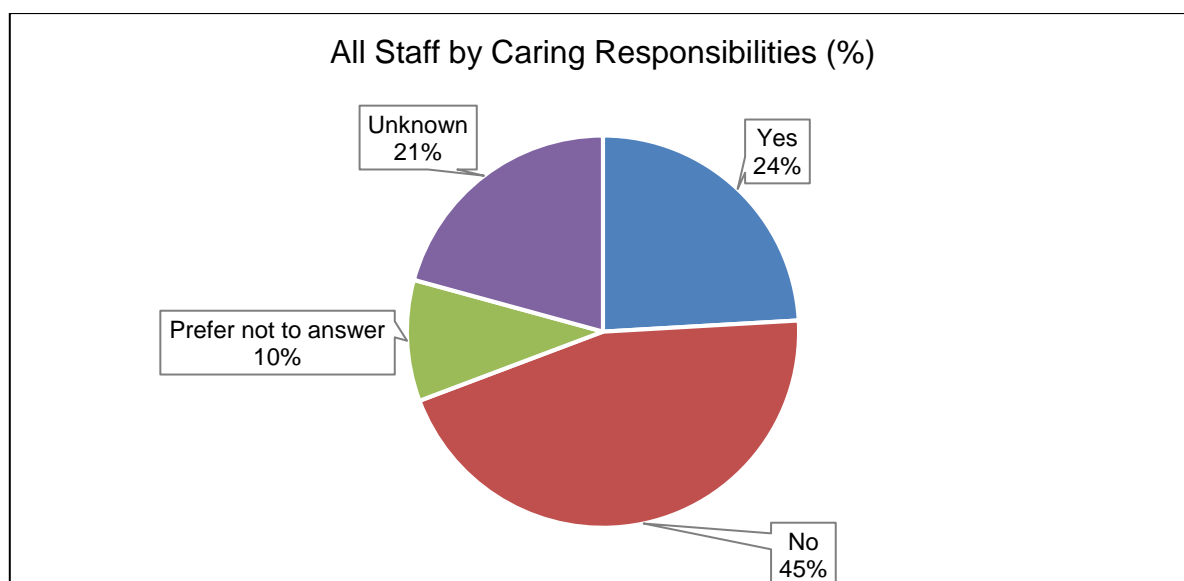


Age (years)	2016	2017	2018	% change (2016-2018)
Under 20	0%	0%	0%	-
20 - 29	15%	14%	14%	-1%
30 - 39	30%	30%	30%	-
40 - 49	25%	26%	26%	1%
50 - 59	22%	22%	21%	-1%
60 +	8%	8%	9%	1%

Commentary

The percentage of staff across the different age categories remains broadly similar across the 3 year period. Twenty-eight members of staff are under the age of 20, however, this does not show in the above chart or table due to the rounding of percentages to the nearest whole number.

Caring Responsibility¹



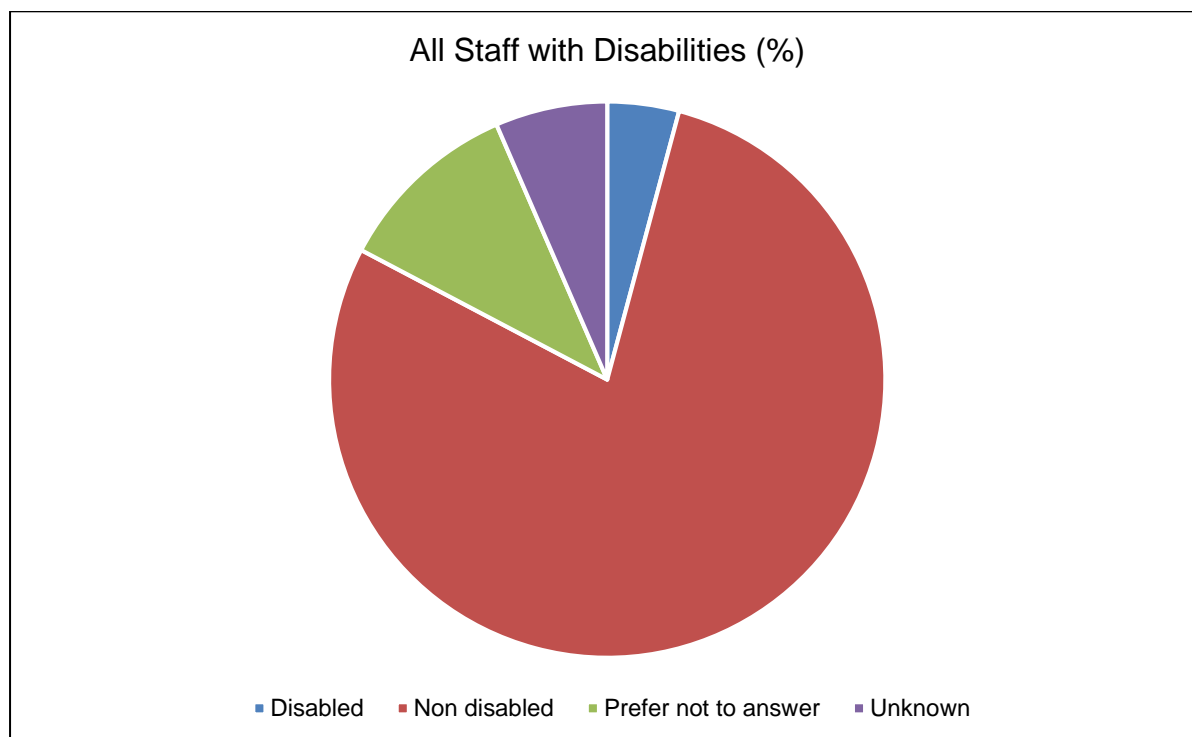
	2016	2017	2018	% change (2016-2018)
Yes	23%	23%	24%	1%
No	41%	43%	45%	4%
Prefer not to answer	15%	12%	10%	-5%
Unknown	21%	21%	21%	-

Commentary

The percentage of staff declaring they have a caring responsibility has increased by 1% over the three year period. There has also been a 4% increase in staff declaring that they do not have any caring responsibilities. The level of non-disclosure for staff across the three year period has decreased by 5%, dropping from 36% in 2016 to 31% in 2018.

¹ Defined as: caring for either one or more children, one or more disabled children, or somebody else

Disability²



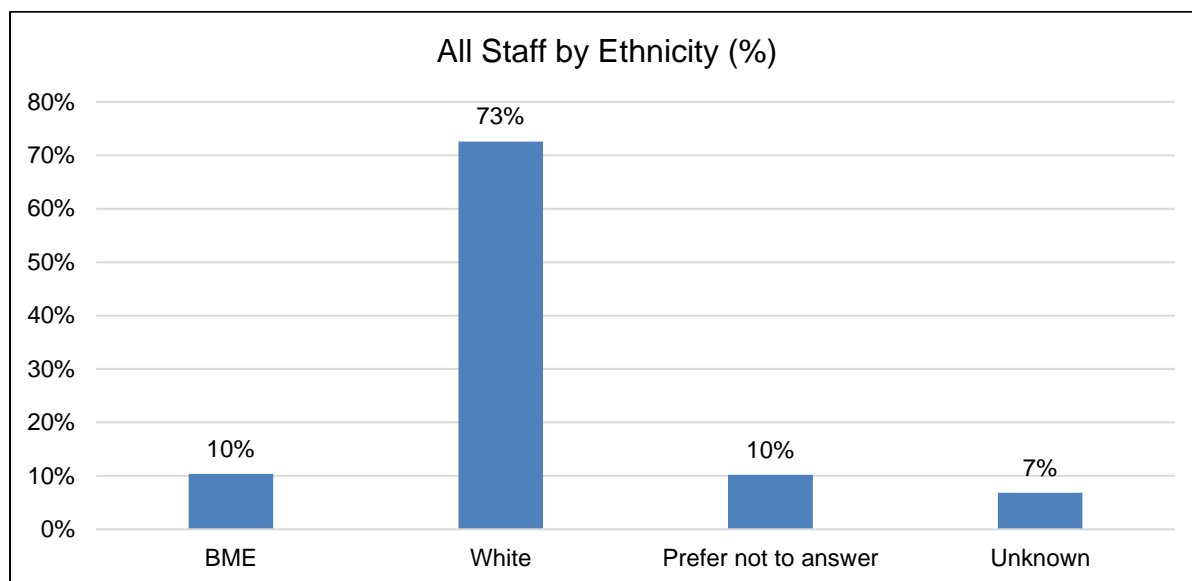
	2016	2017	2018	% change (2016-2018)
Disabled	4%	4%	4%	-
Non-disabled	77%	78%	79%	2%
Prefer not to answer	16%	13%	11%	-5%
Unknown	3%	6%	7%	4%

Commentary

The percentage of staff declaring they have a disability has remained the same over the period. There has been a 2% increase in the percentage of staff who have declared themselves as non-disabled and a 1% decrease in non-disclosure.

² 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



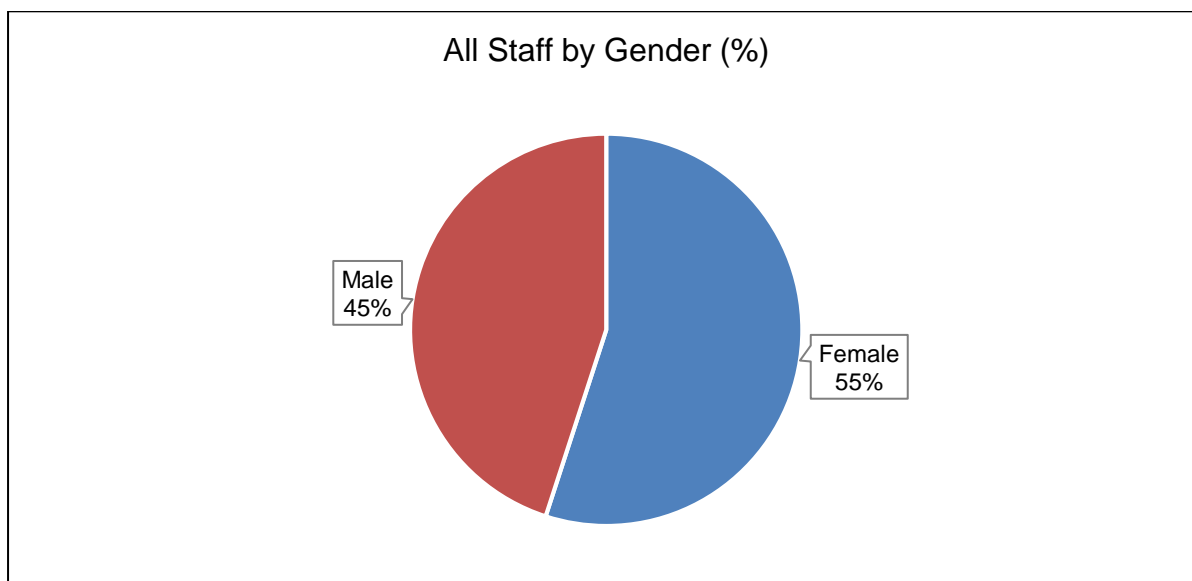
	2016	2017	2018	% change (2016-2018)
BME³	10%	10%	10%	-
White	70%	71%	73%	3%
Prefer not to answer	15%	12%	10%	-5%
Unknown	5%	7%	7%	2%

Commentary

The percentage of BME staff has remained static over the three year period. There has been a 3% increase in the percentage of staff declaring that they are white. The percentage of staff whose ethnicity has not been disclosed has decreased by 3% in this period falling from 20% in 2016 to 17% in 2018.

³ BME – Black and minority ethnic

Gender

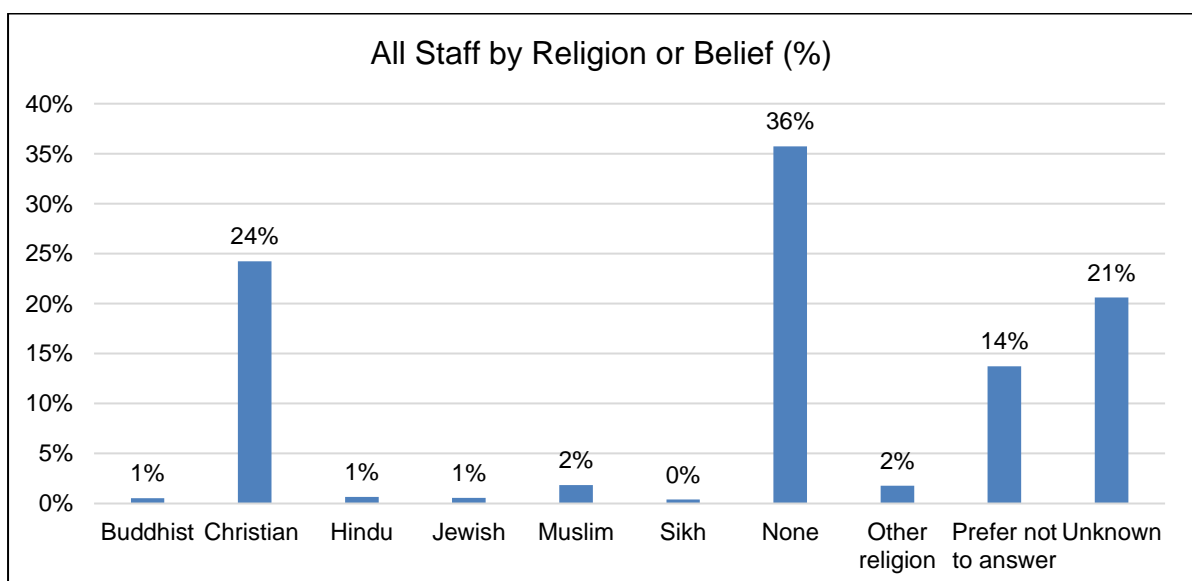


	2016	2017	2018	% change (2016-2018)
Female	54%	55%	55%	1%
Male	46%	45%	45%	-1%

Commentary

There has been a 1% increase in female staff over the three year period and a corresponding 1% decrease in the percentage of male staff.

Religion or Belief

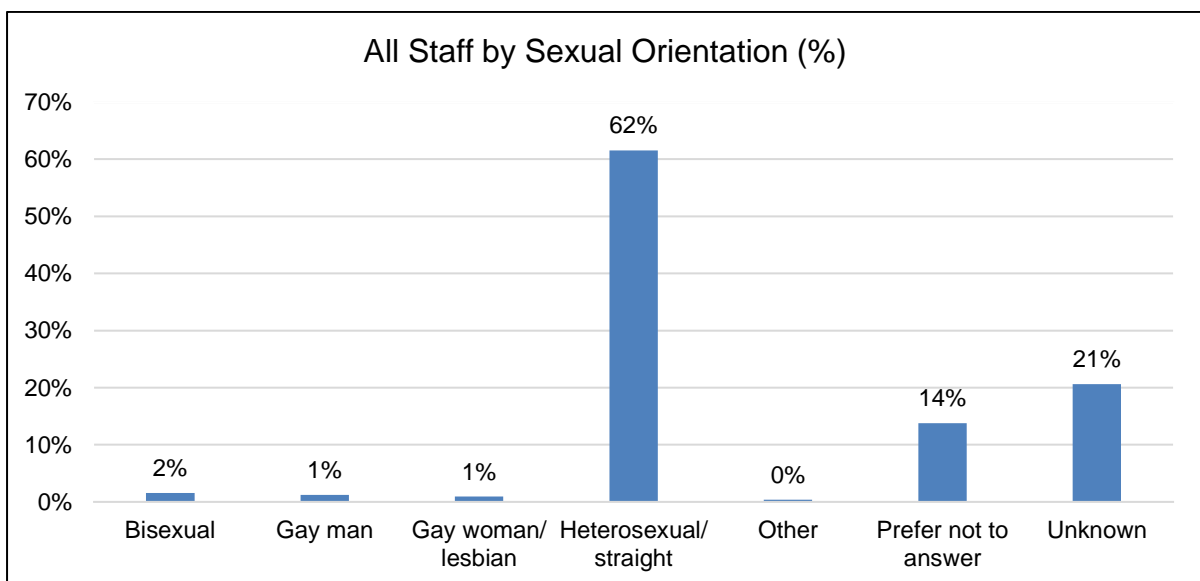


	2016	2017	2018	% change (2016-2018)
Buddhist	1%	0%	1%	-
Christian	25%	24%	24%	-1%
Hindu	1%	1%	1%	-
Jewish	1%	1%	1%	-
Muslim	2%	2%	2%	-
Sikh	0%	0%	0%	-
None	31%	33%	36%	5%
Other religion	1%	2%	2%	1%
Prefer not to answer	18%	16%	14%	-4%
Unknown	21%	21%	21%	-

Commentary

There has been a 5% increase in the number of staff declaring they have no religion over the three year period. There has also been a 1% increase in staff declaring their religion as Other religion, and a 1% decrease in those declaring their religion as Christian. There were 36 staff who declared they were Sikh, however, this is not shown in the above chart or table due to rounding of data to the nearest whole percentage. The level of non-disclosure has improved over the three year period, decreasing by 4% from 39% in 2016 to 35% in 2018.

Sexual Orientation



	2016	2017	2018	% change (2016-2018)
Bisexual	1%	1%	2%	1%
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	58%	60%	62%	4%
Other	0%	0%	0%	-
Prefer not to answer	18%	16%	14%	-4%
Unknown	21%	21%	21%	-

Commentary

There has been a 4% increase in the percentage of staff declaring they are heterosexual/straight over the three year period. There has been a 1% increase in the percentage of staff declaring that they are bisexual. There were 33 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 percentage. The level of non-disclosure has improved over the three year period, decreasing by 4% from 39% in 2016 to 35% in 2018.