

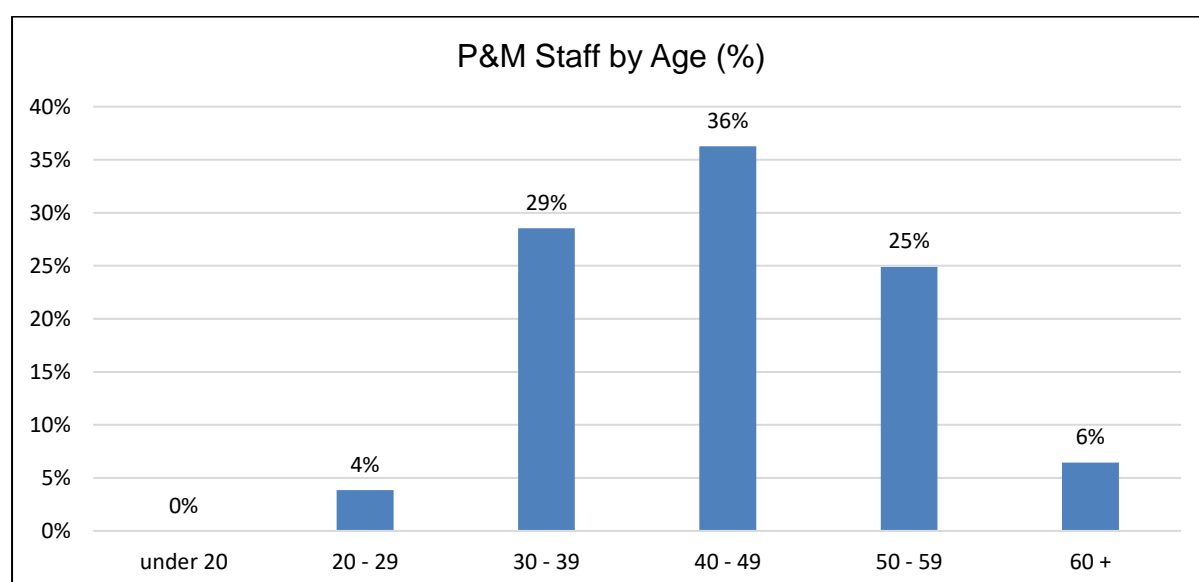
University of Leeds – Professional & managerial staff ¹ in post by protected characteristic – 31 July 2018

The following information provides data on professional and managerial (P&M) 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 P&M staff headcount at 31 July 2018 was 1538.

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



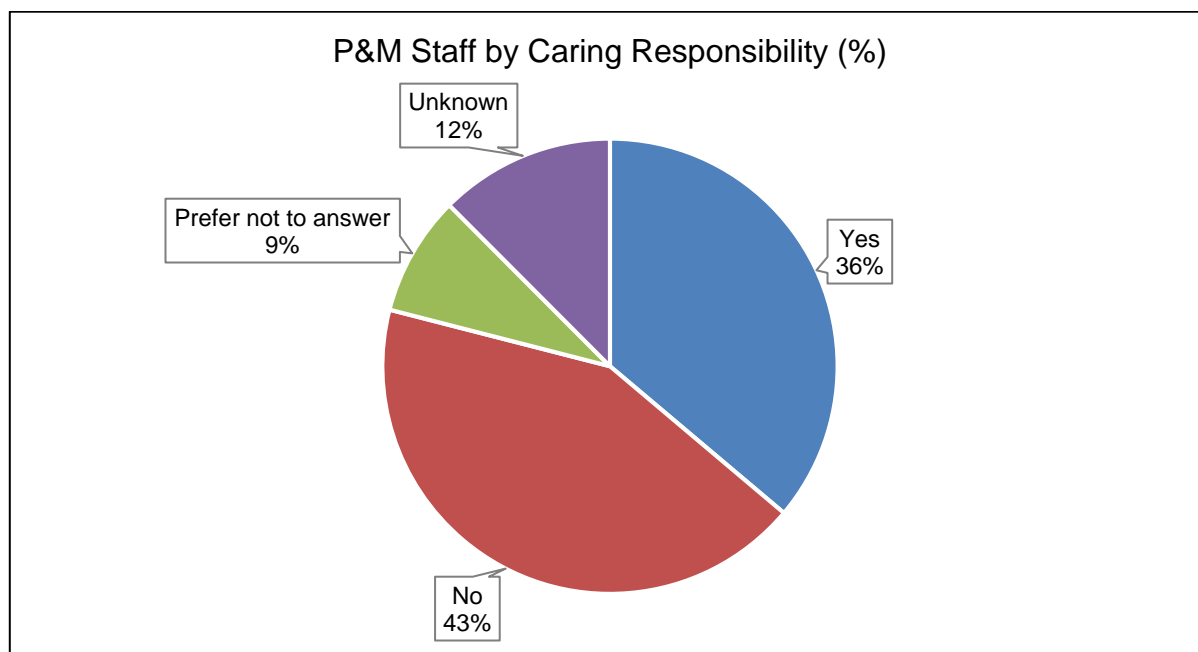
Age (years)	2016	2017	2018	% change (2016-2018)
Under 20	0%	0%	0%	-
20 - 29	4%	5%	4%	-
30 - 39	31%	28%	29%	-2%
40 - 49	34%	35%	36%	2%
50 - 59	25%	25%	25%	-
60 +	6%	7%	6%	-

¹ 'Professional & managerial staff' comprises senior staff in non-academic roles.

Commentary

There has been a 2% decrease in the proportion of P&M staff falling into the 30-39 year old age category within the three year period. There has been a corresponding 2% increase in the proportion of P&M staff falling into the 40-49 year old age category across the same period.

Caring Responsibility²



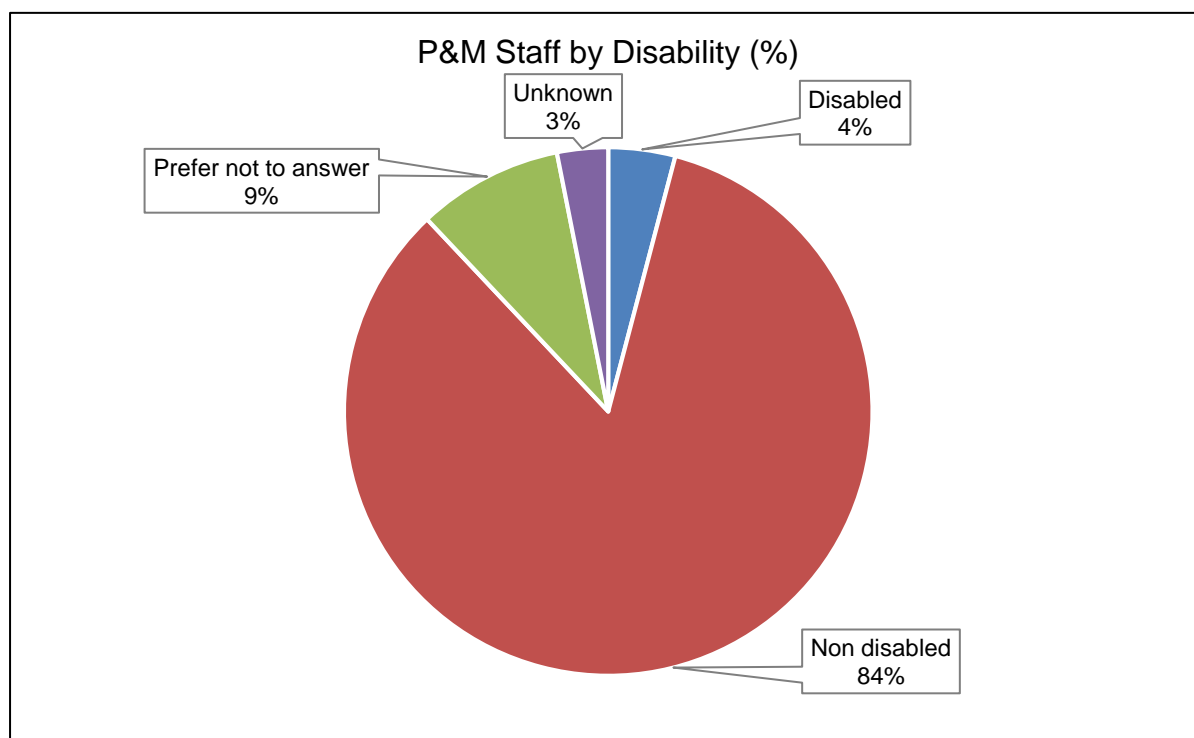
	2016	2017	2018	% change (2016-2018)
Yes	34%	35%	36%	2%
No	41%	41%	43%	2%
Prefer not to answer	12%	11%	9%	-3%
Unknown	13%	13%	12%	-1%

Commentary

There has been a 2% increase in the number of P&M staff over the three year period who have declared that they *have* caring responsibilities and also in those who have declared that they do *not* have caring responsibilities. The level of non-disclosure has improved over the three year period, decreasing by 4% from 25% in 2016 to 21% in 2018.

² Defined as: caring for either one or more children, one or more disabled children, or somebody else

Disability³



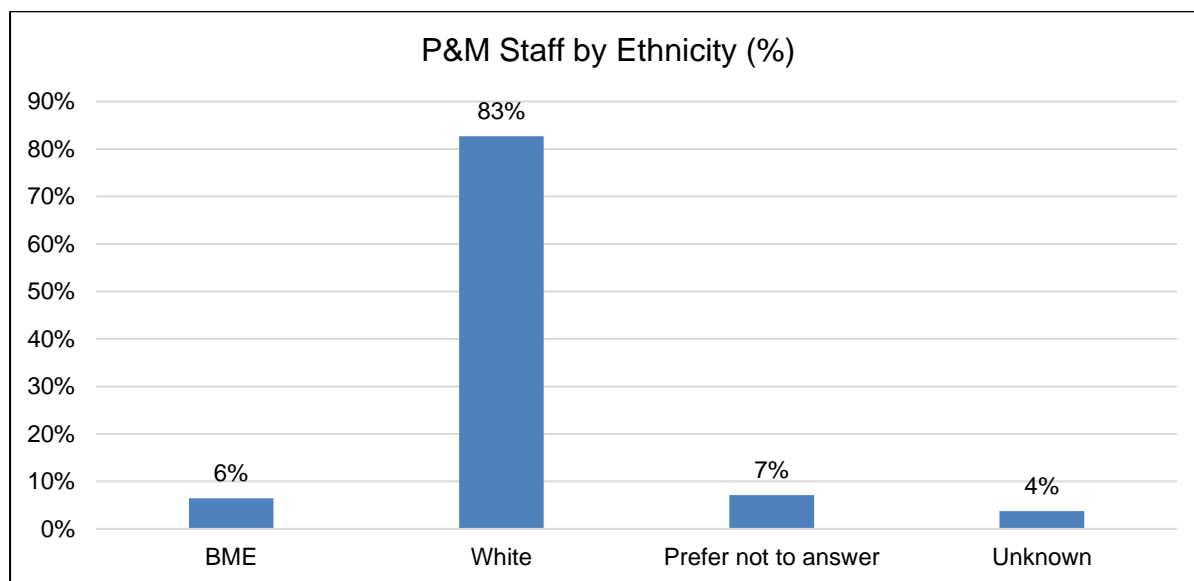
	2016	2017	2018	% change (2016-2018)
Disabled	4%	4%	4%	-
Non-disabled	82%	82%	84%	2%
Prefer not to answer	12%	11%	9%	-3%
Unknown	2%	3%	3%	1%

Commentary

The percentage of P&M staff declaring they have a disability has remained the same over the period at 4%. The proportion of P&M staff who have identified as non-disabled has increased by 2% over the three year period. Non-disclosure has decreased by 2% from 14% to 12%.

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



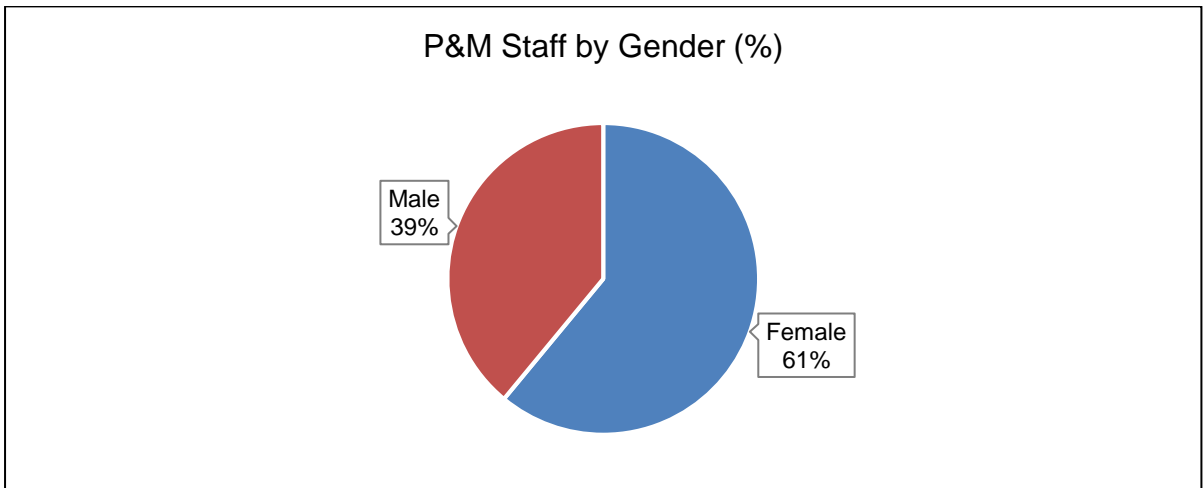
	2016	2017	2018	% change (2016-2018)
BME⁴	7%	7%	6%	-1%
White	81%	81%	83%	2%
Prefer not to answer	9%	9%	7%	-2%
Unknown	3%	3%	4%	1%

Commentary

The percentage of BME P&M staff has decreased by 1% over the three year period. The percentage of white P&M staff has increased by 2% over the three year period. Non-disclosure has decreased by 1% over the three years from 12% in 2016 to 11% in 2018.

Gender

⁴ BME – Black and minority ethnic

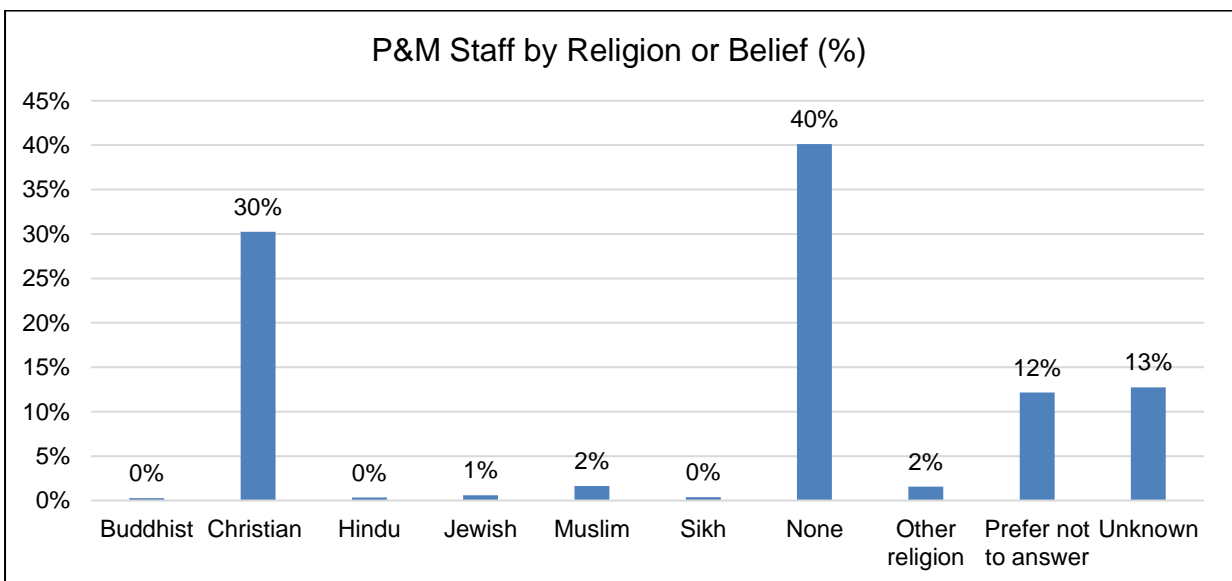


	2016	2017	2018	% change (2016-2018)
Female	61%	61%	61%	-
Male	39%	39%	39%	-

Commentary

The gender split of P&M staff has remained static over the three year period at 61% female and 39% male.

Religion or Belief



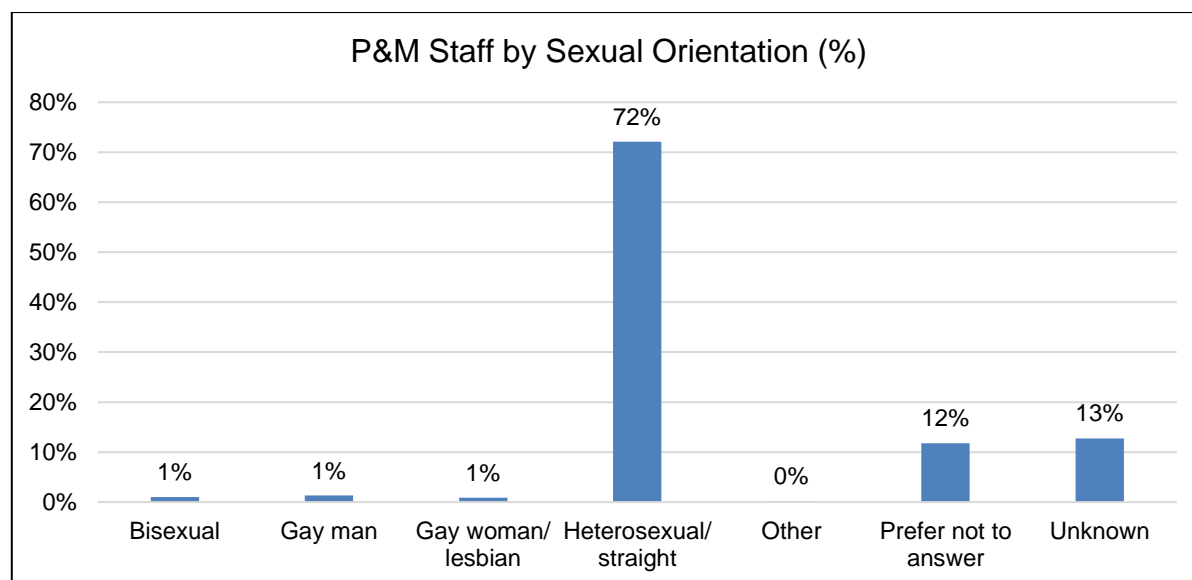
	2016	2017	2018	% change (2016-2018)
Buddhist	0%	0%	0%	-

Christian	31%	30%	30%	-1%
Hindu	0%	0%	0%	-
Jewish	1%	1%	1%	-
Muslim	1%	2%	2%	1%
Sikh	0%	0%	0%	-
None	34%	37%	40%	6%
Other religion	2%	2%	2%	-
Prefer not to answer	16%	15%	12%	-4%
Unknown	13%	14%	13%	-

Commentary

There has been a 6% increase in the percentage of staff declaring they have no religion, a 1% decrease in staff declaring that they are Christian and a 1% increase in staff declaring that they are Muslim. There were 4 staff who declared they were Buddhist, 5 staff who declared they were Hindu, and 6 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 percent. The level of non-disclosure has decreased by 4% over the three year period from 29% in 2016 to 25% in 2018.

Sexual Orientation



	2016	2017	2018	% change (2016-2018)
Bisexual	1%	1%	1%	-

Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	69%	69%	72%	3%
Other	0%	0%	0%	-
Prefer not to answer	15%	14%	12%	-3%
Unknown	13%	13%	13%	-

Commentary

There has been a 3% increase in staff declaring that they are heterosexual/straight. Non-disclosure proportion is 25% in 2018, which is a 3% improvement across the three year period from 28% in 2016. Two staff declared their sexual orientation as Other, however, this is not shown in the above chart or table due to rounding of data to the nearest whole percent.