

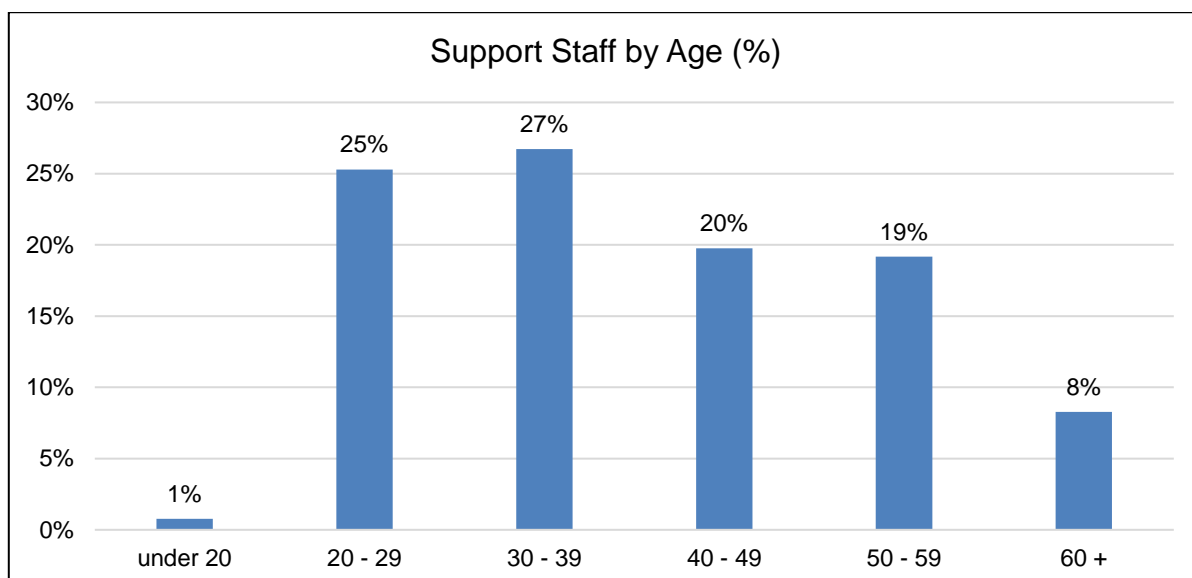
University of Leeds - Support¹ staff in post by protected characteristic – 31 July 2018

The following information provides data on 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 support staff headcount at 31 July 2018 was 3610.

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



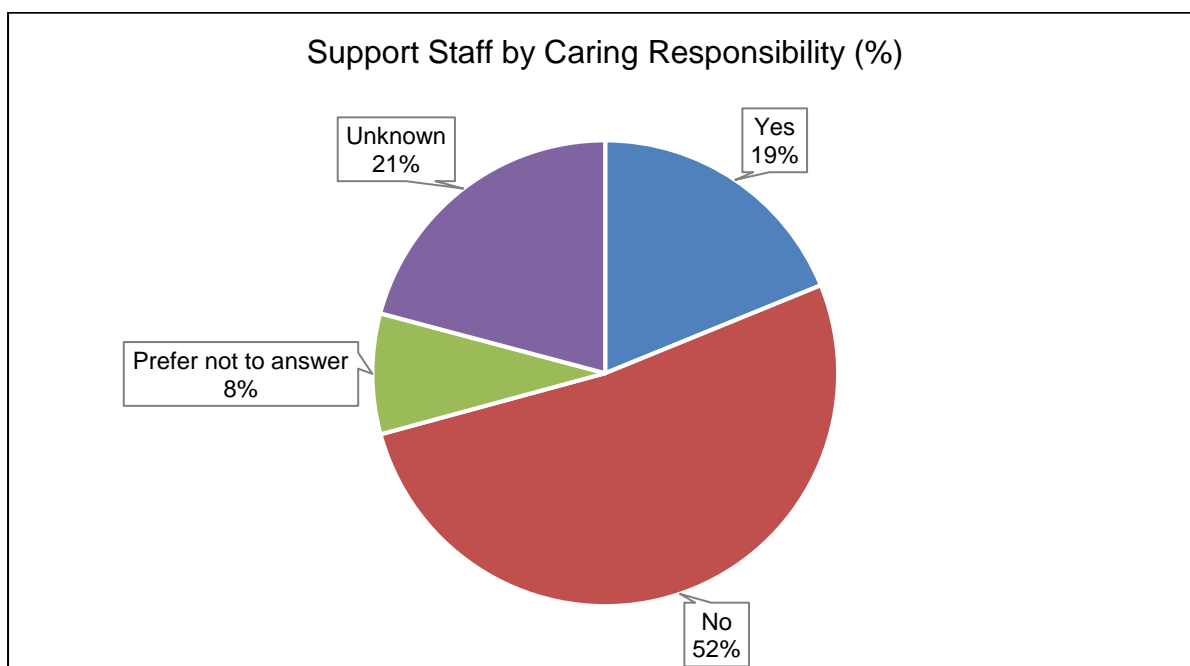
Age (years)	2016	2017	2018	% change (2016-2018)
Under 20	1%	1%	1%	-
20 - 29	25%	25%	25%	-
30 - 39	26%	26%	27%	1%
40 - 49	20%	20%	20%	-
50 - 59	21%	20%	19%	-2%
60 +	7%	8%	8%	1%

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

Commentary

The percentage of support staff across the different age categories remains generally similar across the three year period with a 1% increase in those falling into the 30-39 year old and 60+ categories and a 2% decrease in those in the 50-59 category.

Caring Responsibility²



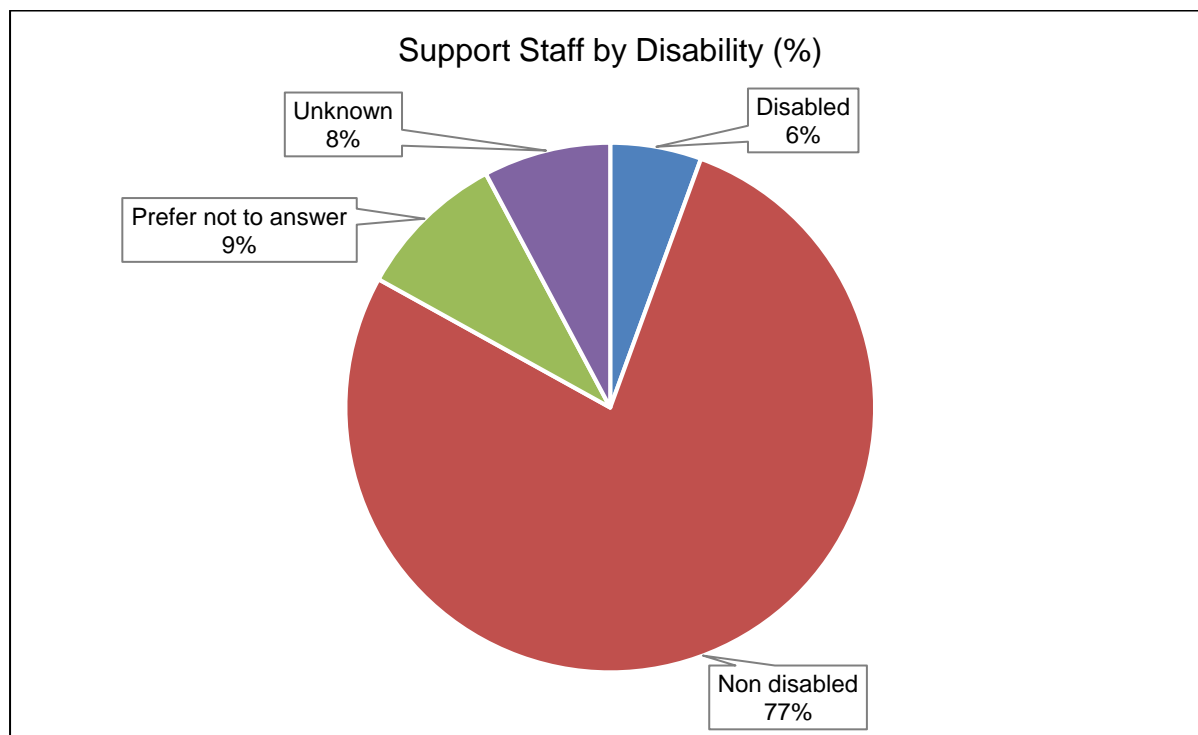
	2016	2017	2018	% change (2016-2018)
Yes	17%	18%	19%	2%
No	47%	49%	52%	5%
Prefer not to answer	13%	10%	8%	-5%
Unknown	23%	23%	21%	-2%

Commentary

There has been a 2% increase in support staff declaring that they have caring responsibilities and a 5% increase in the support staff who declared that they have no caring responsibilities. The level of non-disclosure has improved over the three year period, decreasing by 7% from 36% in 2016 to 29% in 2018.

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

Disability³



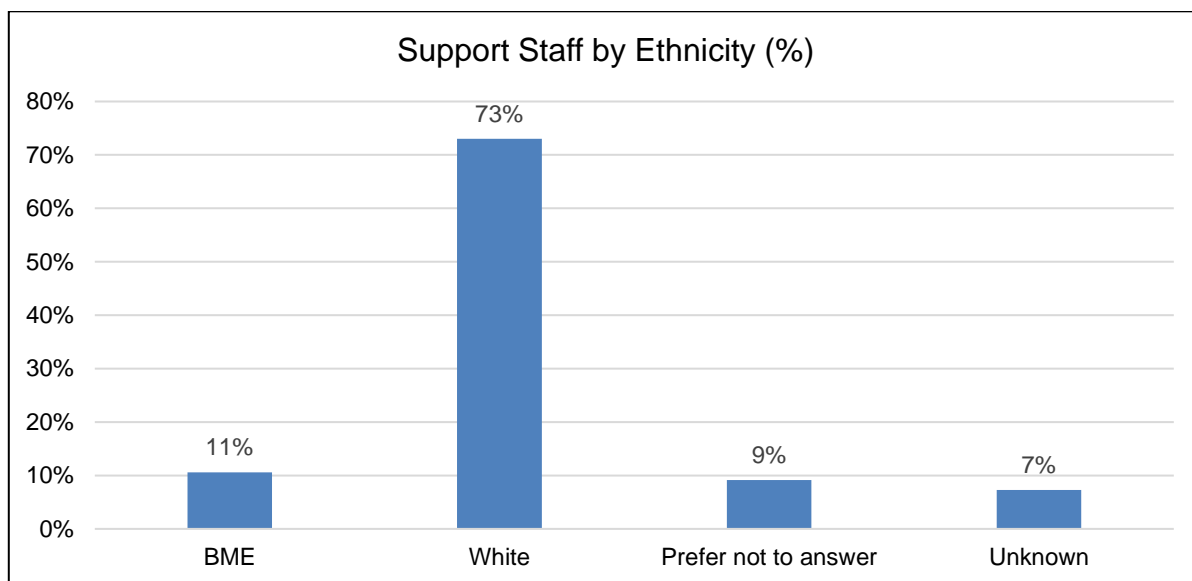
	2016	2017	2018	% change (2016-2018)
Disabled	5%	5%	6%	1%
Non-disabled	75%	75%	77%	2%
Prefer not to answer	14%	11%	9%	-5%
Unknown	6%	9%	8%	2%

Commentary

The percentage of support staff declaring they have a disability has increased by 1% over the three year period. The percentage of non-disabled support staff has increased by 2% over the three years. The level of non-disclosure has decreased by 3% over the three years from 20% in 2016 to 17% in 2018.

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



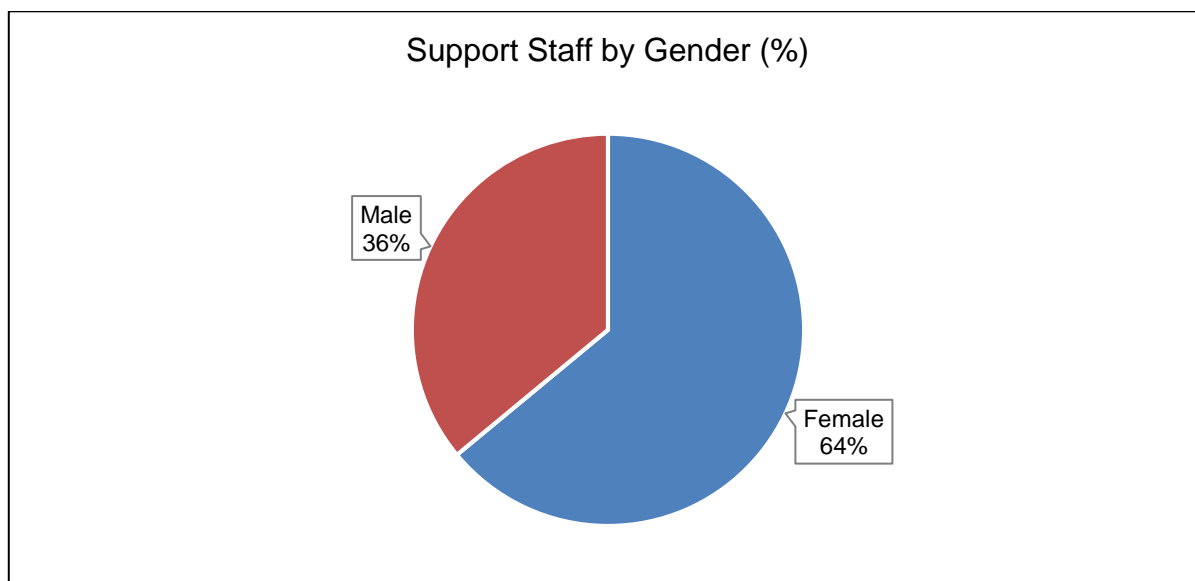
	2016	2017	2018	% change (2016-2018)
BME⁴	10%	10%	11%	1%
White	71%	70%	73%	2%
Prefer not to answer	13%	11%	9%	-4%
Unknown	6%	9%	7%	1%

Commentary

The percentage of BME support staff has increased by 1% over the three year period. The percentage of white support staff has increased by 2% over the period. There has been a 3% decrease in support staff choosing to not disclose their ethnicity over the three year period with a 19% non-disclosure rate in 2016 dropping to a 16% non-disclosure rate in 2018.

⁴ BME – Black and minority ethnic

Gender

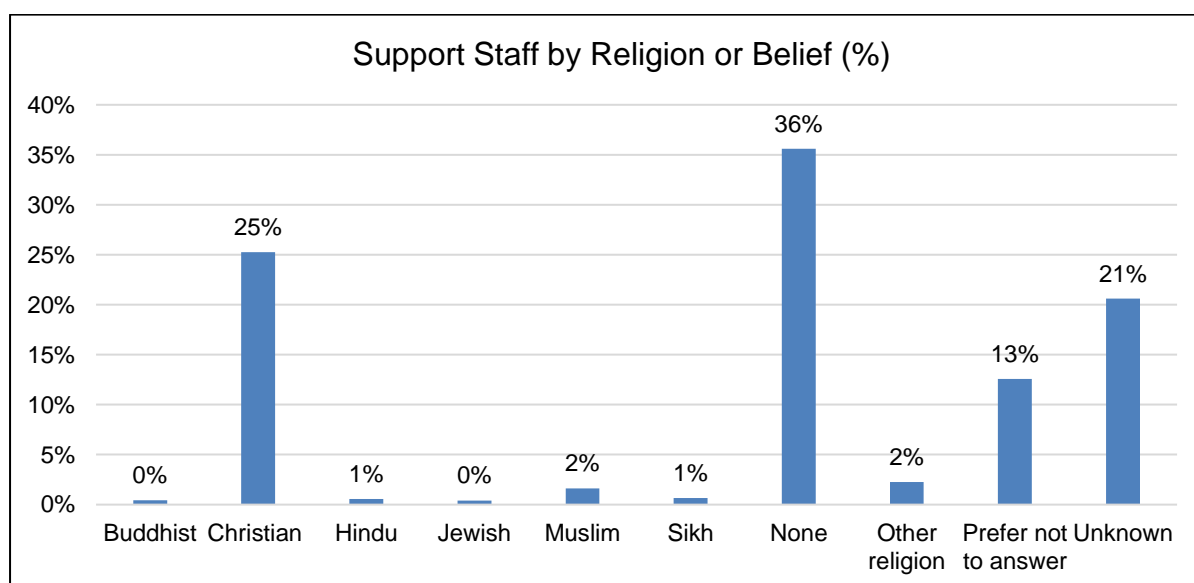


	2016	2017	2018	% change (2016-2018)
Female	63%	64%	64%	1%
Male	37%	36%	36%	-1%

Commentary

The percentage of female support staff has increased by 1% since 2016, with a corresponding decrease in male support staff.

Religion or Belief



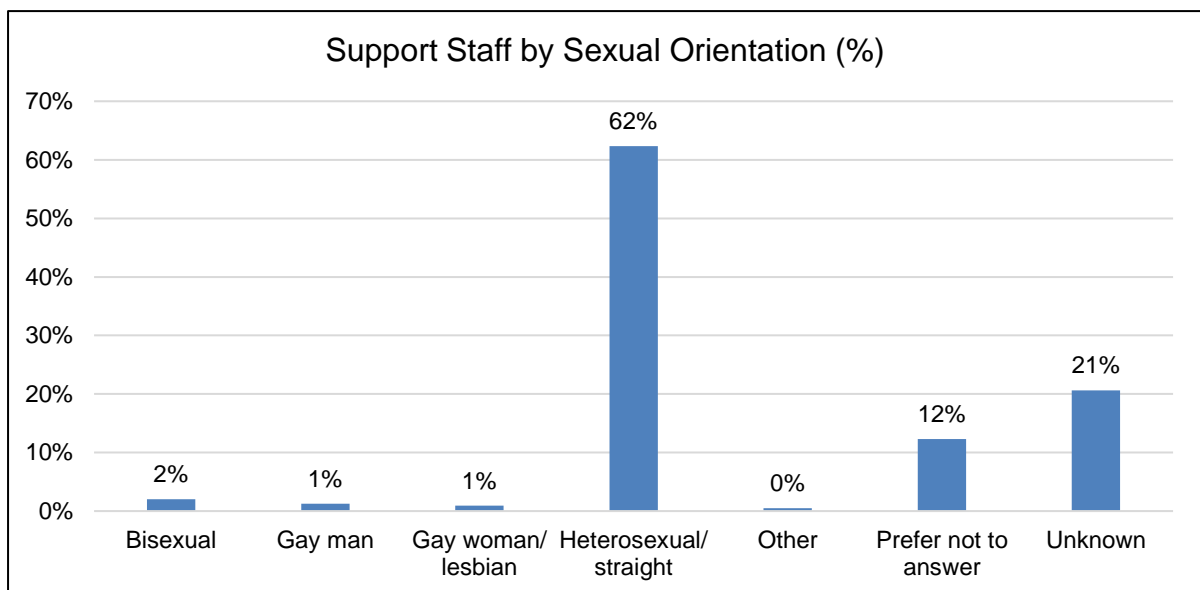
	2016	2017	2018	% change (2016-2018)
Buddhist	0%	0%	0%	-
Christian	27%	25%	25%	-2%
Hindu	0%	1%	1%	1%
Jewish	0%	0%	0%	-
Muslim	1%	2%	2%	1%
Sikh	1%	1%	1%	-
None	30%	32%	36%	6%
Other religion	2%	2%	2%	-
Prefer not to answer	16%	14%	13%	-3%
Unknown	23%	23%	21%	-2%

Commentary

There has been a 6% increase in the percentage of support staff declaring they have no religion. The percentages of Hindu and Muslim support staff have both increased by 1% in this period, while the percentage of Christian support staff has decreased by 2%. There were 15 support staff who declared they were Jewish and 16 Buddhist, however, this is not shown in the above chart or table due to rounding of data to the nearest whole percent.

There has been a 5% decrease in the proportion of support staff choosing to not disclose their religion or belief over the three year period, with a 39% non-disclosure rate in 2016 dropping to a 34% non-disclosure rate in 2018.

Sexual Orientation



	2016	2017	2018	% change (2016-2018)
Bisexual	2%	2%	2%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual/straight	58%	59%	62%	4%
Other	0%	0%	0%	-
Prefer not to answer	16%	13%	12%	-4%
Unknown	23%	23%	21%	-2%

Commentary

There has been a 4% increase in the percentage of support staff declaring they are heterosexual/straight.

There were 17 support 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.

There has been a 6% decrease in non-disclosure levels over the three year period, dropping from 39% in 2016 to 33% in 2018.