

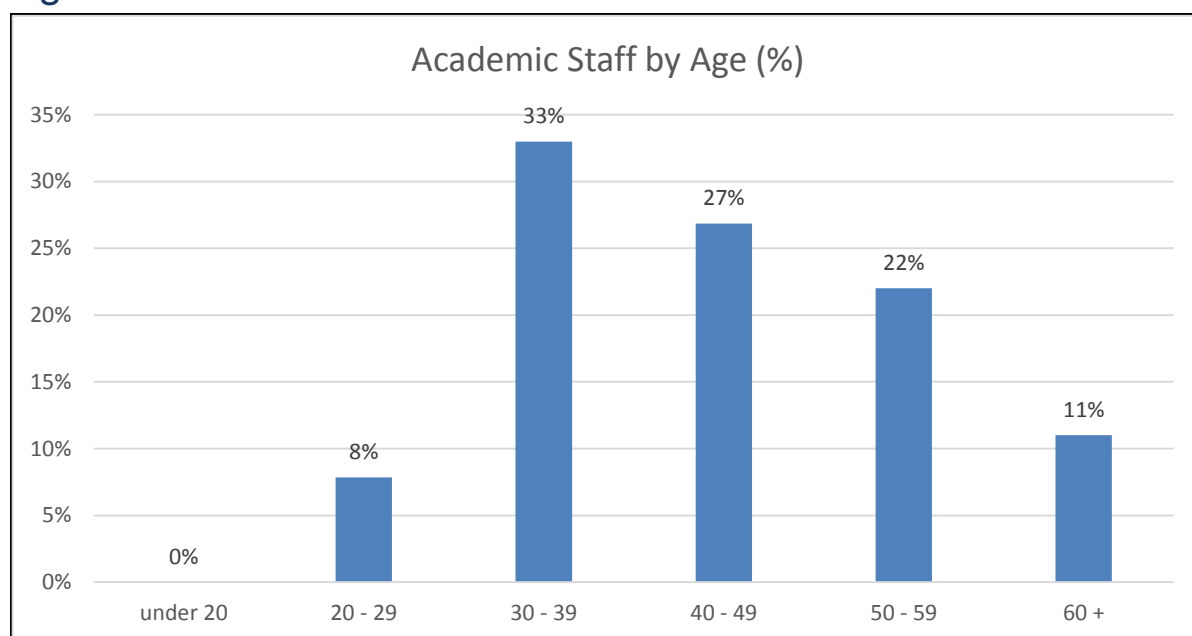
University of Leeds - Academic¹ staff in post by protected characteristic – 31 July 2019

The following information provides data on academic staff in post at the University of Leeds as at 31 July 2019. The data are provided by the following protected characteristics: age; caring responsibility; disability; ethnicity; gender; religion or belief and sexual orientation. The total academic staff headcount at 31 July 2019 was 4001.

The previous two years of data are provided for comparison.

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

Age



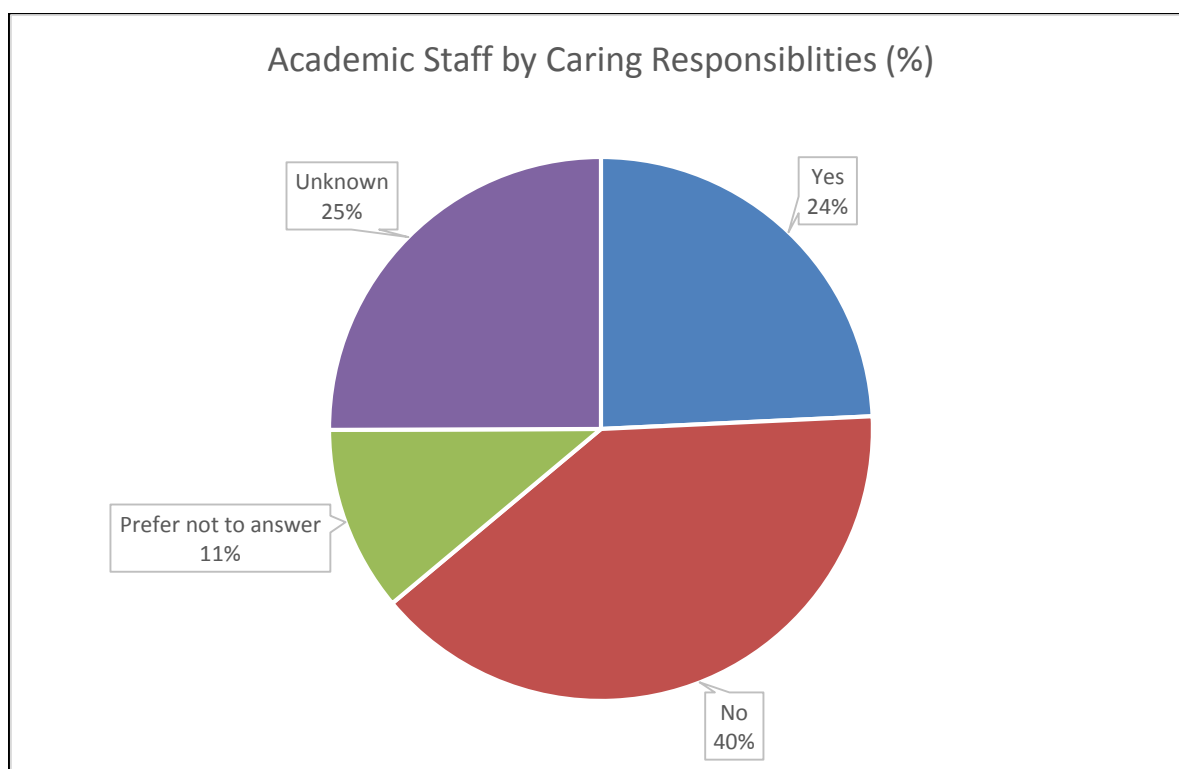
Age (years)	2017	2018	2019	% change (2017-2019)
Under 20	0%	0%	0%	-
20 - 29	8%	8%	8%	-
30 - 39	34%	34%	33%	-1%
40 - 49	27%	27%	27%	-
50 - 59	22%	21%	22%	-
60 +	10%	10%	11%	+1%

¹ '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 period shown have been minimal. There has been a 1% decrease in the percentage of academic staff in the 30-39 age category and a 1% increase in the percentage of academic staff in the 60+ age category.

Caring Responsibility²



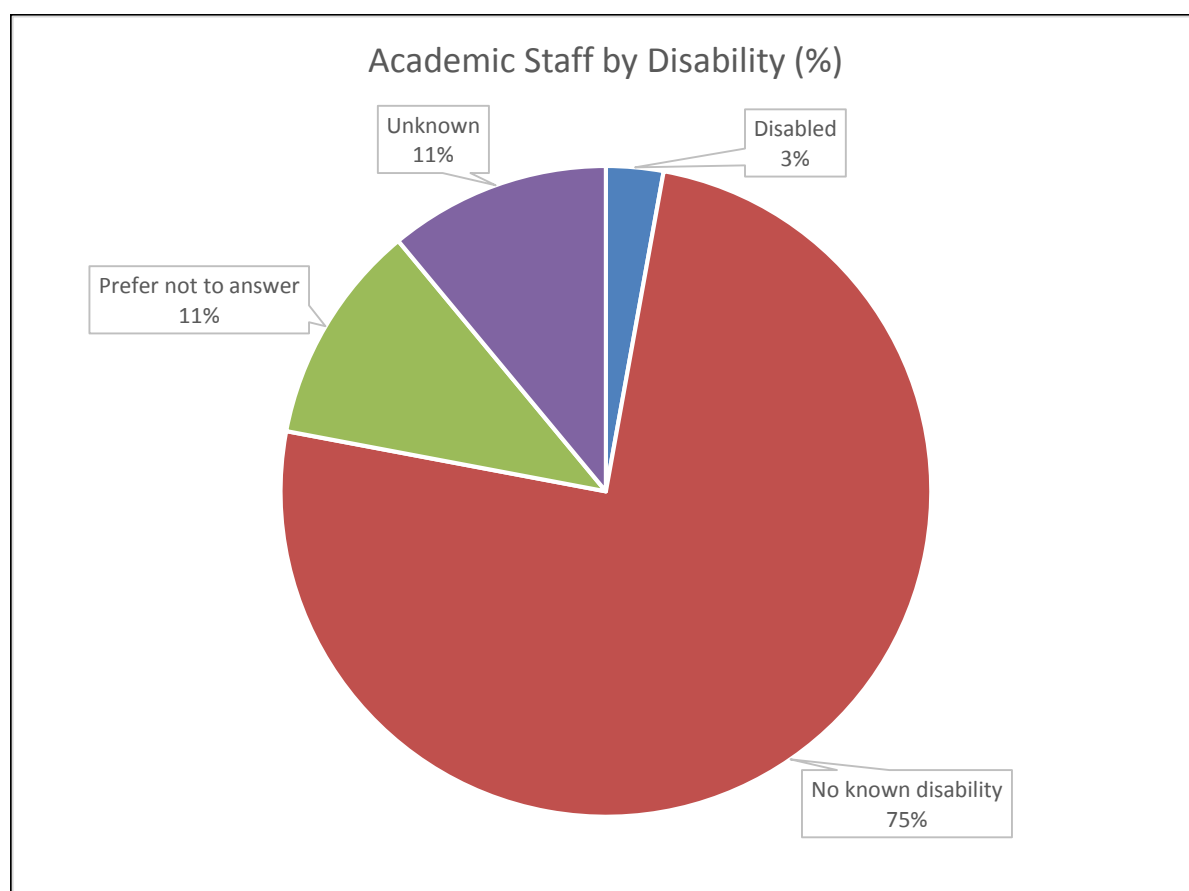
	2017	2018	2019	% change (2017-2019)
Yes	24%	24%	24%	-
No	39%	40%	40%	+1%
Prefer not to answer	15%	12%	11%	-4%
Unknown	23%	24%	25%	+2%

Commentary

There has been a 1% increase over the period shown of academic staff declaring they do *not* have any caring responsibilities. There has been a 4% decrease in the percentage of academic staff preferring not to declare their caring responsibilities, and a 2% increase in the percentage of staff with Unknown caring responsibilities.

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

Disability³



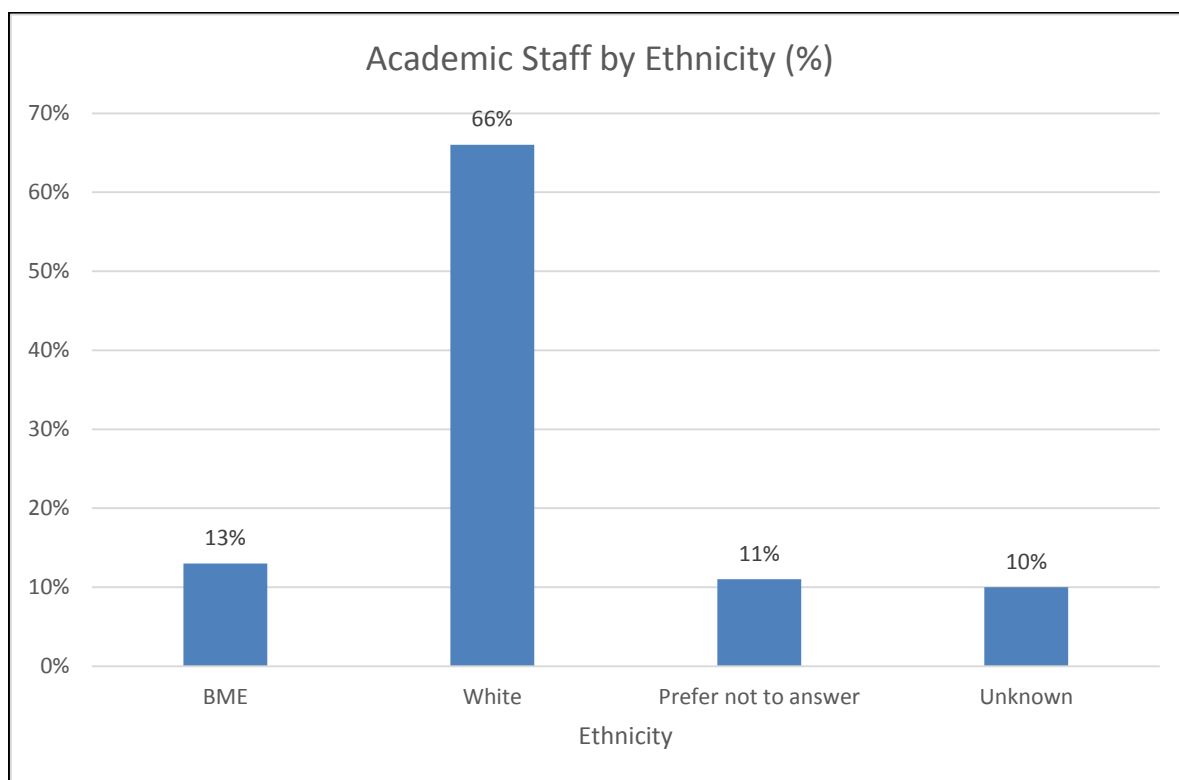
	2017	2018	2019	% change (2017-2019)
Disabled	3%	3%	3%	-
No known disability	78%	77%	75%	-3%
Prefer not to answer	16%	13%	11%	-5%
Unknown	3%	7%	11%	+8%

Commentary

The percentage of academic staff declaring no known disability has decreased by 3% between 2017 and 2019. Over the same period, the percentage of undisclosed data amongst academic staff has increased from 19% to 22%.

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



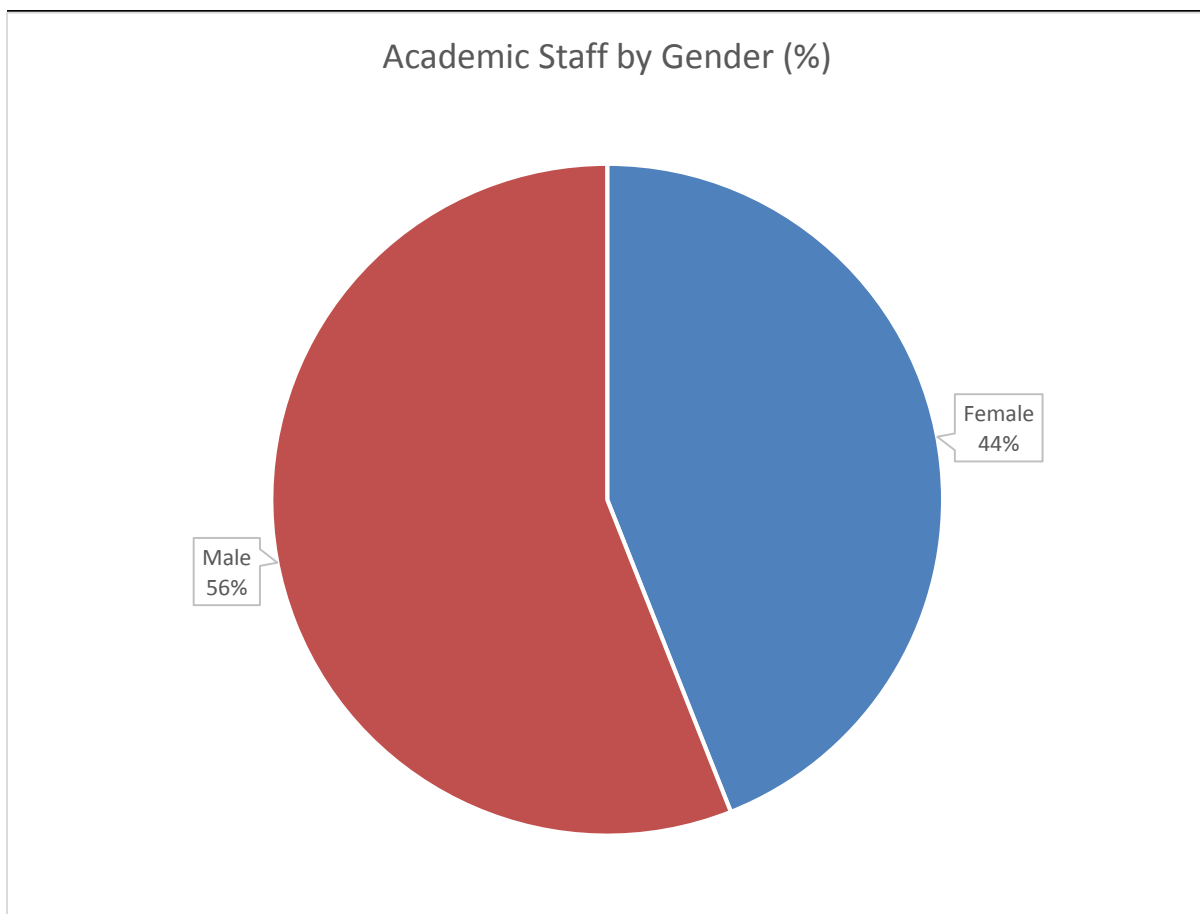
	2017	2018	2019	% change (2017-2019)
BME⁴	12%	12%	13%	+1%
White	67%	68%	66%	-1%
Prefer not to answer	15%	13%	11%	-4%
Unknown	6%	8%	10%	+4%

Commentary

The percentage of BME academic staff has increased by 1% over the period shown, while the percentage of white academic staff has decreased by 1%. The level of non-disclosure has remained constant at 21% throughout the period.

⁴ BME – Black and minority ethnic

Gender

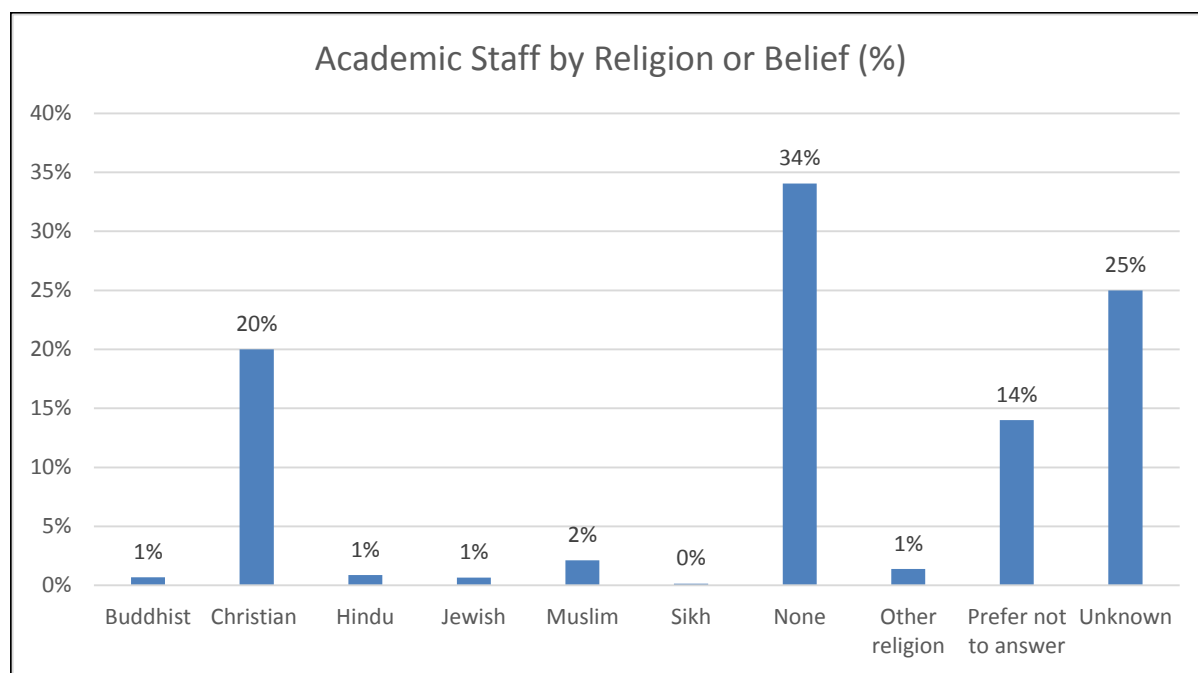


	2017	2018	2019	% change 2017-2019
Female	43%	43%	44%	+1%
Male	57%	57%	56%	-1%

Commentary

The percentage of female academic staff has increased by 1% during the period shown, and the percentage of male academic staff has decreased by 1%.

Religion or Belief

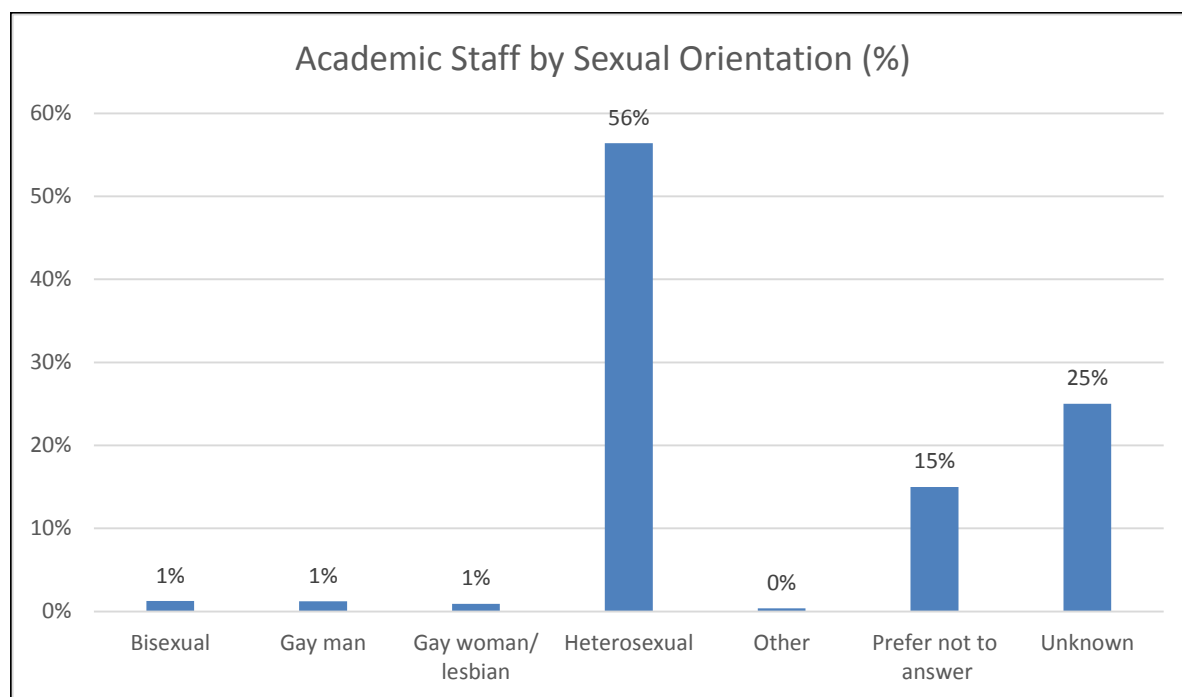


	2017	2018	2019	% change 2017-2019
Buddhist	1%	1%	1%	-
Christian	21%	21%	20%	-1%
Hindu	1%	1%	1%	-
Jewish	1%	1%	1%	-
Muslim	2%	2%	2%	-
Sikh	0%	0%	0%	-
None	33%	34%	34%	+1%
Other religion	1%	1%	1%	-
Prefer not to answer	18%	15%	14%	-4%
Unknown	23%	24%	25%	+2%

Commentary

From 2017 to 2019 there has been 1% increase in the percentage of academic staff declaring they have no religion. There has also been a 1% decrease in the percentage 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 percentage of non-disclosure has decreased during the period, from 41% to 39%.

Sexual Orientation



	2017	2018	2019	% change 2017-2019
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual	56%	56%	56%	-
Other	0%	0%	0%	-
Prefer not to answer	18%	16%	15%	-3%
Unknown	23%	24%	25%	+2%

Commentary

There has been little change over the period shown. There were 17 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 percentage of non-disclosure has decreased by 1% from 41% in 2017 to 40% in 2019.