

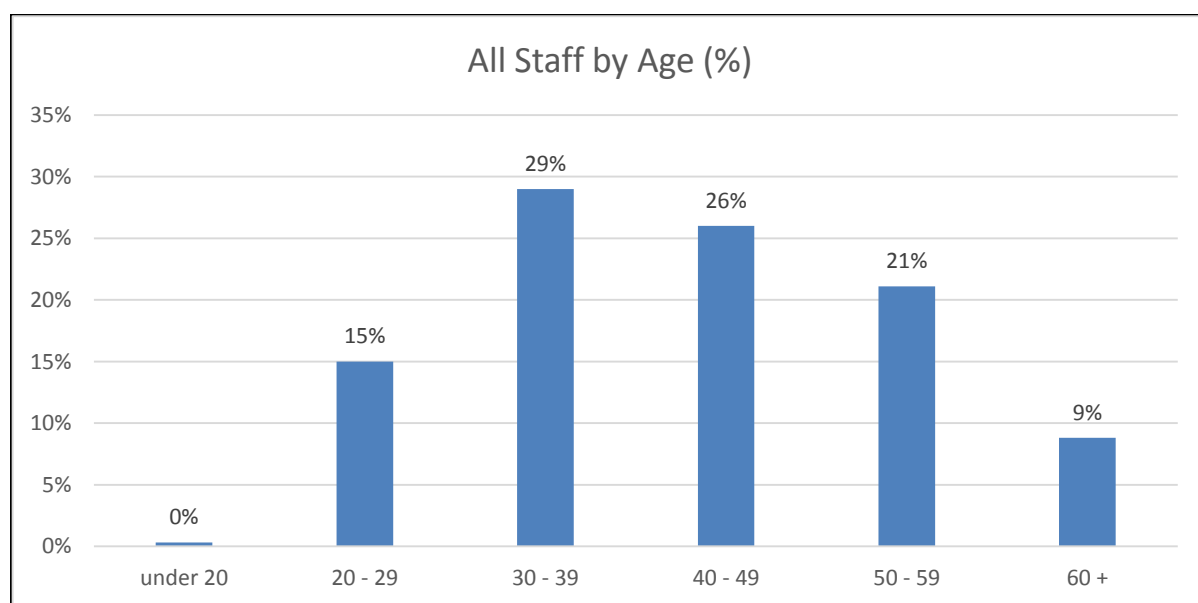
University of Leeds - all staff in post by protected characteristic – 31 July 2019

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 2019. The data are provided by the following protected characteristics: age; caring responsibility; disability; ethnicity; gender; religion or belief and sexual orientation. The total staff headcount at 31 July 2019 was 9302.

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

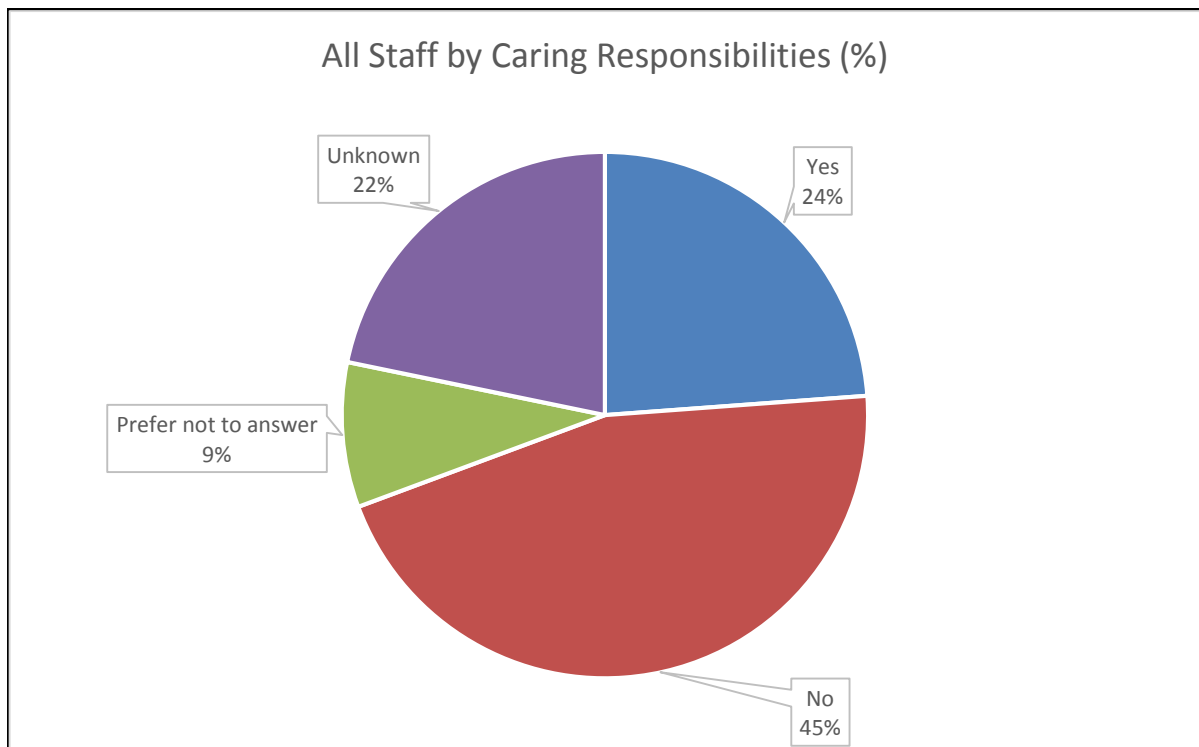


Age (years)	2017	2018	2019	% change (2017-2019)
Under 20	0%	0%	0%	-
20 - 29	14%	14%	15%	+1%
30 - 39	30%	30%	29%	-1%
40 - 49	26%	26%	26%	-
50 - 59	22%	21%	21%	-1%
60 +	8%	9%	9%	+1%

Commentary

The percentage of staff across the different age categories remains broadly similar across the three year period. Forty one 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



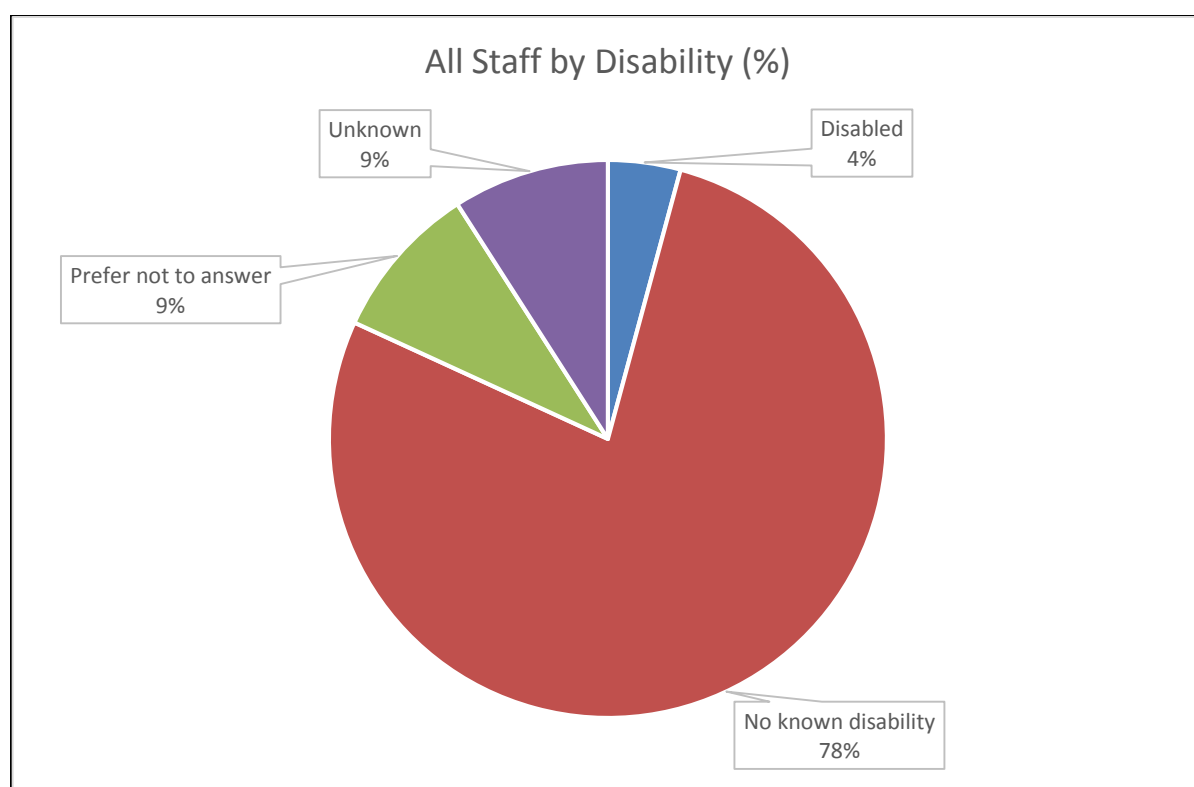
	2017	2018	2019	% change (2017-2019)
Yes	23%	24%	24%	+1%
No	43%	45%	46%	+3%
Prefer not to answer	12%	10%	9%	-3%
Unknown	21%	21%	22%	+1%

Commentary

The percentage of staff declaring they have a caring responsibility has increased by 1% over the period shown. There has also been a 3% increase in staff declaring that they do not have any caring responsibilities. The percentage of non-disclosure for staff across the period has decreased by 2%, dropping from 33% in 2017 to 31% in 2019.

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

Disability²



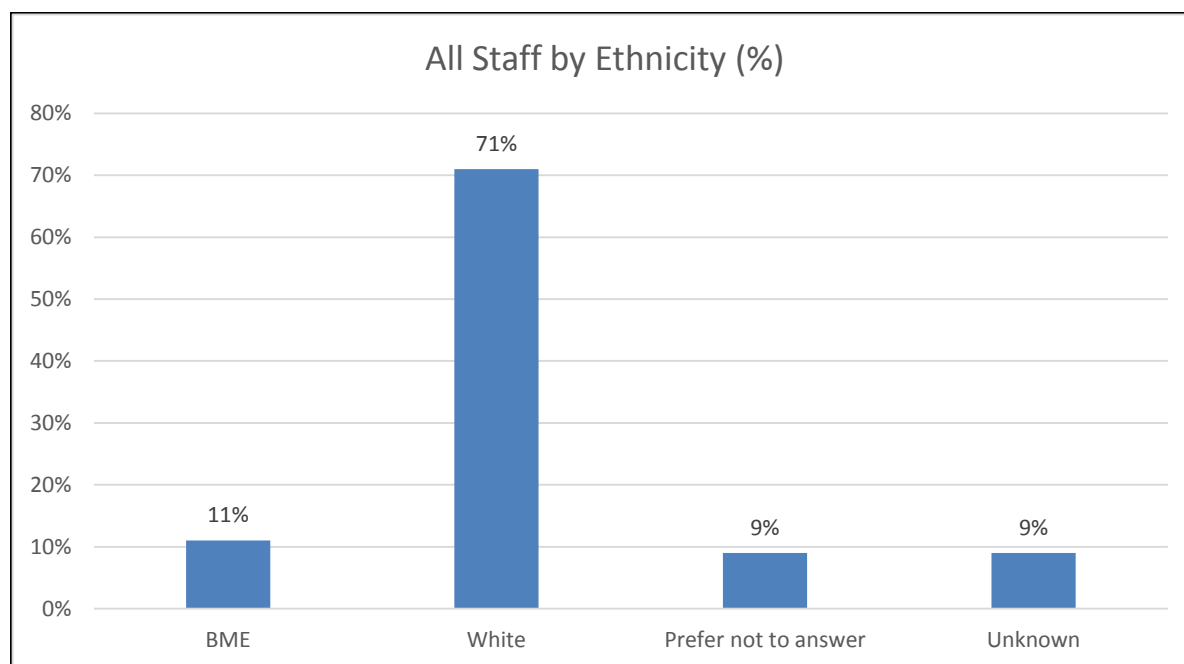
	2017	2018	2019	% change (2017-2019)
Disabled	4%	4%	4%	-
No known disability	78%	79%	77%	-1%
Prefer not to answer	13%	11%	9%	-4%
Unknown	6%	7%	9%	+3%

Commentary

The percentage of staff declaring they have a disability has remained the same over the period at 4%. There has been a 1% decrease in the percentage of staff who have declared no known disability and a 1% decrease in non-disclosure overall.

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



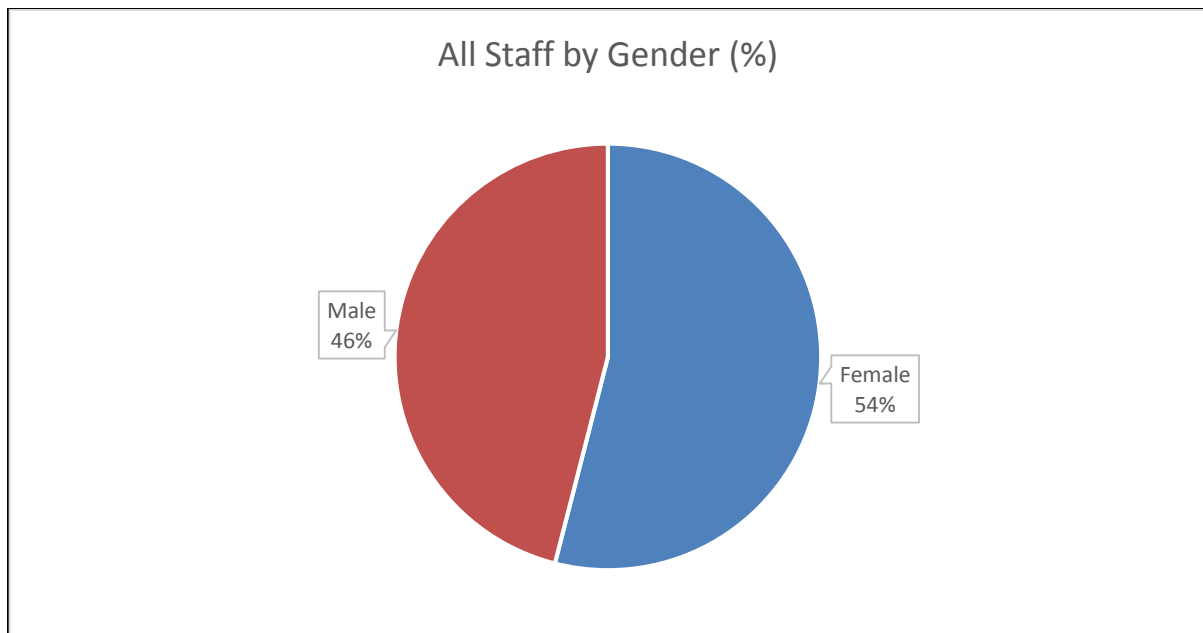
	2017	2018	2019	% change (2017-2019)
BME³	10%	10%	11%	+1%
White	71%	73%	71%	-
Prefer not to answer	12%	10%	9%	-3%
Unknown	7%	7%	9%	+2%

Commentary

The percentage of white staff has remained static over the period shown at 71%. There has been a 1% increase in the percentage of BME staff. The percentage of staff whose ethnicity has not been disclosed has decreased by 1% in this period from 19% in 2017 to 18% in 2019.

³ BME – Black and minority ethnic

Gender

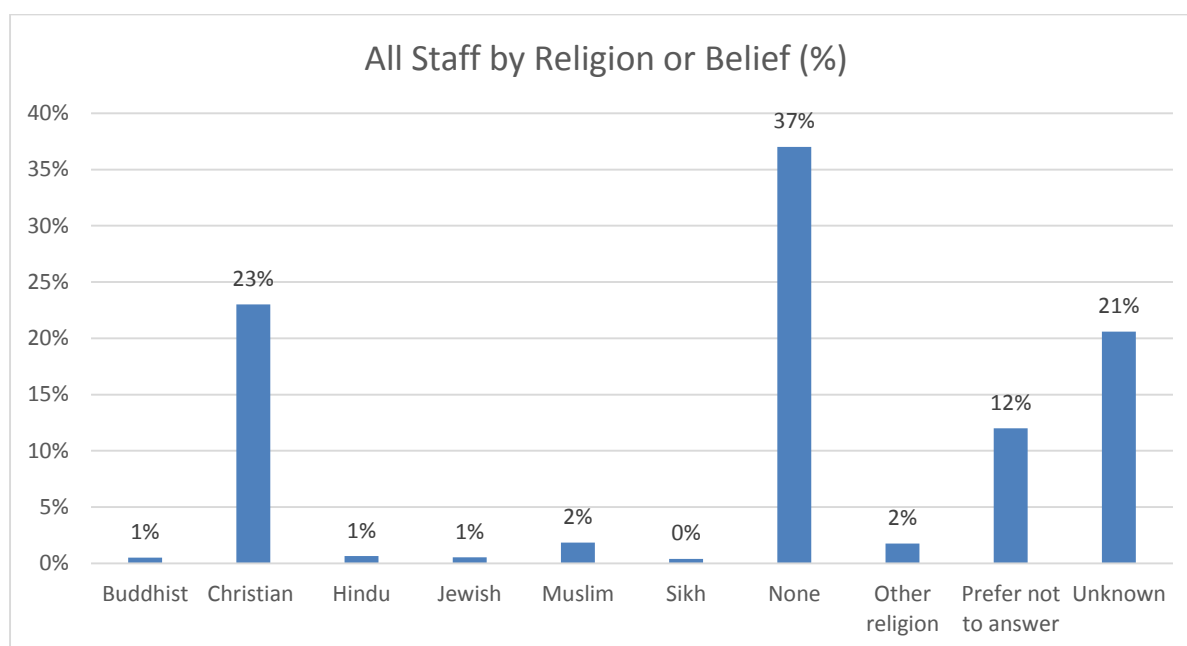


	2017	2018	2019	% change (2017-2019)
Female	55%	55%	54%	-1%
Male	45%	45%	46%	+1%

Commentary

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

Religion or Belief

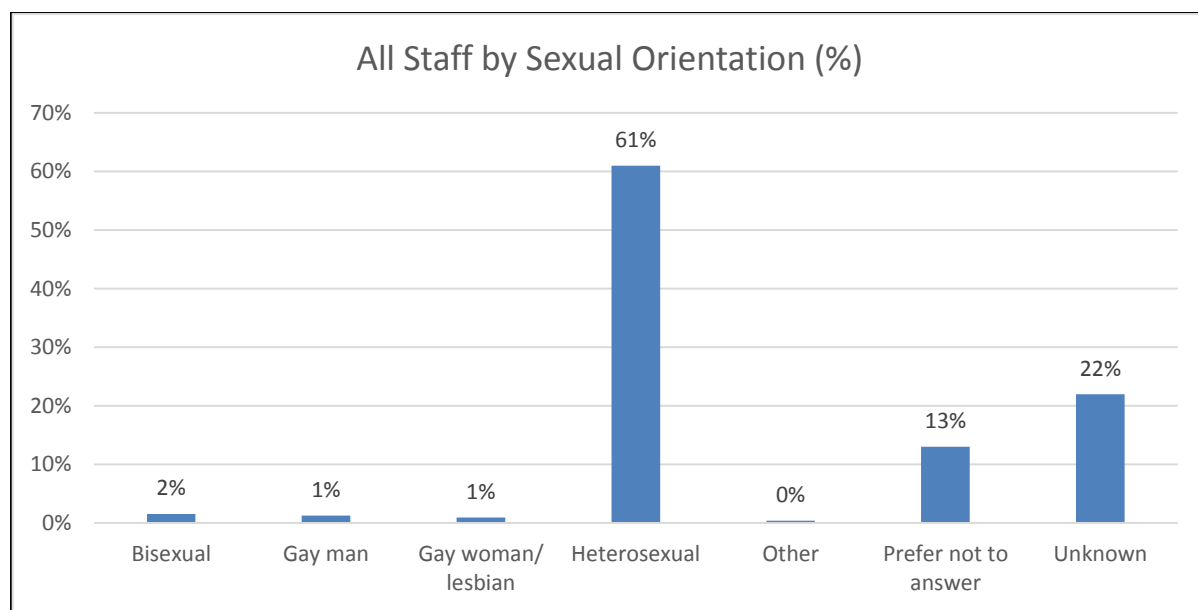


	2017	2018	2019	% change (2017-2019)
Buddhist	0%	1%	1%	+1%
Christian	24%	24%	23%	-1%
Hindu	1%	1%	1%	-
Jewish	1%	1%	1%	-
Muslim	2%	2%	2%	-
Sikh	0%	0%	0%	-
None	33%	36%	37%	+4%
Other religion	2%	2%	2%	-
Prefer not to answer	16%	14%	12%	-4%
Unknown	21%	21%	21%	-

Commentary

Over the period shown, there has been a 4% increase in the percentage of staff declaring they have no religion. There has also been a 1% increase in staff declaring their religion as Buddhist, and a 1% decrease in those declaring their religion as Christian. There were 38 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 percentage of non-disclosure has decreased over the period, from 37% in 2017 to 33% in 2019.

Sexual Orientation



	2017	2018	2019	% change (2017-2019)
Bisexual	1%	2%	2%	+1%
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual	60%	62%	61%	+1%
Other	0%	0%	0%	-
Prefer not to answer	16%	14%	13%	-3%
Unknown	21%	21%	22%	+1%

Commentary

There has been a 1% increase in the percentage of staff declaring they are heterosexual over the period shown. There has also been a 1% increase in the percentage of staff declaring that they are bisexual. There were 40 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 percentage of non-disclosure has decreased over the period, from 37% in 2017 to 35% in 2019.