

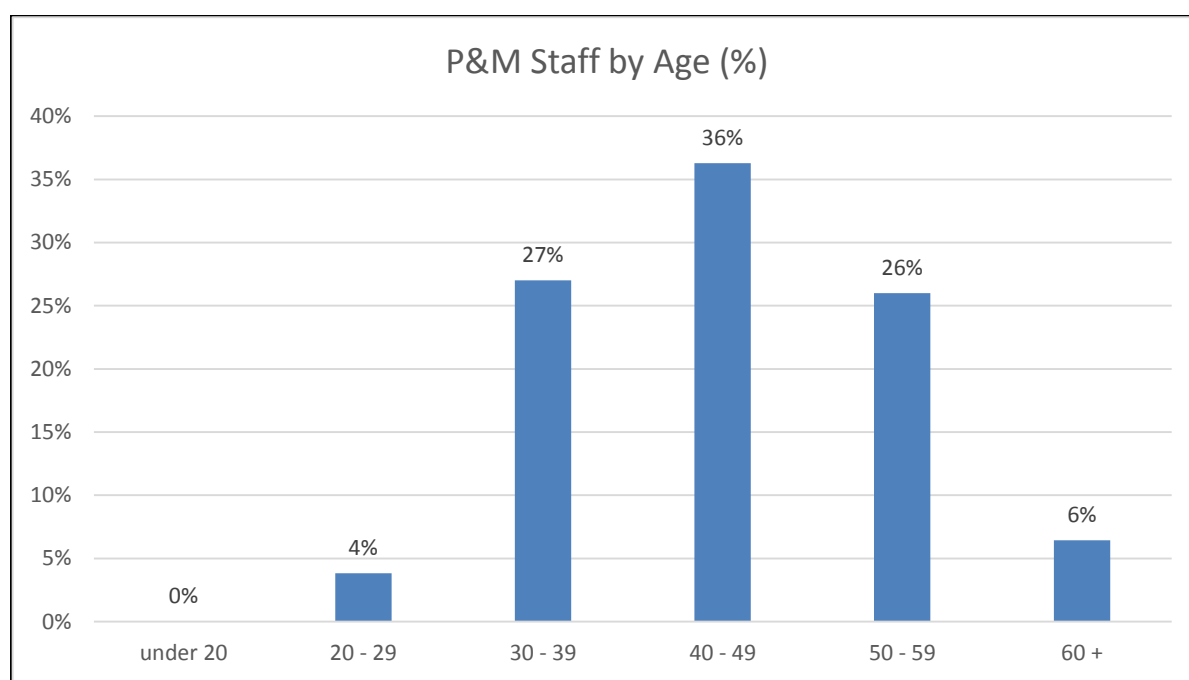
University of Leeds – Professional & Managerial staff¹ in post by protected characteristic – 31 July 2019

The following information provides data on Professional and Managerial (P&M) 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 P&M staff headcount at 31 July 2019 was 1573.

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



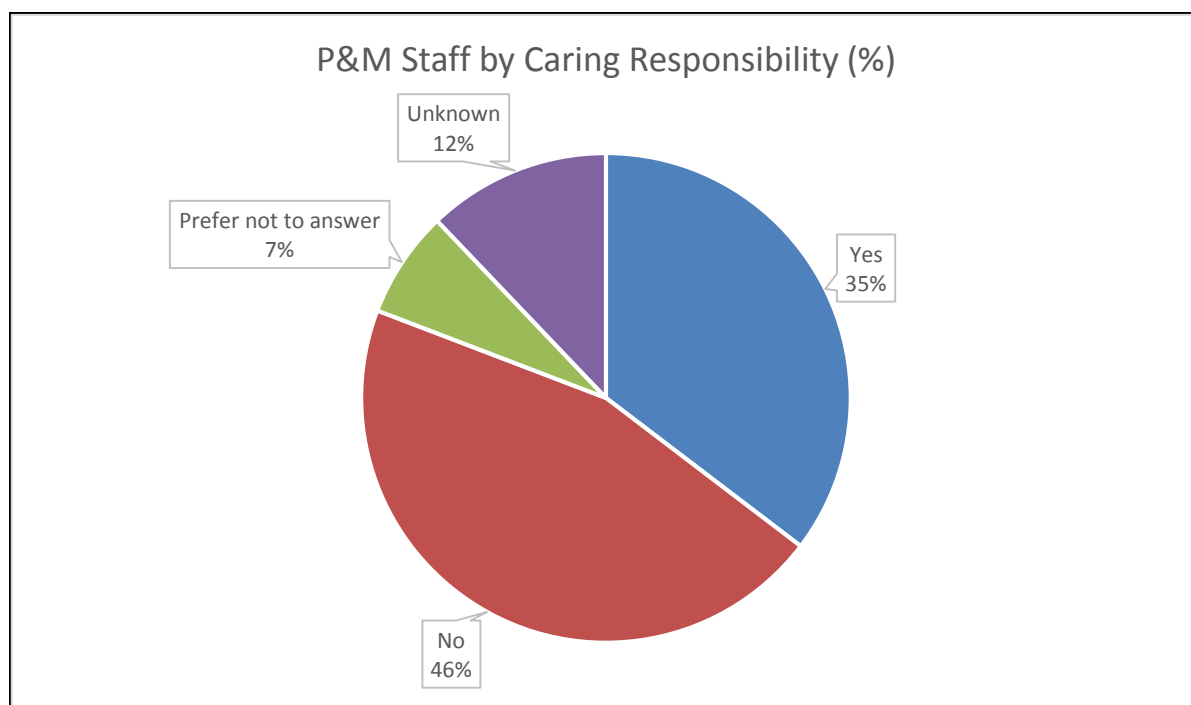
Age (years)	2017	2018	2019	% change (2017-2019)
Under 20	0%	0%	0%	-
20 - 29	5%	4%	4%	-1%
30 - 39	28%	29%	27%	-1%
40 - 49	35%	36%	36%	+1%
50 - 59	25%	25%	26%	+1%
60 +	7%	6%	6%	-1%

¹ 'Professional & managerial staff' comprises staff in professional services roles, typically grade 7+.

Commentary

There has been a 1% decrease in the percentage of P&M staff in the 20-29, 30-39, and 60+ year old age categories within the period shown. There has been a 1% increase in the percentage of P&M staff in the 40-49 and 50-59 year old age categories across the same period.

Caring Responsibility²



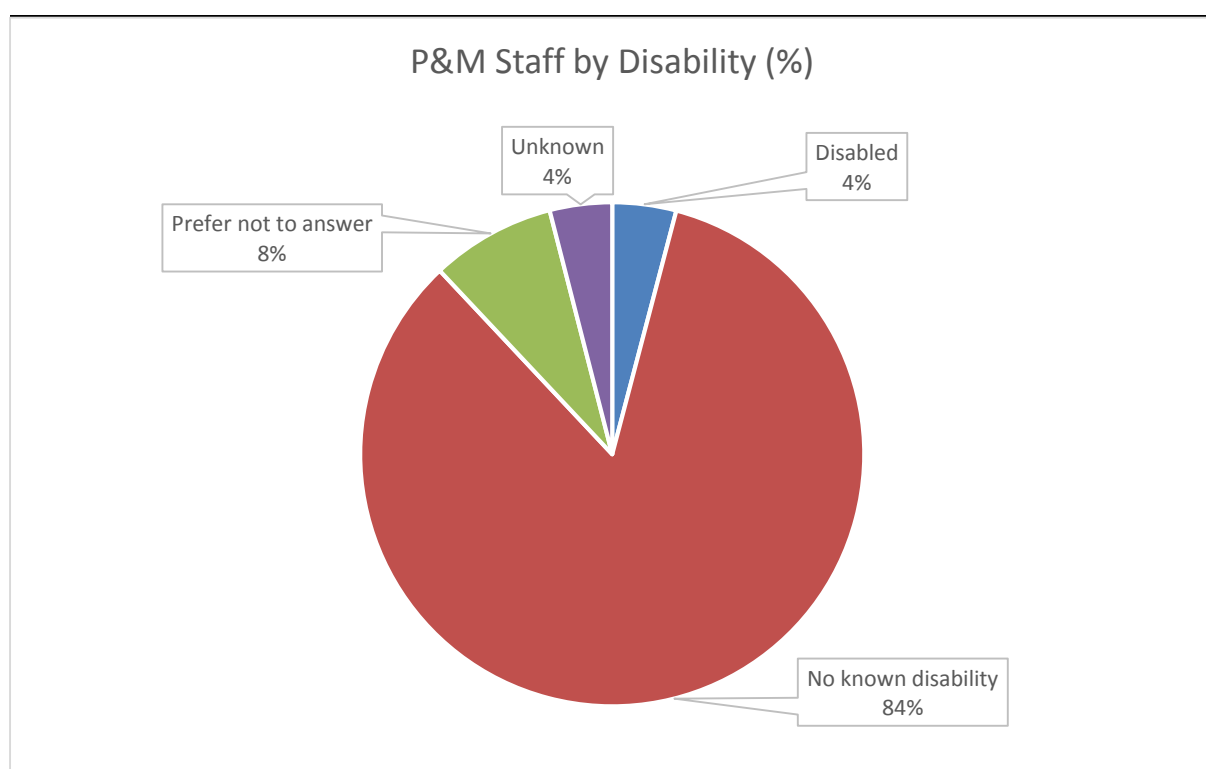
	2017	2018	2019	% change (2017-2019)
Yes	35%	36%	35%	-
No	41%	43%	45%	+4%
Prefer not to answer	11%	9%	7%	-4%
Unknown	13%	12%	12%	-1%

Commentary

There has been a 4% increase in the percentage of P&M staff over the period shown who have declared that they do *not* have caring responsibilities. The percentage of non-disclosure has decreased over the period, from 24% in 2017 to 19% in 2019.

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

Disability³



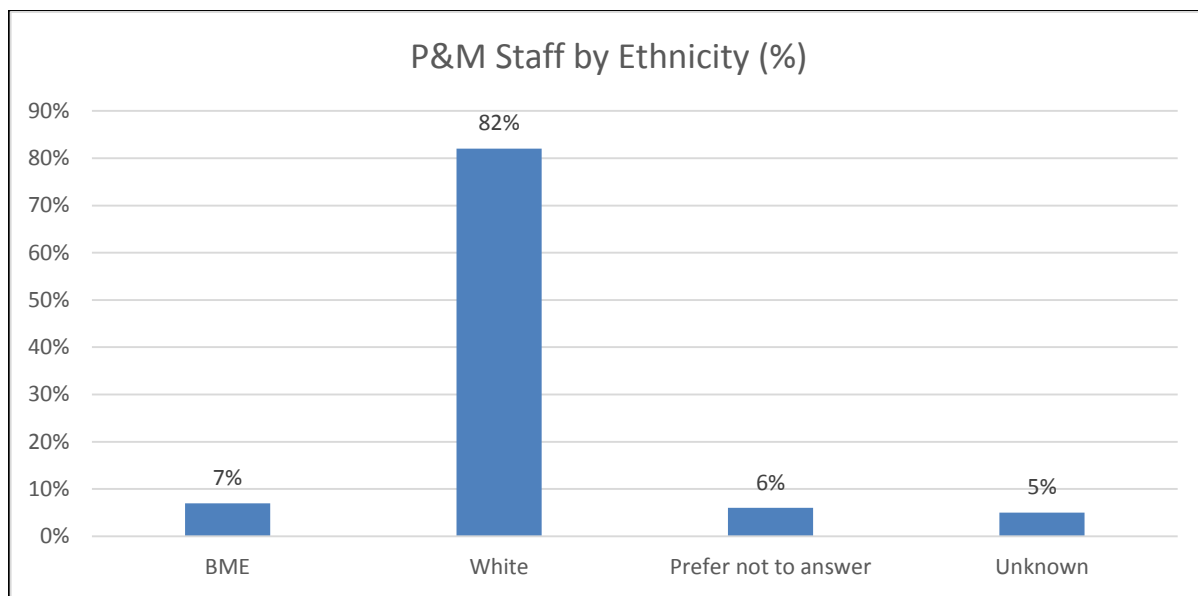
	2017	2018	2019	% change (2017-2019)
Disabled	4%	4%	4%	-
No known disability	82%	84%	84%	+2%
Prefer not to answer	11%	9%	8%	-3%
Unknown	3%	3%	4%	+1%

Commentary

The percentage of P&M staff declaring they have a disability has remained the same over the period at 4%. The percentage of P&M staff with no known disability has increased by 2% over the 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



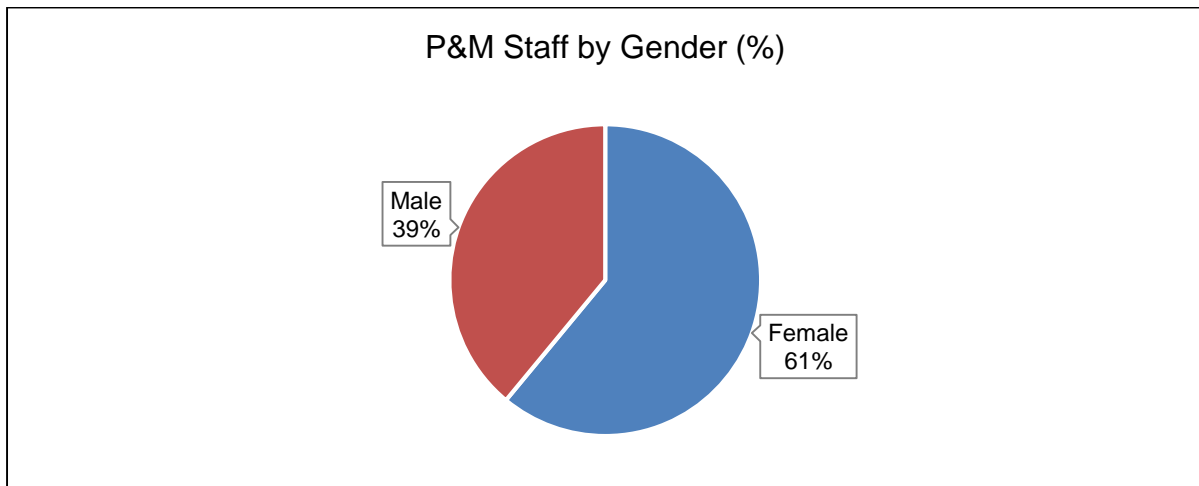
	2017	2018	2019	% change (2017-2019)
BME⁴	7%	6%	7%	-
White	81%	83%	82%	+1%
Prefer not to answer	9%	7%	6%	-3%
Unknown	3%	4%	5%	+2%

Commentary

The percentage of white P&M staff has increased by 1% over the period shown. Non-disclosure has decreased by 1% over the period from 12% in 2017 to 11% in 2019.

⁴ BME – Black and minority ethnic

Gender

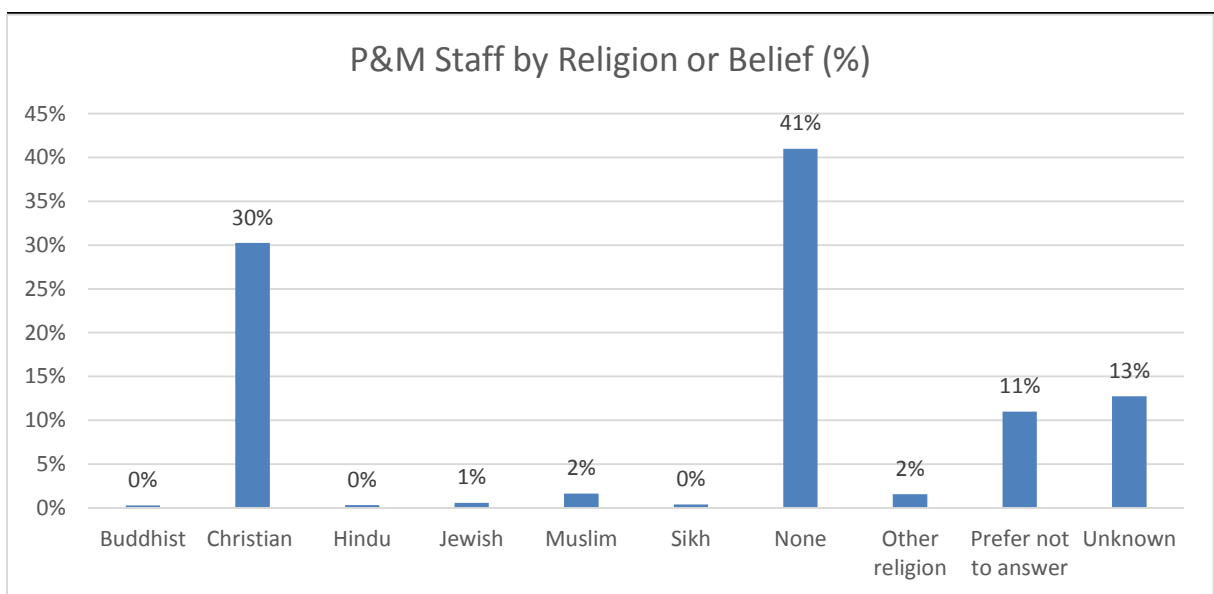


	2017	2018	2019	% change (2017-2019)
Female	61%	61%	61%	-
Male	39%	39%	39%	-

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

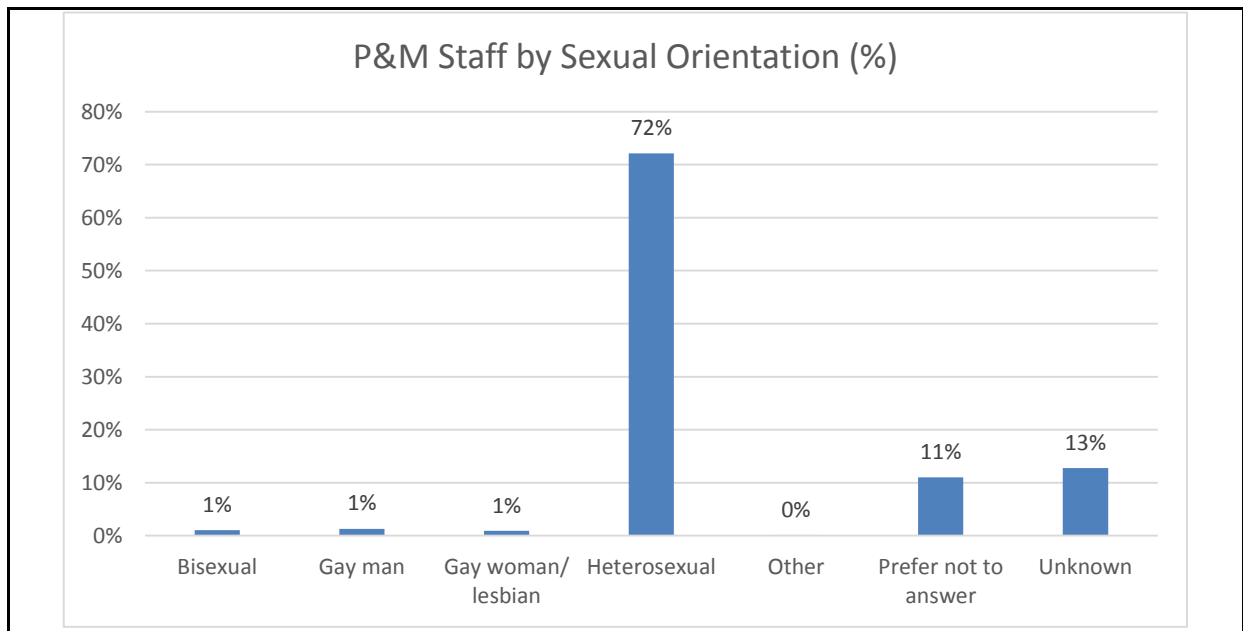


	2017	2018	2019	% change (2017-2019)
Buddhist	0%	0%	0%	-
Christian	30%	30%	30%	-
Hindu	0%	0%	0%	-
Jewish	1%	1%	1%	-
Muslim	2%	2%	2%	-
Sikh	0%	0%	0%	-
None	37%	40%	41%	+4%
Other religion	2%	2%	2%	-
Prefer not to answer	15%	12%	11%	-4%
Unknown	14%	13%	13%	-1%

Commentary

There has been a 4% increase in the percentage of staff declaring they have no religion. There were 5 staff who declared they were Buddhist, 7 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 percentage of non-disclosure has decreased by 5% over the period shown, from 29% in 2017 to 24% in 2019.

Sexual Orientation



	2017	2018	2019	% change (2017-2019)
Bisexual	1%	1%	1%	-
Gay man	1%	1%	1%	-
Gay woman/lesbian	1%	1%	1%	-
Heterosexual	69%	72%	72%	+3%
Other	0%	0%	0%	-
Prefer not to answer	14%	12%	11%	-3%
Unknown	13%	13%	13%	-

Commentary

There has been a 3% increase in staff declaring that they are heterosexual over the period shown. Non-disclosure percentage is 24% in 2019, which is a 3% improvement across the period shown. 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.