

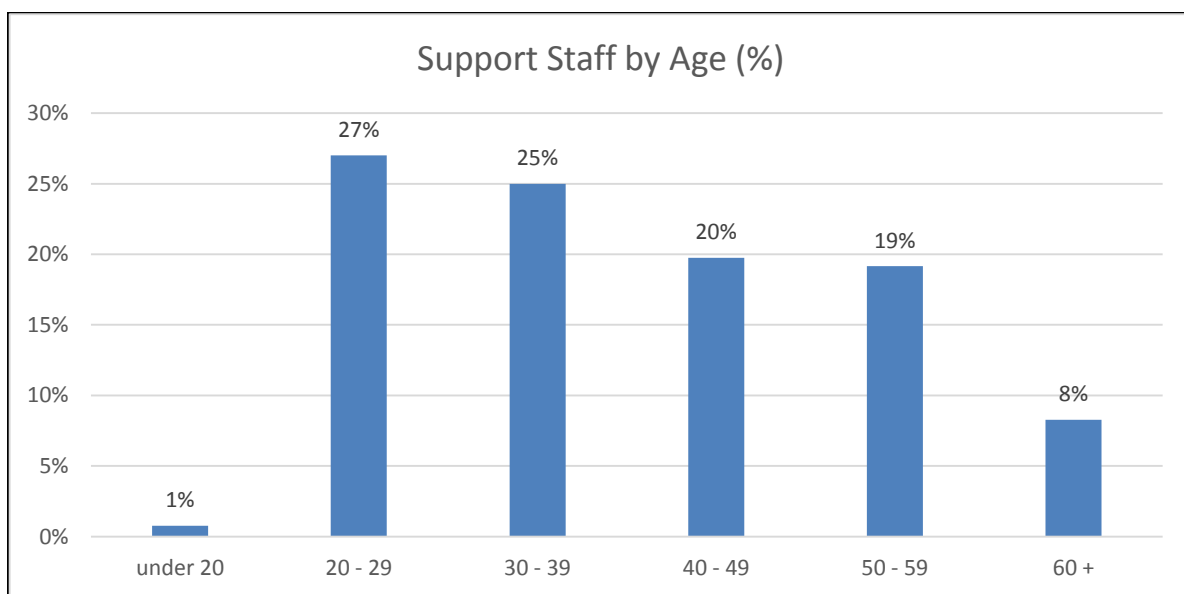
# University of Leeds - Support<sup>1</sup> staff in post by protected characteristic – 31 July 2019

The following information provides data on 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 support staff headcount at 31 July 2019 was 3728.

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



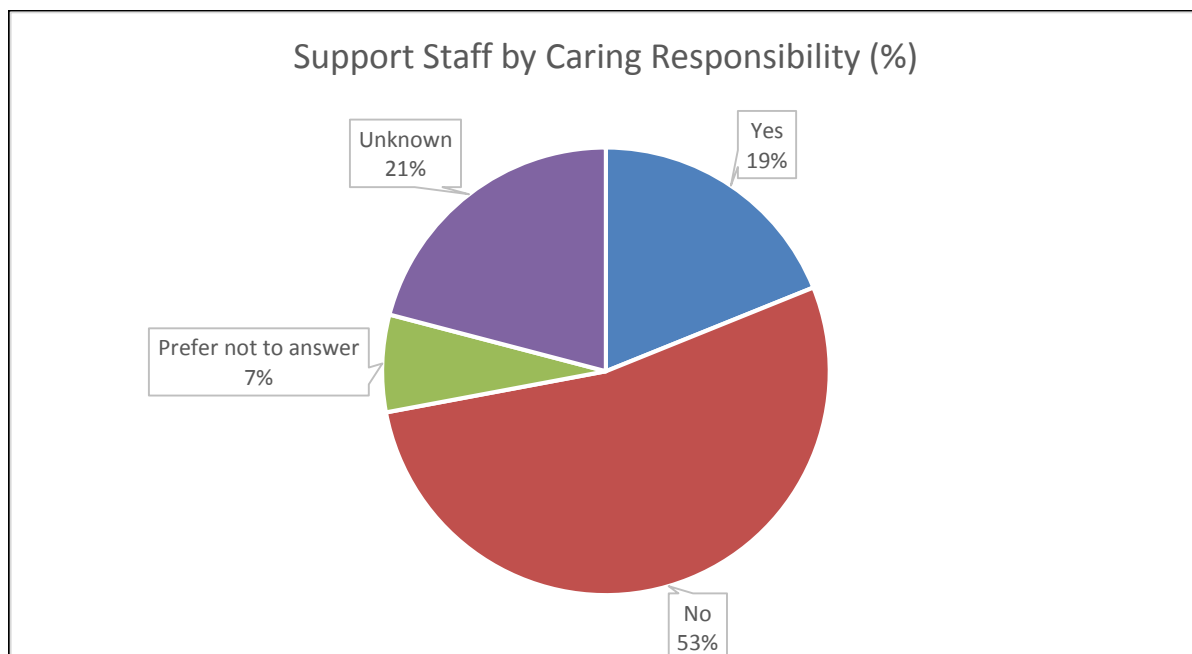
Age (years)	2017	2018	2019	% change (2017-2019)
<b>Under 20</b>	1%	1%	1%	-
<b>20 - 29</b>	25%	25%	27%	+2%
<b>30 - 39</b>	26%	27%	25%	-1%
<b>40 - 49</b>	20%	20%	20%	-
<b>50 - 59</b>	20%	19%	19%	-1%
<b>60 +</b>	8%	8%	8%	-

<sup>1</sup> '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 period shown, with a 2% increase in the 20-29 year old category and a 1% decrease in both the 30-39 and the 50-59 year old categories.

## Caring Responsibility<sup>2</sup>



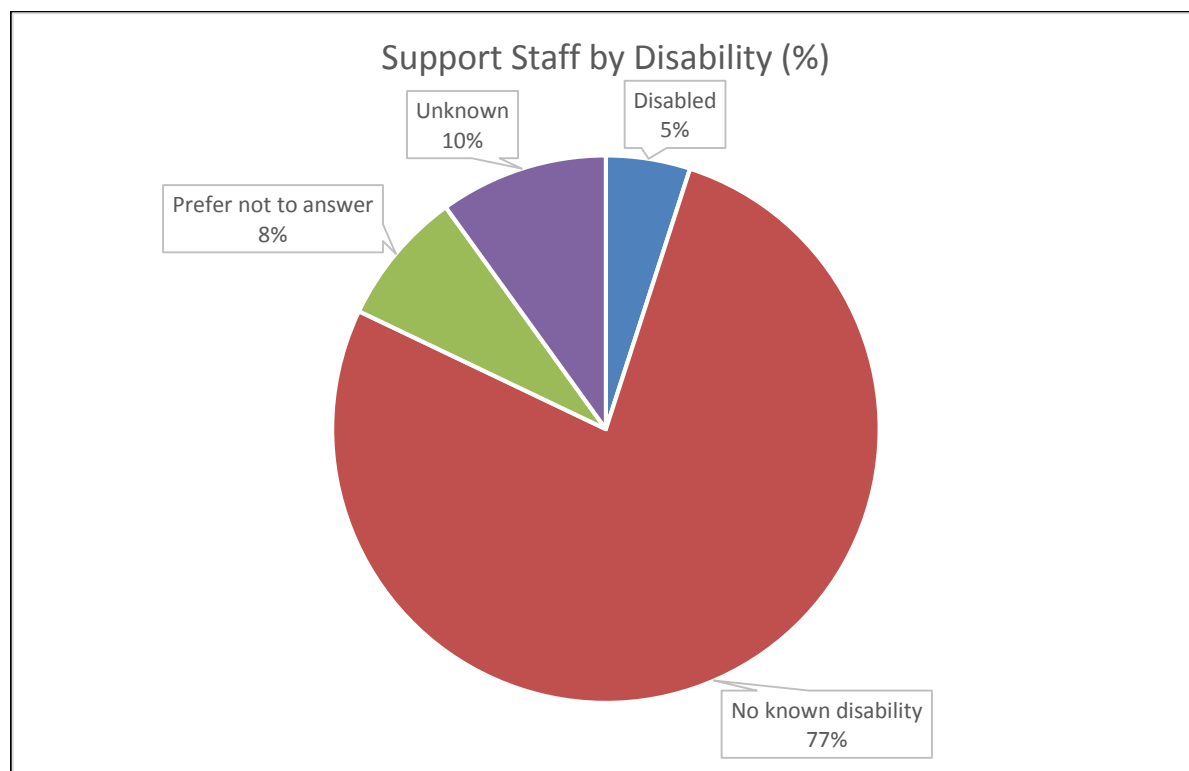
	2017	2018	2019	% change (2017-2019)
<b>Yes</b>	18%	19%	19%	+1%
<b>No</b>	49%	52%	53%	+4%
<b>Prefer not to answer</b>	10%	8%	7%	-3%
<b>Unknown</b>	23%	21%	21%	-2%

## Commentary

There has been a 1% increase in support staff declaring that they have caring responsibilities and a 4% increase in support staff who declared that they have no caring responsibilities. The level of non-disclosure has decreased by 5% over the period shown, from 33% in 2017 to 28% in 2019.

<sup>2</sup> Defined as: caring for either one or more children, one or more disabled children, or somebody else

## Disability<sup>3</sup>



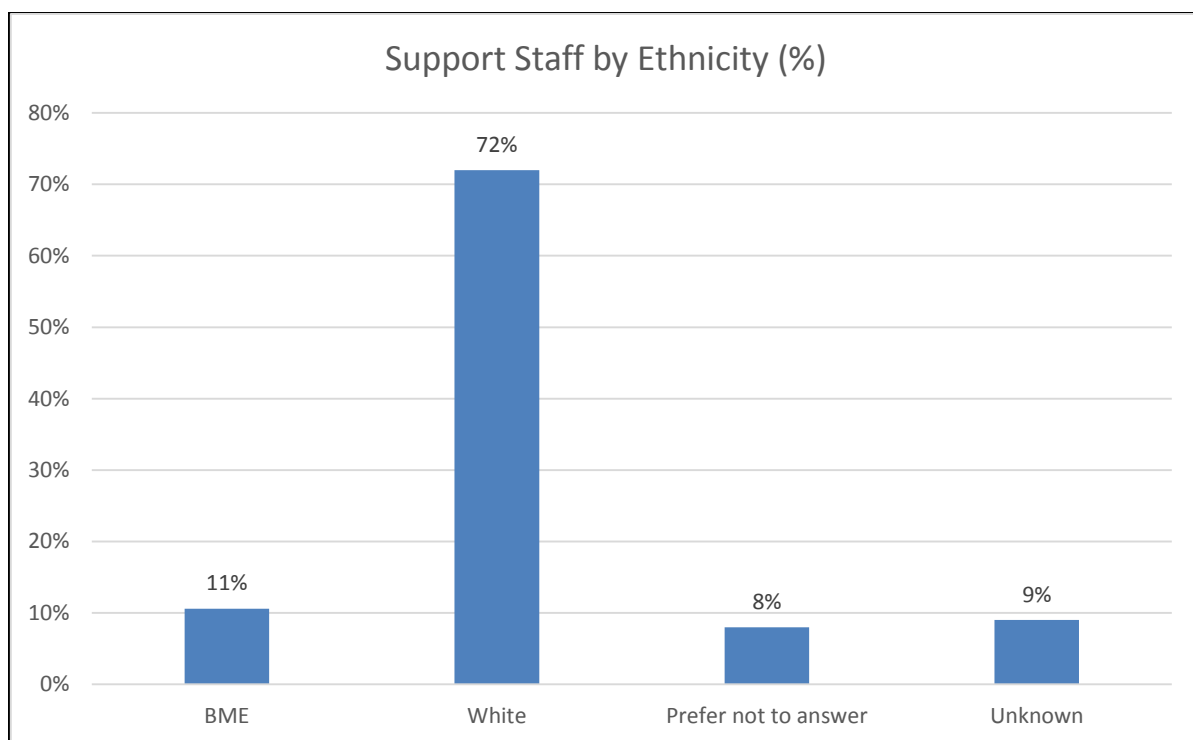
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>% change (2017-2019)</b>
<b>Disabled</b>	5%	6%	5%	-
<b>No known disability</b>	75%	77%	77%	+2%
<b>Prefer not to answer</b>	11%	9%	8%	-3%
<b>Unknown</b>	9%	8%	10%	+1%

### *Commentary*

The percentage of support staff with no known disability has increased by 2% over the period shown. The level of non-disclosure has decreased by 2% over the period, from 20% in 2017 to 18% in 2019.

<sup>3</sup> 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



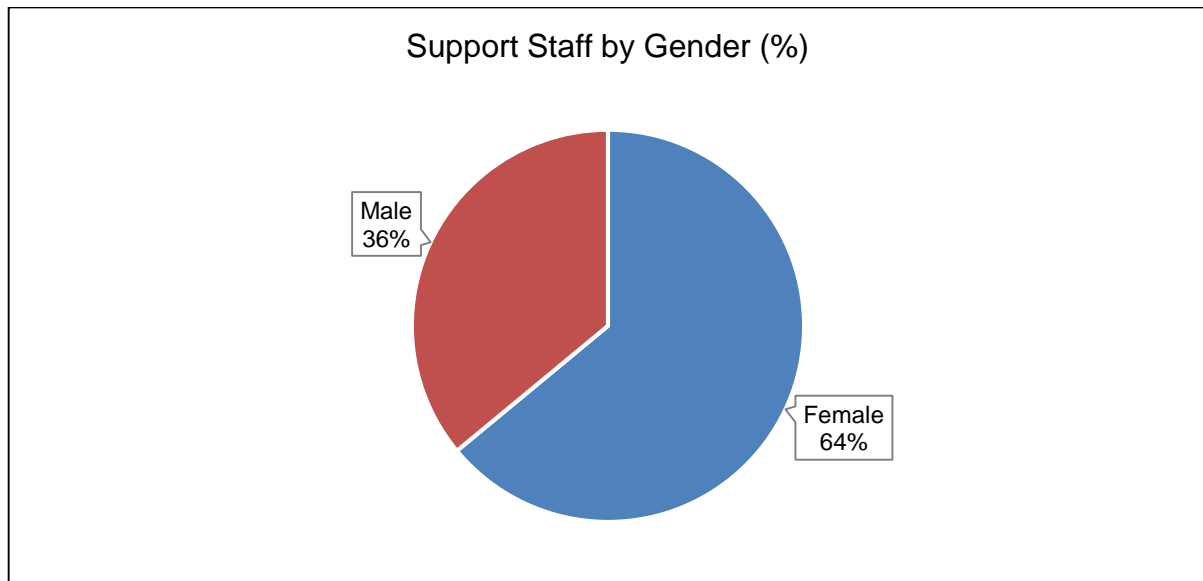
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>% change (2017-2019)</b>
<b>BME<sup>4</sup></b>	10%	11%	11%	+1%
<b>White</b>	70%	73%	72%	+2%
<b>Prefer not to answer</b>	11%	9%	8%	-3%
<b>Unknown</b>	9%	7%	9%	-

### *Commentary*

The percentage of BME support staff has increased by 1% over the period shown, while the percentage of white support staff has increased by 2%. There has been a 3% decrease in non-disclosure over the period, from 20% in 2017 to 17% in 2019.

<sup>4</sup> BME – Black and minority ethnic

## Gender

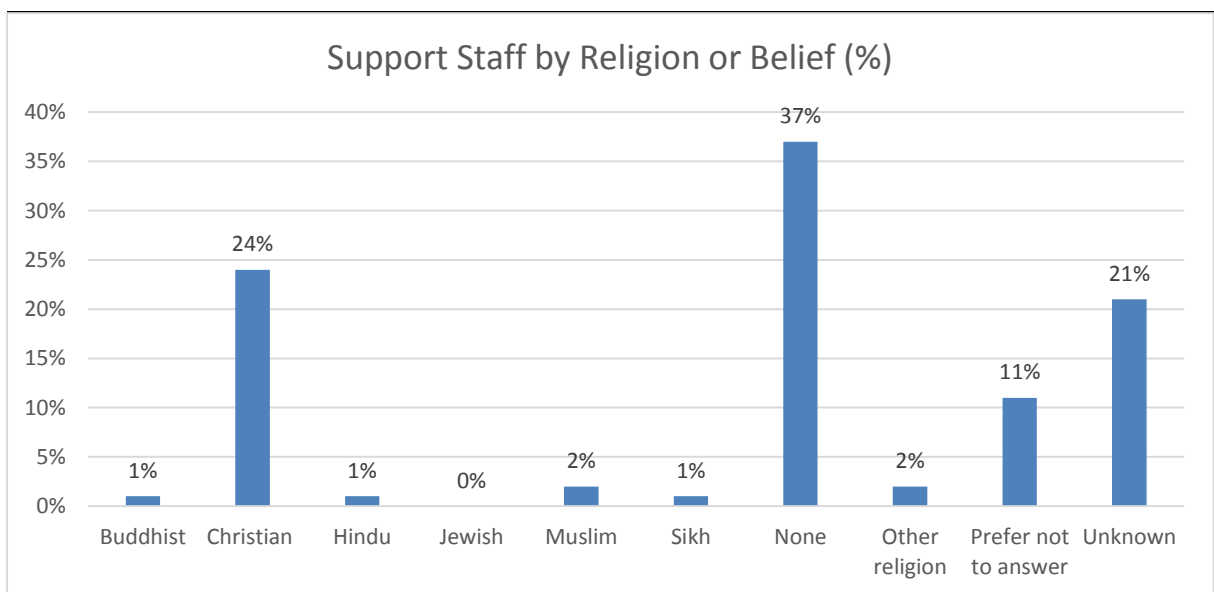


	2017	2018	2019	% change (2017-2019)
<b>Female</b>	64%	64%	64%	-
<b>Male</b>	36%	36%	36%	-

### Commentary

The percentage of male and female support staff remains unchanged at 36% and 64% respectively.

## Religion or Belief



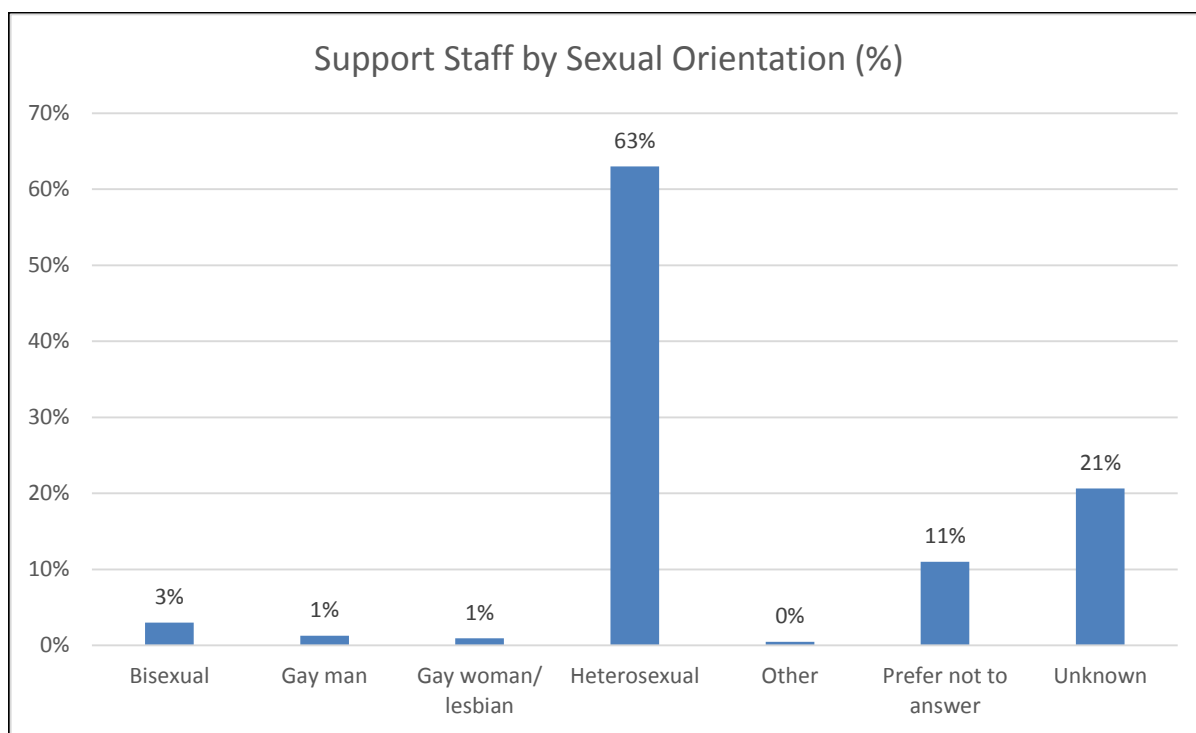
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>% change (2017-2019)</b>
<b>Buddhist</b>	0%	0%	1%	+1%
<b>Christian</b>	25%	25%	24%	-1%
<b>Hindu</b>	1%	1%	1%	-
<b>Jewish</b>	0%	0%	0%	-
<b>Muslim</b>	2%	2%	2%	-
<b>Sikh</b>	1%	1%	1%	-
<b>None</b>	32%	36%	37%	+5%
<b>Other religion</b>	2%	2%	2%	-
<b>Prefer not to answer</b>	14%	13%	11%	-3%
<b>Unknown</b>	23%	21%	21%	-2%

### *Commentary*

There has been a 5% increase in the percentage of support staff declaring they have no religion. The percentage of Buddhist support staff has increased by 1% in this period, while the percentage of Christian support staff has decreased by 1%. There were 14 support staff who declared they were Jewish, 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 non-disclosure over the period, from 37% in 2017 to 32% in 2019.

## Sexual Orientation



	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>% change (2017-2019)</b>
<b>Bisexual</b>	2%	2%	3%	+1%
<b>Gay man</b>	1%	1%	1%	-
<b>Gay woman/lesbian</b>	1%	1%	1%	-
<b>Heterosexual</b>	59%	62%	63%	+4%
<b>Other</b>	0%	0%	0%	-
<b>Prefer not to answer</b>	13%	12%	11%	-2%
<b>Unknown</b>	23%	21%	21%	-2%

### *Commentary*

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

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 4% decrease in non-disclosure over the period shown, from 36% in 2017 to 32% in 2019.