# University of Leeds - all staff in post by protected characteristic – 31 July 2020

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## Introduction

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 2020. 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 2020 was 9239.

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)** | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| --- | --- | --- | --- | --- |
| **Under 20** | 0% | 0% | 0% | - |
| **20 - 29** | 14% | 15% | 13% | -1% |
| **30 - 39** | 30% | 29% | 29% | -1% |
| **40 - 49** | 26% | 26% | 26% | - |
| **50 - 59** | 21% | 21% | 22% | +1% |
| **60 +** | 9% | 9% | 9% | - |

**Commentary**

The percentage of staff across the different age categories remains broadly similar across the three year period. Fifteen 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 Responsibilities[[1]](#footnote-1)

|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| --- | --- | --- | --- | --- |
| **Yes** | 24% | 24% | 27% | +3% |
| **No** | 45% | 46% | 46% | +1% |
| **Prefer not to answer** | 10% | 9% | 7% | -3% |
| **Unknown** | 21% | 22% | 20% | -1% |

**Commentary**

The percentage of staff declaring they have a caring responsibility has increased by 3% over the period shown. There has also been a 1% 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 4%, dropping from 31% in 2018 to 27% in 2020.

## Disability[[2]](#footnote-2)

|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| --- | --- | --- | --- | --- |
| **Disabled** | 4% | 4% | 6% | +2% |
| **No known disability** | 79% | 77% | 78% | -1% |
| **Prefer not to answer** | 11% | 9% | 8% | -3% |
| **Unknown** | 7% | 9% | 8% | +1% |

**Commentary**

The percentage of staff declaring they have a disability has increased over the period to 6%. There has been a 1% decrease in the percentage of staff who have declared no known disability and a 2% decrease in non-disclosure overall.

## Ethnicity

|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| --- | --- | --- | --- | --- |
| **BAME[[3]](#footnote-3)** | 10% | 11% | 12% | +2% |
| **-Black** | - | - | 2% | - |
| **-Asian** | - | - | 7% | - |
| **-Mixed** | - | - | 2% | - |
| **-Other** | - | - | 1% | - |
| **White** | 73% | 71% | 72% | -1% |
| **Prefer not to answer** | 10% | 9% | 8% | -2% |
| **Unknown** | 7% | 9% | 7% | - |

**Commentary**

The percentage of White staff has decreased over the period shown to 72%. There has been a 2% increase in the percentage of Black, Asian and minority ethnic staff. The percentage of staff whose ethnicity has not been disclosed has decreased by 2% in this period from 17% in 2018 to 15% in 2020. Note, this year percentages are also provided for Black, Asian, Mixed and Other staff groups separately.

## Gender

|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| --- | --- | --- | --- | --- |
| **Female** | 55% | 54% | 55% | - |
| **Male** | 45% | 46% | 45% | - |
| **Gender fluid** | - | - | 0% | - |
| **Non binary** | - | - | 0% | - |
| **Other** | - | - | 0% | - |

**Commentary**

The percentage of male and female staff remains constant across the period shown. Note, this year additional reporting categories were available; gender fluid, non binary and other. Two staff are gender fluid, three are non binary and 29 are other, although this does not show in the above chart or table due to the rounding of percentages to the nearest whole number.

## Religion or Belief

|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| --- | --- | --- | --- | --- |
| **Buddhist** | 1% | 1% | 1% | - |
| **Christian** | 24% | 23% | 23% | -1% |
| **Hindu** | 1% | 1% | 1% | - |
| **Jewish** | 1% | 1% | 1% | - |
| **Muslim** | 2% | 2% | 2% | - |
| **Sikh** | 0% | 0% | 1% | +1% |
| **Spiritual** | - | - | 0% | - |
| **None** | 36% | 37% | 39% | +3% |
| **Other religion** | 2% | 2% | 2% | - |
| **Prefer not to answer** | 14% | 12% | 11% | -3% |
| **Unknown** | 21% | 21% | 20% | -1% |

**Commentary**Over the period shown, there has been a 3% increase in the percentage of staff declaring they have no religion. There has also been a 1% decrease in staff declaring their religion as Christian, and a 1% increase in those declaring their religion as Sikh. There were 25 staff who declared they were Spiritual (a new category), 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 35% in 2018 to 31% in 2020.

## Sexual Orientation

|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| --- | --- | --- | --- | --- |
| **Bisexual** | 2% | 2% | 2% | - |
| **Gay man** | 1% | 1% | 1% | - |
| **Gay woman/lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 62% | 61% | 64% | +2% |
| **Other** | 0% | 0% | 1% | +1% |
| **Prefer not to answer** | 14% | 13% | 11% | -3% |
| **Unknown** | 21% | 22% | 20% | -1% |

**Commentary**

There has been a 2% 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 their sexual orientation as Other. The percentage of non-disclosure has decreased over the period, from 35% in 2018 to 31% in 2020.

1. Defined as: caring for one or more children, one or more disabled children, a disabled adult, an older person, or another adult [↑](#footnote-ref-1)
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. [↑](#footnote-ref-2)
3. BAME – Black, Asian and minority ethnic [↑](#footnote-ref-3)