# University of Leeds – Professional & Managerial staff[[1]](#footnote-1) in post by protected characteristic – 31 July 2020

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## Introduction

The following information provides data on Professional and Managerial (P&M) 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 P&M staff headcount at 31 July 2020 was 1670.

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** | 4% | 4% | 4% | - |
| **30 - 39** | 29% | 27% | 27% | -2% |
| **40 - 49** | 36% | 36% | 36% | - |
| **50 - 59** | 25% | 26% | 26% | +1% |
| **60 +** | 6% | 6% | 7% | +1% |

**Commentary**

There has been a 2% decrease in the percentage of P&M staff in the 30-39 year old age category within the period shown. There has also been a 1% increase in the percentage of P&M staff in the 50-59 and 60+ old age categories across the same period.

## Caring Responsibilities[[2]](#footnote-2)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| **Yes** | 36% | 35% | 39% | +3% |
| **No** | 43% | 45% | 45% | +2% |
| **Prefer not to answer** | 9% | 7% | 6% | -3% |
| **Unknown** | 12% | 12% | 11% | -1% |

**Commentary**

There has a been 2% increase in the percentage of P&M staff over the period shown who have declared that they do *not* have caring responsibilities and a 3% increase in P&M staff who have declared that they do have caring responsibilities. The percentage of non-disclosure has decreased over the period, from 21% in 2018 to 17% in 2020.

## Disability[[3]](#footnote-3)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| **Disabled** | 4% | 4% | 5% | +1% |
| **No known disability** | 84% | 84% | 84% | - |
| **Prefer not to answer** | 9% | 8% | 6% | -3% |
| **Unknown** | 3% | 4% | 4% | +1% |

**Commentary**

The percentage of P&M staff declaring they have a disability has increased by 1% over the period to 5%. The percentage of P&M staff with no known disability has remained the same over the period at 84%. Non-disclosure has decreased by 2% from 12% to 10%.

## Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| **BAME[[4]](#footnote-4)** | 6% | 7% | 6% | - |
| **-Black** | - | - | 1% | - |
| **-Asian** | - | - | 4% | - |
| **-Mixed** | - | - | 1% | - |
| **-Other** | - | - | 0% | - |
| **White** | 83% | 82% | 84% | +1% |
| **Prefer not to answer** | 7% | 6% | 5% | -2% |
| **Unknown** | 4% | 5% | 4% | - |

**Commentary**

The percentage of White P&M staff has increased by 1% over the period shown. Non-disclosure has decreased by 2% over the period from 11% in 2018 to 9% 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** | 61% | 61% | 61% | - |
| **Male** | 39% | 39% | 39% | - |
| **Gender fluid** | - | - | 0% | - |
| **Non binary** | - | - | 0% | - |
| **Other** | - | - | 0% | - |

**Commentary**

The gender breakdown of P&M staff has remained static over the three year period at 61% female and 39% male. Note, this year additional reporting categories were available; gender fluid, non binary and other. No P&M staff are gender fluid, 1 is non binary and 5 are other gender, 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** | 0% | 0% | 0% | - |
| **Christian** | 30% | 30% | 32% | +2% |
| **Hindu** | 0% | 0% | 0% | - |
| **Jewish** | 1% | 1% | 1% | - |
| **Muslim** | 2% | 2% | 2% | - |
| **Sikh** | 0% | 0% | 0% | - |
| **Spiritual** | - |  | 0% | - |
| **None** | 40% | 41% | 43% | +3% |
| **Other religion** | 2% | 2% | 2% | - |
| **Prefer not to answer** | 12% | 11% | 9% | -3% |
| **Unknown** | 13% | 13% | 11% | -2% |

**Commentary**

There has been a 3% increase in the percentage of staff declaring they have no religion and a 2% increase in Christian staff. There were 5 staff who declared they were Buddhist, 8 who declared they were Hindu, 6 who declared they were Sikh and 3 who declared they were Spiritual (new category), 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 25% in 2018 to 20% in 2020.

## Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2018** | **2019** | **2020** | **% change (2018-2020)** |
| **Bisexual** | 1% | 1% | 1% | - |
| **Gay man** | 1% | 1% | 1% | - |
| **Gay woman/lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 72% | 72% | 76% | +4% |
| **Other** | 0% | 0% | 1% | +1% |
| **Prefer not to answer** | 12% | 11% | 9% | -3% |
| **Unknown** | 13% | 13% | 11% | -2% |

**Commentary**

There has been a 4% increase in staff declaring that they are heterosexual over the period shown. Non-disclosure percentage is 20% in 2020, which is a 5% improvement across the period shown.

1. ‘Professional & managerial staff’ comprises staff in professional services roles, typically grade 7+. [↑](#footnote-ref-1)
2. Defined as: caring for one or more children, one or more disabled children, a disabled adult, an older person, or another adult [↑](#footnote-ref-2)
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. [↑](#footnote-ref-3)
4. BAME – Black, Asian and minority ethnic [↑](#footnote-ref-4)