# University of Leeds - Academic[[1]](#footnote-1) staff in post by protected characteristic – 31 July 2021

**Contents**

[Introduction 1](#_Toc61706050)

[Age 2](#_Toc61706051)

[Caring Responsibilities 3](#_Toc61706052)

[Disability 4](#_Toc61706053)

[Ethnicity 5](#_Toc61706054)

[Gender 6](#_Toc61706055)

[Religion or Belief 7](#_Toc61706056)

[Sexual Orientation 8](#_Toc61706057)

## Introduction

The following information provides data on academic staff in post at the University of Leeds as at 31 July 2021. The data are provided by the following protected characteristics: age; caring responsibilities; disability; ethnicity; gender; religion or belief and sexual orientation. The total academic staff headcount at 31 July 2021 was 3887 (compare 3926 at 31 July 2020).

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)** | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Under 20** | 0% | 0% | 0% | - |
| **20 - 29** | 8% | 7% | 7% | -1% |
| **30 - 39** | 33% | 33% | 32% | -1% |
| **40 - 49** | 27% | 28% | 28% | +1% |
| **50 - 59** | 22% | 22% | 22% | - |
| **60 +** | 11% | 10% | 11% | - |

**Commentary**

As outlined by the chart and table above, the changes across age ranges over the period shown have been minimal but are indicative of a slightly ageing academic staff body. There have been 1 percentage point decreases in academic staff in the 20-29 and 30-39 age categories and a 1 percentage point increase in academic staff in the 40-49 age category.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Yes** | 24% | 27% | 28% | +4% |
| **No** | 40% | 39% | 42% | +2% |
| **Prefer not to answer** | 11% | 9% | 8% | -3% |
| **Unknown** | 25% | 25% | 22% | -3% |

**Commentary**

There has been a significant increase in academic staff declaring caring responsibilities (up from 24% to 28%) and an increase in those reporting no caring responsibilities (40% to 42%). There have been matching decreases (-3 percentage points) in staff preferring not to declare their caring responsibilities and the percentage of staff for whom their caring responsibilities are unknown.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Disabled** | 3% | 4% | 5% | +2% |
| **No known disability** | 75% | 76% | 77% | +2% |
| **Prefer not to answer** | 11% | 10% | 9% | -2% |
| **Unknown** | 11% | 10% | 9% | -2% |

**Commentary**

There has been an improvement in disclosure around disability status over the period. The proportions of academic staff declaring a disability or declaring no known disability have each increased by 2 percentage points between 2019 and 2021. Over the same period, the percentage of undisclosed data amongst academic staff has decreased to 18% from 22%.

## Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **BAME[[4]](#footnote-4)** | 13% | 14% | 15% | +2% |
| **-Black** | - | 1% | 1% | - |
| **-Asian** | - | 9% | 10% | - |
| **-Mixed** | - | 2% | 2% | - |
| **-Other** | - | 2% | 2% | - |
| **White** | 66% | 65% | 65% | -1% |
| **Prefer not to answer** | 11% | 10% | 9% | -2% |
| **Unknown** | 10% | 10% | 9% | -1% |

**Commentary**

The proportion of academic staff included under the ‘BAME’ grouping has increased by 2 percentage points over the period shown. Percentages are also provided for Black, Asian, Mixed and Other staff groups separately and show a 1 percentage point increase for staff reporting as Asian. The proportion of academic staff declaring as white has decreased by 1 percentage point. The level of non-disclosure has decreased from 21% to 18% throughout the period.

## Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change 2019-2021** |
| **Female** | 44% | 44% | 45% | +1% |
| **Male** | 56% | 56% | 55% | -1% |
| **Gender fluid** | - | 0% | 0% | - |
| **Non binary** | - | 0% | 0% | - |
| **Other** | - | 0% | 0% | - |

**Commentary**

There has been a 1 percentage point increase in female academic staff and a 1 percentage point decrease in male academic staff over the period. Note, additional reporting categories were introduced last year; gender fluid, non binary and other. No academic staff have reported as gender fluid or non binary and 8 have reported as ‘other’ (9 in 2020), 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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change 2019-2021** |
| **Buddhist** | 1% | 1% | 1% | - |
| **Christian** | 20% | 20% | 20% | - |
| **Hindu** | 1% | 1% | 1% | - |
| **Jewish** | 1% | 1% | 1% | - |
| **Muslim** | 2% | 3% | 3% | +1% |
| **Sikh** | 0% | 0% | 0% | - |
| **Spiritual** | - | 0% | 0% | - |
| **None** | 34% | 37% | 38% | +4% |
| **Other religion** | 1% | 1% | 1% | - |
| **Prefer not to answer** | 14% | 13% | 12% | -2% |
| **Unknown** | 25% | 24% | 22% | -3% |

**Commentary**

From 2019 to 2021 there has been 4 percentage point increase in academic staff declaring they have no religion. There has also been a 1 percentage point increase in academic staff declaring that they are Muslim. There were eight academic staff who declared they are Sikh and 11 who declared they are Spiritual, however, this is not shown in the above chart or table due to the rounding of data to the nearest whole percent. Non-disclosure has decreased during the period, from 39% to 34%.

## Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change 2019-2021** |
| **Bisexual** | 1% | 1% | 2% | +1% |
| **Gay man** | 1% | 2% | 2% | +1% |
| **Gay woman/ lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 56% | 58% | 61% | +5% |
| **Other** | 0% | 0% | 0% | - |
| **Prefer not to answer** | 15% | 13% | 13% | -2% |
| **Unknown** | 25% | 24% | 22% | -3% |

**Commentary**

There main changes over the period are the increase (5 percentage points) in staff reporting as heterosexual and the reduction of 5 percentage points in non-disclosure. There have been smaller increases (1 percentage point) in staff reporting as bisexual or as Gay man There were 18 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.

1. ‘Academic staff’ includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc. [↑](#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)