# University of Leeds - all staff in post by protected characteristic – 31 July 2021

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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 2021. 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 2021 was 9252.

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** | 15% | 13% | 13% | -2% |
| **30 - 39** | 29% | 29% | 29% | - |
| **40 - 49** | 26% | 26% | 27% | +1% |
| **50 - 59** | 21% | 22% | 22% | +1% |
| **60 +** | 9% | 9% | 9% | - |

**Commentary**

The distribution of staff across the different age categories remains broadly similar across the three-year period. Twenty 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)

|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| --- | --- | --- | --- | --- |
| **Yes** | 24% | 27% | 28% | +4% |
| **No** | 46% | 46% | 47% | +1% |
| **Prefer not to answer** | 9% | 7% | 7% | -2% |
| **Unknown** | 22% | 20% | 19% | -3% |

**Commentary**

The proportion of staff declaring they have a caring responsibility has increased by 4 percentage points over the period shown. There has also been a 1 percentage point increase in staff declaring that they do not have any caring responsibilities. Non-disclosure across the period has decreased by 5 percentage points, dropping from 31% in 2019 to 26% in 2021.

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

|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| --- | --- | --- | --- | --- |
| **Disabled** | 4% | 6% | 6% | +2% |
| **No known disability** | 77% | 78% | 78% | +1% |
| **Prefer not to answer** | 9% | 8% | 7% | -2% |
| **Unknown** | 9% | 8% | 9% | +0% |

**Commentary**

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

## Ethnicity

|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| --- | --- | --- | --- | --- |
| **BAME[[3]](#footnote-3)** | 11% | 12% | 12% | +1% |
| **-Black** | - | 2% | 2% | - |
| **-Asian** | - | 7% | 7% | - |
| **-Mixed** | - | 2% | 2% | - |
| **-Other** | - | 1% | 1% | - |
| **White** | 71% | 72% | 71% | - |
| **Prefer not to answer** | 9% | 8% | 7% | -2% |
| **Unknown** | 9% | 7% | 8% | -1% |

**Commentary**

The proportion of White staff has remained roughly constant at 72%. There has been a 1 percentage point increase in staff in the ‘BAME’ grouping. Note, to support the University’s move away from using ‘BAME’, percentages were provided for Black, Asian, Mixed and Other staff groups separately last year and are also reported for the current year – no significant changes in these are reported. The percentage of staff whose ethnicity has not been disclosed has decreased by 2 percentage points in this period from 17% in 2019 to 15% in 2021.

## Gender

|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| --- | --- | --- | --- | --- |
| **Female** | 54% | 55% | 55% | - |
| **Male** | 46% | 45% | 45% | - |
| **Gender fluid** | - | - | 0% | - |
| **Non binary** | - | - | 0% | - |
| **Other** | - | - | 0% | - |

**Commentary**

The proportions of staff declaring as male or female staff remain virtually constant across the period shown. Last year the University adopted additional reporting categories: gender fluid, non binary and other. Two staff are gender fluid, nine are non binary (an increase from 2 last year) and 26 are other (a small decrease from 28), 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** | 23% | 23% | 24% | +1% |
| **Hindu** | 1% | 1% | 1% | - |
| **Jewish** | 1% | 1% | 1% | - |
| **Muslim** | 2% | 2% | 3% | +1% |
| **Sikh** | 0% | 0% | 1% | +1% |
| **Spiritual** | - | 0% | 0% | - |
| **None** | 37% | 39% | 40% | +3% |
| **Other religion** | 2% | 2% | 2% | - |
| **Prefer not to answer** | 12% | 11% | 10% | -2% |
| **Unknown** | 21% | 20% | 19% | -2% |

**Commentary**Over the period shown, there has been a 3 percentage point increase in staff declaring they have no religion. There has also been a 1 percentage point increase in staff declaring their religion as Christian, a 1 percentage point increase in those declaring their religion as Muslim and a 1 percentage point increase in those declaring their religion as Sikh. There were 33 staff who declared they were Spiritual, however this is not shown in the above chart or table due to rounding of data to the nearest whole percentage. Non-disclosure has decreased over the period, from 35% in 2018 to 31% in 2020.

## Sexual Orientation

|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| --- | --- | --- | --- | --- |
| **Bisexual** | 2% | 2% | 2% | - |
| **Gay man** | 1% | 1% | 1% | - |
| **Gay woman/lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 61% | 64% | 65% | +4% |
| **Other** | 0% | 1% | 1% | +1% |
| **Prefer not to answer** | 13% | 11% | 11% | -2% |
| **Unknown** | 22% | 20% | 19% | -3% |

**Commentary**

There has been a 4 percentage point increase in staff declaring they are heterosexual over the period shown. There has also been a 1 percentage point increase in staff declaring their sexual orientation as Other. Non-disclosure has decreased over the period, from 35% in 2019 to 30% in 2022.

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)