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

**Contents**

[Introduction 1](#_Toc61706006)

[Age 2](#_Toc61706007)

[Caring Responsibilities 3](#_Toc61706008)

[Disability 4](#_Toc61706009)

[Ethnicity 5](#_Toc61706010)

[Gender 6](#_Toc61706011)

[Religion or Belief 7](#_Toc61706012)

[Sexual Orientation 8](#_Toc61706013)

## Introduction

The following information provides data on Professional and Managerial (P&M) 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 P&M staff headcount at 31 July 2021 was 1732 (compare 1670 for 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** | 4% | 4% | 3% | -1% |
| **30 - 39** | 27% | 27% | 26% | -1% |
| **40 - 49** | 36% | 36% | 37% | +1% |
| **50 - 59** | 26% | 26% | 26% | - |
| **60 +** | 6% | 7% | 7% | +1% |

**Commentary**

There have been small decreases in the percentage of P&M staff in the 20-29 and 30-39 year old age categories across the period shown. There have also been 1 percentage point increases in P&M staff in the 40-49 and 60+ old age categories across the same period.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Yes** | 35% | 39% | 40% | +5% |
| **No** | 45% | 45% | 44% | -1% |
| **Prefer not to answer** | 7% | 6% | 5% | -2% |
| **Unknown** | 12% | 11% | 11% | -1% |

**Commentary**

There has a been significant (5 percentage point) increase in P&M staff over the period who have declared that they have caring responsibilities and a smaller (-2 percentage point) decrease in P&M staff who have declared that they do not have caring responsibilities. The percentage of non-disclosure has decreased over the period, from 19% in 2018 to 16% in 2021.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2022)** |
| **Disabled** | 4% | 5% | 6% | +2% |
| **No known disability** | 84% | 84% | 83% | -1% |
| **Prefer not to answer** | 8% | 6% | 6% | -2% |
| **Unknown** | 4% | 4% | 5% | +1% |

**Commentary**

The proportion of P&M staff declaring they have a disability has increased by 2 percentage points over the period to 6%. The proportion of P&M staff with no known disability has decreased slightly over the period to 83%. Non-disclosure has decreased from 12% to 11%.

## Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **BAME[[4]](#footnote-4)** | 7% | 6% | 7% | - |
| **-Black** | - | 1% | 1% | - |
| **-Asian** | - | 4% | 4% | - |
| **-Mixed** | - | 1% | 1% | - |
| **-Other** | - | 0% | 1% | +1% |
| **White** | 82% | 84% | 83% | +1% |
| **Prefer not to answer** | 6% | 5% | 5% | -2% |
| **Unknown** | 5% | 4% | 5% | - |

**Commentary**

There has been a 1 percentage point increase in White P&M staff and the percentage of staff in the ‘BAME’ grouping is unchanged over the period shown. Separate recording of percentages was introduced last year for Black, Asian, Mixed and Other staff groups and there is a small increase in ‘Other’ this year. Non-disclosure has decreased by 2 percentage points over the period.

## Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **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 stable over the three year period at 61% female and 39% male. One P&M staff is 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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Buddhist** | 0% | 0% | 0% | - |
| **Christian** | 30% | 32% | 31% | +1% |
| **Hindu** | 0% | 0% | 1% | +1% |
| **Jewish** | 1% | 1% | 1% | - |
| **Muslim** | 2% | 2% | 2% | - |
| **Sikh** | 0% | 0% | 0% | - |
| **Spiritual** |  | 0% | 0% | - |
| **None** | 41% | 43% | 43% | +2% |
| **Other religion** | 2% | 2% | 2% | - |
| **Prefer not to answer** | 11% | 9% | 8% | -3% |
| **Unknown** | 13% | 11% | 11% | -2% |

**Commentary**

There has been a 2 percentage point increase in staff declaring they have no religion, a 1 percentage point increase in Christian staff and an increase in Hindu staff such that that passes the 1% level. There were 8 staff who declared they were Buddhist, 6 who declared they were Sikh and 6 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 percent. Non-disclosure has decreased by 5 percentage points over the period shown, from 24% in 2019 to 19% in 2021.

## Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2020** | **% change (2019-2021)** |
| **Bisexual** | 1% | 1% | 1% | - |
| **Gay man** | 1% | 1% | 2% | +1% |
| **Gay woman/lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 72% | 76% | 76% | +4% |
| **Other** | 0% | 1% | 1% | +1% |
| **Prefer not to answer** | 11% | 9% | 9% | -2% |
| **Unknown** | 13% | 11% | 11% | -2% |

**Commentary**

There has been a 4 percentage point increase in staff declaring that they are heterosexual over the period shown and a 1 percentage point increase in those declaring as Gay man. Non-disclosure is 20% in 2020, which is a 4 percentage point 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)