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

**Contents**

[Introduction 1](#_Toc61705778)

[Age 2](#_Toc61705779)

[Caring Responsibilities 3](#_Toc61705780)

[Disability 4](#_Toc61705781)

[Ethnicity 5](#_Toc61705782)

[Gender 6](#_Toc61705783)

[Religion or Belief 7](#_Toc61705784)

[Sexual Orientation 9](#_Toc61705785)

## Introduction

The following information provides data on 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 responsibilities; disability; ethnicity; gender; religion or belief and sexual orientation. The total support staff headcount at 31 July 2021 was 3633 (compare 3643 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** | 1% | 0% | 1% | - |
| **20 - 29** | 27%%% | 24% | 23% | -4% |
| **30 - 39** | 25% | 26% | 27% | +2% |
| **40 - 49** | 20% | 20% | 20% | - |
| **50 - 59** | 19% | 19% | 20% | +1% |
| **60 +** | 8% | 9% | 9% | +1% |

**Commentary**

The proportions of support staff across the different age categories show a -4 percentage point decrease in the under 20, 20-29 with increases in the 30-39, 50-59 and 60+ year old categories.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Yes** | 19% | 22% | 22% | +3% |
| **No** | 53% | 53% | 53% | - |
| **Prefer not to answer** | 7% | 6% | 5% | -2% |
| **Unknown** | 21% | 20% | 20% | -1% |

**Commentary**

There has been a 3 percentage point increase in support staff declaring that they have caring responsibilities over the period although little change from last year. The level of non-disclosure has decreased by 3 percentage points over the period shown, from 28% in 2019 to 25% in 2021.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Disabled** | 5% | 8% | 8% | +3% |
| **No known disability** | 77% | 78% | 76% | -1% |
| **Prefer not to answer** | 8% | 7% | 7% | -1% |
| **Unknown** | 10% | 7% | 10% | - |

**Commentary**

The proportion of support staff with a declared disability has increased by 3 percentage points over the period shown, while the proportion of support staff with no known disability has decreased by 1 percentage point. The level of non-disclosure has decreased over the period, from 18% in 2018 to 17% in 2021 but there is a significant increase in ‘Unknown’ from last year.

## Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|   | **2019** | **2020** | **2021** | **% change (2018-2020)** |
| **BAME[[4]](#footnote-4)** | 11% | 12% | 12% | +1% |
| **-Black** | - | 4% | 4% | - |
| **-Asian** | - | 5% | 6% | +1% |
| **-Mixed** | - | 2% | 2% | - |
| **-Other** | - | 1% | 1% | - |
| **White** | 72% | 74% | 72% | - |
| **Prefer not to answer** | 8% | 7% | 7% | -1% |
| **Unknown** | 9% | 6% | 9% | - |

**Commentary**

The percentage of support staff in the BAME grouping has increased by 1 percentage point over the period shown mainly driven by a 1 percentage point increase in Asian staff (separate reporting across a wider range of ethinicity was introduced last year’. There has been a 1 percentage point decrease in non-disclosure over the period.

## Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Female** | 64% | 63% | 63% | -1% |
| **Male** | 36% | 36% | 36% | - |
| **Gender fluid** | - | 0% | 0% | - |
| **Non binary** | - | 0% | 0% | - |
| **Other** | - | 0% | 0% | - |

**Commentary**

The proportion of male support staff remains unchanged at 36%, while the percentage of female staff has decreased by 1 percentage point to 63%. One support staff is gender fluid, 8 are non binary and 13 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** | 1% | 1% | 0% | -1% |
| **Christian** | 24% | 24% | 24% | - |
| **Hindu** | 1% | 0% | 0% | -1% |
| **Jewish** | 0% | 0% | 0% | - |
| **Muslim** | 2% | 2% | 3% | +1% |
| **Sikh** | 1% | 1% | 1% | - |
| **Spiritual** | - | 0% | 0% | - |
| **None** | 37% | 39% | 39% | +2% |
| **Other religion** | 2% | 2% | 2% | - |
| **Prefer not to answer** | 11% | 10% | 9% | -2% |
| **Unknown** | 21% | 20% | 20% | -1% |

**Commentary**

There has been a 2 percentage point increase in support staff declaring they have no religion over the period and a 1 percentage point increase in those declaring they are Muslim. Buddhist and Hindu support staff numbers have decreased to below the 1% level in this period, while Christian and Hindu support staff have decreased by 1 percentage point. There were 18 support staff who declared they were Buddhist, 17 who were Hindu, 12 who were Jewish and 16 who were Spiritual. These are not shown in the above chart or table due to rounding of data to the nearest whole percent. There has been a decrease in non-disclosure over the period, from 32% in 2018 to 29%.

## Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **% change (2019-2021)** |
| **Bisexual** | 3% | 3% | 4% | +1% |
| **Gay man** | 1% | 1% | 1% | - |
| **Gay woman/lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 63% | 64% | 64% | +1% |
| **Other** | 0% | 1% | 1% | +1% |
| **Prefer not to answer** | 11% | 10% | 9% | -2% |
| **Unknown** | 21% | 20% | 20% | -1% |

**Commentary**

There has been a 1 percentage point increase in support staff declaring they are heterosexual and a 1 percentage point increase in support staff declaring they are bisexual. There has been a decrease in non-disclosure over the period shown, from 32% in 2018 to 29%.

1. ‘Support staff’ comprises clerical staff, technicians and operational support roles [↑](#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)