# University of Leeds - Academic[[1]](#footnote-1) staff in post by protected characteristic – 31 July 2022

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## Introduction

The following information provides data on academic staff in post at the University of Leeds as at 31 July 2022. 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 2022 was 3991 (compare 3887 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)** | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Under 20** | 0% | 0% | 0% | - |
| **20 - 29** | 7% | 7% | 8% | +1% |
| **30 - 39** | 33% | 32% | 31% | -2% |
| **40 - 49** | 28% | 28% | 29% | +1% |
| **50 - 59** | 22% | 22% | 22% | - |
| **60 +** | 10% | 11% | 10% | - |

**Commentary**

As outlined by the chart and table above, the changes across age ranges over the period shown have been minimal. There have been 1 percentage point increases in academic staff in the 20-29 and 40-49 age categories and a 2 percentage point decrease in academic staff in the 30-39 age category.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Yes** | 27% | 28% | 29% | +2% |
| **No** | 39% | 42% | 43% | +4% |
| **Prefer not to answer** | 9% | 8% | 8% | -1% |
| **Unknown** | 25% | 22% | 21% | -4% |

**Commentary**

There has been an increase in academic staff declaring caring responsibilities (up from 27% to 29%) and an increase in those reporting no caring responsibilities (39% to 43%). There have been decreases (5 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)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Disabled** | 4% | 5% | 5% | +1% |
| **No known disability** | 76% | 77% | 76% | - |
| **Prefer not to answer** | 10% | 9% | 8% | -2% |
| **Unknown** | 10% | 9% | 10% | - |

**Commentary**

There has been an improvement in disclosure around disability over the period. The proportions of academic staff declaring a disability has increased by 1 percentage point between 2020 and 2022. Over the same period, the percentage of undisclosed data amongst academic staff has decreased to 20% from 18%.

## Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **BAME[[4]](#footnote-4)** | 14% | 15% | 17% | +3% |
| **-Black** | 1% | 1% | 1% | - |
| **-Asian** | 9% | 10% | 11% | +2% |
| **-Mixed** | 2% | 2% | 2% | - |
| **-Other** | 2% | 2% | 3% | +1% |
| **White** | 65% | 65% | 64% | -1% |
| **Prefer not to answer** | 10% | 9% | 8% | -2% |
| **Unknown** | 10% | 9% | 10% | - |

**Commentary**

The proportion of academic staff included under the ‘BAME’ grouping has increased by 3 percentage points over the period shown. Percentages are also provided for Black, Asian, Mixed and Other staff groups separately and show a 2 percentage point increase for Asian staff. The proportion of White academic staff has decreased by 1 percentage point. The level of non-disclosure has decreased from 20% to 18% through the period shown.

## Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change 2020-2022** |
| **Female** | 44% | 45% | 47% | +3% |
| **Male** | 56% | 55% | 53% | -3% |
| **Gender fluid** | 0% | 0% | 0% | - |
| **Non binary** | 0% | 0% | 0% | - |
| **Other** | 0% | 0% | 0% | - |

**Commentary**

There has been a 3 percentage point increase in female academic staff and a 3 percentage point decrease in male academic staff over the period. No academic staff have reported as gender fluid, 3 staff were non binary and 8 have reported as ‘other’, 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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change 2020-2022** |
| **Buddhist** | 1% | 1% | 1% | - |
| **Christian** | 20% | 20% | 20% | - |
| **Hindu** | 1% | 1% | 2% | +1% |
| **Jewish** | 1% | 1% | 1% | - |
| **Muslim** | 3% | 3% | 4% | +1% |
| **Sikh** | 0% | 0% | 0% | - |
| **Spiritual** | 0% | 0% | 0% | - |
| **None** | 37% | 38% | 39% | +2% |
| **Other religion** | 1% | 1% | 1% | - |
| **Prefer not to answer** | 13% | 12% | 12% | -1% |
| **Unknown** | 24% | 22% | 21% | -3% |

**Commentary**

From 2020 to 2022 there has been 2 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 or Hindu. There were seven academic staff who declared they are Sikh and 19 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 37% to 33%.

## Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change 2020-2022** |
| **Bisexual** | 1% | 2% | 2% | +1% |
| **Gay man** | 2% | 2% | 2% | - |
| **Gay woman/ lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 58% | 61% | 61% | +3% |
| **Other** | 0% | 0% | 1% | +1% |
| **Prefer not to answer** | 13% | 13% | 12% | -1% |
| **Unknown** | 24% | 22% | 21% | -3% |

**Commentary**

There main changes over the period are the increase (3 percentage points) in staff reporting as heterosexual and the reduction of 4 percentage points in non-disclosure. There have been smaller increases (1 percentage point) in staff reporting as bisexual or as Other.

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)