# University of Leeds - all staff in post by protected characteristic – 31 July 2022

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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 2022. 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 2022 was 9733.

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** | 13% | 13% | 14% | +1% |
| **30 - 39** | 29% | 29% | 28% | -1% |
| **40 - 49** | 26% | 27% | 27% | +1% |
| **50 - 59** | 22% | 22% | 22% | - |
| **60 +** | 9% | 9% | 9% | - |

**Commentary**

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

|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| --- | --- | --- | --- | --- |
| **Yes** | 27% | 28% | 28% | +1% |
| **No** | 46% | 47% | 48% | +2% |
| **Prefer not to answer** | 7% | 7% | 6% | -1% |
| **Unknown** | 20% | 19% | 18% | -2% |

**Commentary**

The proportion of staff declaring they have a caring responsibility has increased by 1 percentage point over the period shown. There has also been a 2 percentage point increase in staff declaring that they do not have any caring responsibilities. Non-disclosure across the period has decreased by 3 percentage points, dropping from 27% in 2020 to 24% in 2022.

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

|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| --- | --- | --- | --- | --- |
| **Disabled** | 6% | 6% | 6% | - |
| **No known disability** | 78% | 78% | 77% | -1% |
| **Prefer not to answer** | 8% | 7% | 7% | -1% |
| **Unknown** | 8% | 9% | 10% | +2% |

**Commentary**

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

## Ethnicity

|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| --- | --- | --- | --- | --- |
| **BAME[[3]](#footnote-3)** | 12% | 12% | 14% | +12% |
| **-Black** | 2% | 2% | 2% | - |
| **-Asian** | 7% | 7% | 8% | +1% |
| **-Mixed** | 2% | 2% | 2% | - |
| **-Other** | 1% | 1% | 2% | +1% |
| **White** | 72% | 71% | 70% | -2% |
| **Prefer not to answer** | 8% | 7% | 7% | -1% |
| **Unknown** | 7% | 8% | 9% | +2% |

**Commentary**

The proportion of White staff has decreased to 70%. There has been a 2 percentage point increase in staff in the ‘BAME’ grouping. Note, to support the University’s move away from using the term ‘BAME’, percentages were provided for Black, Asian, Mixed and Other staff groups separately, with increases in both the proportion of Asian and Other staff. The percentage of staff whose ethnicity has not been disclosed has increased by 1 percentage point in this period from 15% in 2020 to 16% in 2022.

## Gender

|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| --- | --- | --- | --- | --- |
| **Female** | 55% | 55% | 56% | +1% |
| **Male** | 45% | 45% | 44% | -1% |
| **Gender fluid** | - | 0% | 0% | - |
| **Non binary** | - | 0% | 0% | - |
| **Other** | - | 0% | 0% | - |

**Commentary**

The proportions of female staff increased slightly to 56% during the period shown. Two years ago the University adopted additional reporting categories: gender fluid, non binary and other. Three staff are gender fluid (two in 2021), 25 are non binary (an increase from 9 last year) and 27 are other (an increase from 26 last year), 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** | 23% | 24% | 23% | - |
| **Hindu** | 1% | 1% | 1% | - |
| **Jewish** | 1% | 1% | 1% | - |
| **Muslim** | 2% | 3% | 3% | +1% |
| **Sikh** | 0% | 1% | 1% | +1% |
| **Spiritual** | 0% | 0% | 1% | +1% |
| **None** | 39% | 40% | 41% | +2% |
| **Other religion** | 2% | 2% | 2% | - |
| **Prefer not to answer** | 11% | 10% | 10% | -1% |
| **Unknown** | 20% | 19% | 18% | -2% |

**Commentary**Over the period shown, there has been a 2 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 Muslim, a 1 percentage point increase in those declaring their religion as Sikh and a 1 percentage point increase in those declaring their religion as Spiritual. Non-disclosure has decreased over the period, from 31% in 2019 to 28% in 2022.

## Sexual Orientation

|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| --- | --- | --- | --- | --- |
| **Bisexual** | 2% | 2% | 3% | +1% |
| **Gay man** | 1% | 1% | 2% | +1% |
| **Gay woman/lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 64% | 65% | 65% | +1% |
| **Other** | 1% | 1% | 1% | - |
| **Prefer not to answer** | 11% | 11% | 10% | -1% |
| **Unknown** | 20% | 19% | 18% | -2% |

**Commentary**

There has been a 1 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 Bisexual and as Gay Man. Non-disclosure has decreased over the period, from 31% in 2020 to 28% 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)