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

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## Introduction

The following information provides data on Professional and Managerial (P&M) 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 P&M staff headcount at 31 July 2022 was 1890 (compare 1732 for 31 July 2021).

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** | 4% | 3% | 4% | - |
| **30 - 39** | 27% | 26% | 26% | -1% |
| **40 - 49** | 36% | 37% | 36% | - |
| **50 - 59** | 26% | 26% | 27% | +1% |
| **60 +** | 7% | 7% | 8% | +1% |

**Commentary**

There has been a small decrease in the percentage of P&M staff in the 30-39 year old age category across the period shown. There have also been 1 percentage point increases in P&M staff in the 50-59 and 60+ old age categories across the same period.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Yes** | 39% | 40% | 39% | - |
| **No** | 45% | 44% | 46% | +1% |
| **Prefer not to answer** | 6% | 5% | 5% | -1% |
| **Unknown** | 11% | 11% | 11% | - |

**Commentary**

There has a been 1 percentage point increase in P&M staff without caring responsibilities over the period shown but no change in the proportion of P&M staff with caring responsibilities. The percentage of non-disclosure has decreased over the period, from 17% in 2020 to 16% in 2022.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Disabled** | 5% | 6% | 6% | +1% |
| **No known disability** | 84% | 83% | 82% | -2% |
| **Prefer not to answer** | 6% | 6% | 5% | -1% |
| **Unknown** | 4% | 5% | 7% | +3% |

**Commentary**

The proportion of P&M staff declaring they have a disability has increased by 1 percentage point over the period to 6%. The proportion of P&M staff with no known disability has decreased by 2 percentage points over the period to 82%. Non-disclosure has increased from 10% to 12%.

## Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **BAME[[4]](#footnote-4)** | 6% | 7% | 8% | +2% |
| **-Black** | 1% | 1% | 2% | +1% |
| **-Asian** | 4% | 4% | 5% | +1% |
| **-Mixed** | 1% | 1% | 1% | - |
| **-Other** | 0% | 1% | 0% | - |
| **White** | 84% | 83% | 82% | -2% |
| **Prefer not to answer** | 5% | 5% | 4% | -1% |
| **Unknown** | 4% | 5% | 7% | +3% |

**Commentary**

There has been a 2 percentage point decrease in White P&M staff and 2 percentage point increase in the ‘BAME’ grouping over the period shown. Eight P&M staff were of ‘Other’ ethnicity but this shows as 0% above when rounded to the nearest percentage. Non-disclosure has increased by 2 percentage points over the period from 9% to 11%.

## Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Female** | 61% | 61% | 60% | -1% |
| **Male** | 39% | 39% | 39% | - |
| **Gender fluid** | - | 0% | 0% | - |
| **Non binary** | - | 0% | 0% | - |
| **Other** | - | 0% | 0% | - |

**Commentary**

The gender breakdown of P&M staff has changed slightly over the three year period, moving from 61% female and 39% male, to 60% female and 39% male. One P&M staff is gender fluid, 3 are non binary and 8 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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Buddhist** | 0% | 0% | 0% | - |
| **Christian** | 32% | 31% | 30% | -2% |
| **Hindu** | 0% | 1% | 1% | +1% |
| **Jewish** | 1% | 1% | 1% | - |
| **Muslim** | 2% | 2% | 2% | - |
| **Sikh** | 0% | 0% | 0% | - |
| **Spiritual** | 0% | 0% | 0% | - |
| **None** | 43% | 43% | 44% | +1% |
| **Other religion** | 2% | 2% | 1% | -1% |
| **Prefer not to answer** | 9% | 8% | 8% | -1% |
| **Unknown** | 11% | 11% | 11% | - |

**Commentary**

There has been a 1 percentage point increase in staff declaring they have no religion, a 2 percentage point decrease 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, 8 who declared they were Sikh and 9 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 1 percentage point over the period shown, from 20% in 2020 to 19% in 2022.

## Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Bisexual** | 1% | 1% | 2% | +1% |
| **Gay man** | 1% | 2% | 2% | +1% |
| **Gay woman/lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 76% | 76% | 74% | -2% |
| **Other** | 1% | 1% | 1% | - |
| **Prefer not to answer** | 9% | 9% | 9% | - |
| **Unknown** | 11% | 11% | 12% | +1% |

**Commentary**

There has been a 2 percentage point decrease in staff declaring that they are heterosexual over the period shown and a 1 percentage point increase in those declaring as gay man or bisexual. Non-disclosure is 20% in 2020, but 21% in 2022.

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)