#

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

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## Introduction

The following information provides data on 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 responsibilities; disability; ethnicity; gender; religion or belief and sexual orientation. The total support staff headcount at 31 July 2022 was 3852 (compare 3633 at 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% | 1% | 1% | +1% |
| **20 - 29** | 24% | 23% | 25%% | +1% |
| **30 - 39** | 26% | 27% | 26% | - |
| **40 - 49** | 20% | 20% | 20% | - |
| **50 - 59** | 19% | 20% | 18% | -1% |
| **60 +** | 9% | 9% | 9% | - |

**Commentary**

The proportions of support staff across the different age categories show a 1 percentage point decrease in the 50-59 age category and a 1 percentage point increase in the under 20 and 20-29 year old categories.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Yes** | 22% | 22% | 21% | -1% |
| **No** | 53% | 53% | 56% | +3% |
| **Prefer not to answer** | 6% | 5% | 5% | -1% |
| **Unknown** | 20% | 20% | 18% | -2% |

**Commentary**

There has been a 3 percentage point increase in support staff declaring that they have no caring responsibilities over the period and a 1 percentage point decrease in staff with caring responsibilities. The level of non-disclosure has decreased by 3 percentage points over the period shown, from 26% in 2020 to 23% in 2022.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Disabled** | 8% | 8% | 8% | - |
| **No known disability** | 78% | 76% | 76% | -2% |
| **Prefer not to answer** | 7% | 7% | 6% | -1% |
| **Unknown** | 7% | 10% | 10% | +3% |

**Commentary**

The proportion of support staff with a declared disability has remained constant at 8% over the period shown, while the proportion of support staff with no known disability has decreased by 2 percentage points. The level of non-disclosure has increased over the period, from 14% in 2020 to 16% in 2022.

## Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|   | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **BAME[[4]](#footnote-4)** | 12% | 12% | 14% | +2% |
| **-Black** | 4% | 4% | 4% | - |
| **-Asian** | 5% | 6% | 6% | +1% |
| **-Mixed** | 2% | 2% | 3% | +1% |
| **-Other** | 1% | 1% | 1% | - |
| **White** | 74% | 72% | 71% | -3% |
| **Prefer not to answer** | 7% | 7% | 6% | -1% |
| **Unknown** | 6% | 9% | 9% | +3% |

**Commentary**

The percentage of support staff in the ‘BAME’ grouping has increased by 2 percentage points over the period shown. There has been a 2 percentage point increase in non-disclosure over the period from 13% to 15%. There has also been a 3 percentage point decrease in White support staff.

## Gender

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2019-2021)** |
| **Female** | 63% | 63% | 63% | - |
| **Male** | 36% | 36% | 36% | - |
| **Gender fluid** | 0% | 0% | 0% | - |
| **Non binary** | 0% | 0% | 0% | - |
| **Other** | 0% | 0% | 0% | - |

**Commentary**

The percentages have remained constant over the period shown. Two support staff are gender fluid, 19 are non binary and 11 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 (2019-2021)** |
| **Buddhist** | 1% | 0% | 1% | - |
| **Christian** | 24% | 24% | 24% | - |
| **Hindu** | 0% | 0% | 0% | - |
| **Jewish** | 0% | 0% | 0% | - |
| **Muslim** | 2% | 3% | 3% | +1% |
| **Sikh** | 1% | 1% | 1% | - |
| **Spiritual** | 0% | 0% | 1% | +1% |
| **None** | 39% | 39% | 41% | +2% |
| **Other religion** | 2% | 2% | 2% | - |
| **Prefer not to answer** | 10% | 9% | 9% | -1% |
| **Unknown** | 20% | 20% | 18% | -2% |

**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 or Spiritual. There were 16 support staff who declared they were Hindu, and 11 who were Jewish. 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 30% in 2020 to 27%.

## Sexual Orientation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2020** | **2021** | **2022** | **% change (2020-2022)** |
| **Bisexual** | 3% | 4% | 5% | +2% |
| **Gay man** | 1% | 1% | 2% | +1% |
| **Gay woman/lesbian** | 1% | 1% | 1% | - |
| **Heterosexual** | 64% | 64% | 64% | - |
| **Other** | 1% | 1% | 1% | - |
| **Prefer not to answer** | 10% | 9% | 9% | -1% |
| **Unknown** | 20% | 20% | 18% | -2% |

**Commentary**

There has been a 1 percentage point increase in support staff declaring they are a gay man and a 2 percentage point increase in support staff declaring they are bisexual. There has been a decrease in non-disclosure over the period shown, from 30% in 2020 to 27%.

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)