# University of Leeds: Staff Equality data 2024

This document contains data on all (academic, professional and managerial, and support) contracts in post at the University of Leeds as of 31 July 2023.

The data are provided by the following protected characteristics: age; caring responsibility; disability; ethnicity; gender; religion and belief, and sexual orientation.

The total staff contracts on 31 July 2023 were 10,219.

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%.

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## 1. Age

In 2023, most staff were between 30 and 59 (75%) years old. This has not changed significantly over the last 3 years.

Table . All UoL staff by age group 2021-2023.

|  |  |  |  |
| --- | --- | --- | --- |
| **Age group** | **2021** | **2022** | **2023** |
| Under 20 | 0% | 0% | 0% |
| 20-29 | 13% | 14% | 14% |
| 30-39 | 29% | 28% | 28% |
| 40-49 | 27% | 27% | 26% |
| 50-59 | 22% | 22% | 21% |
| 60 and over | 9% | 9% | 10% |

## 2. Caring responsibilities

The proportion of staff who are parents/carers has remained static over the last 3 years at 28%. The proportions of ‘unknowns’ (those who have not recorded whether they’re parents/carers on the HR system) has decreased slightly by 3%.

Table . All UoL staff by caring responsibility 2021-2023.

|  |  |  |  |
| --- | --- | --- | --- |
| **Caring responsibility** | **2021** | **2022** | **2023** |
| Parent/Carer | 28% | 28% | 28% |
| Non-Parent/Carer | 46% | 48% | 49% |
| Unknown | 26% | 24% | 23% |

## 3. Disability

In 2023, 7% of staff were disabled. Over the last 3 years, the proportion of ‘unknowns’ (staff who have not recorded whether they are disabled or non-disabled on the HR system) has decreased by 1% each year.

Table . All UoL staff by disability 2021-2023.

|  |  |  |  |
| --- | --- | --- | --- |
| **Disability** | **2021** | **2022** | **2023** |
| Disabled | 6% | 6% | 7% |
| No known disability | 69% | 70% | 70% |
| Unknown | 25% | 24% | 23% |

## 4. Ethnicity

The proportion of Black, Asian and minoritised ethnic staff has increased slightly over the last three years (+2%) to 15% in 2023. The largest increase is in the proportion of Asian or Asian British staff (+2%).

Table . All UoL staff by ethnicity 2021-2023.

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnicity** | **2021** | **2022** | **2023** |
| Black, Asian and minoritised ethnic | 13% | 14% | 15% |
| - Asian or Asian British | 7% | 8% | 9% |
| - Black or Black British | 2% | 2% | 3% |
| - Mixed heritage | 2% | 2% | 2% |
| - Other ethnic background | 1% | 2% | 2% |
| White | 70% | 70% | 69% |
| Unknown | 17% | 16% | 16% |

## 5. Gender

The proportions of staff of different genders have remained consistent over the last three years.

Table . All UoL staff by gender 2021-2023.

|  |  |  |  |
| --- | --- | --- | --- |
| **Gender** | **2021** | **2022** | **2023** |
| Men | 42% | 42% | 42% |
| Women | 53% | 54% | 54% |
| Non-binary, genderfluid or another gender | 0% | 1% | 1% |
| Unknown | 5% | 4% | 3% |

## 6. Religion and belief

The proportion of staff recording ‘no religion’ has increased by 2% over the last three years to 42%. The proportion of ‘unknowns’ (those who have not recorded a religion or belief on the HR system) has decreased by 3%.

Table . All UoL staff by religion and belief 2021-2023.

|  |  |  |  |
| --- | --- | --- | --- |
| **Religion and belief** | **2021** | **2022** | **2023** |
| Buddhist | 1% | 1% | 1% |
| Christian | 24% | 23% | 22% |
| Hindu | 1% | 1% | 1% |
| Jewish | 1% | 1% | 1% |
| Muslim | 3% | 3% | 4% |
| Sikh | 1% | 1% | 1% |
| Spiritual | 0% | 1% | 1% |
| Any other religion | 2% | 2% | 2% |
| No religion | 40% | 41% | 42% |
| Unknown | 30% | 28% | 27% |

## 7. Sexual orientation

The proportion of bisexual staff has increased over the last three years by 2%, to 4% in 2023. The proportion of ‘unknowns’ (those who have not recorded their sexual orientation on the HR system) has decreased by 3%.

Table . All UoL staff by sexual orientation 2021-2023.

|  |  |  |  |
| --- | --- | --- | --- |
| **Sexual orientation** | **2021** | **2022** | **2023** |
| Bisexual | 2% | 3% | 4% |
| Gay man | 2% | 2% | 2% |
| Gay woman/Lesbian | 1% | 1% | 1% |
| Heterosexual | 65% | 65% | 65% |
| Other sexual orientation | 1% | 1% | 1% |
| Unknown | 30% | 28% | 27% |