

University of Leicester Equality Information

Staff Data

Staff at the University of Leicester 2017/18

The Specific duties of the Equality Act 2010 require public bodies to;-

- Publish information relating to employees who share protected characteristics
- Publish information relating to people who are affected by the public body's policies and practices (e.g. students)

The following information is designed to give an overall indication of the position of the University with respect to those protected characteristics about which data is currently collected. It is used to guide further equalities work and further analysis may be possible where there are particular concerns.

The staff data provided is based on a snapshot of data captured annually on 1st January (2019, 2018 and 2017). Please note that where figures are given for UK HEI's (Higher Education Institutions), these are for the Academic Year 2016/17 which are the latest available. The UK HEI figures are HESA figures from Heidi Plus.

Key

BAME- Black and Minority Ethnic

CLS- College of Life Sciences

CSEN- College of Science and Engineering

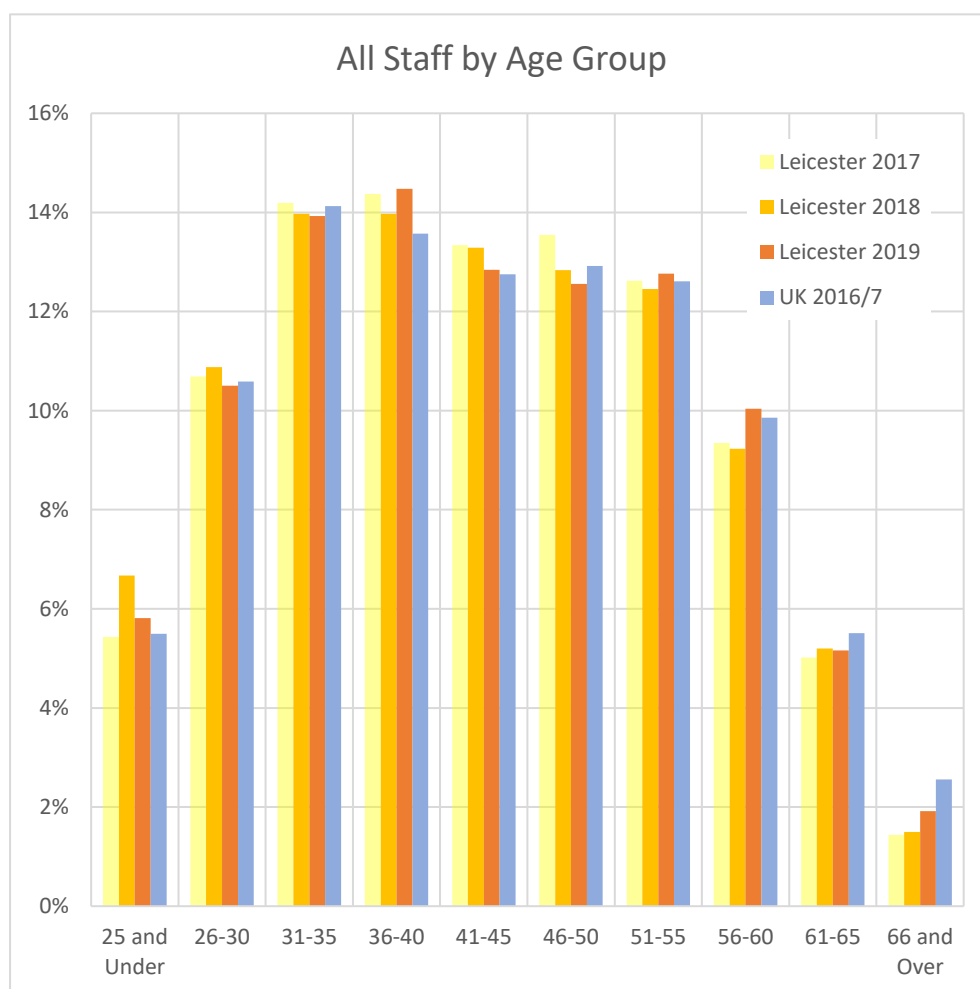
CSSAH- College of Social Sciences, Arts and Humanities

UoL- University of Leicester

1. Age

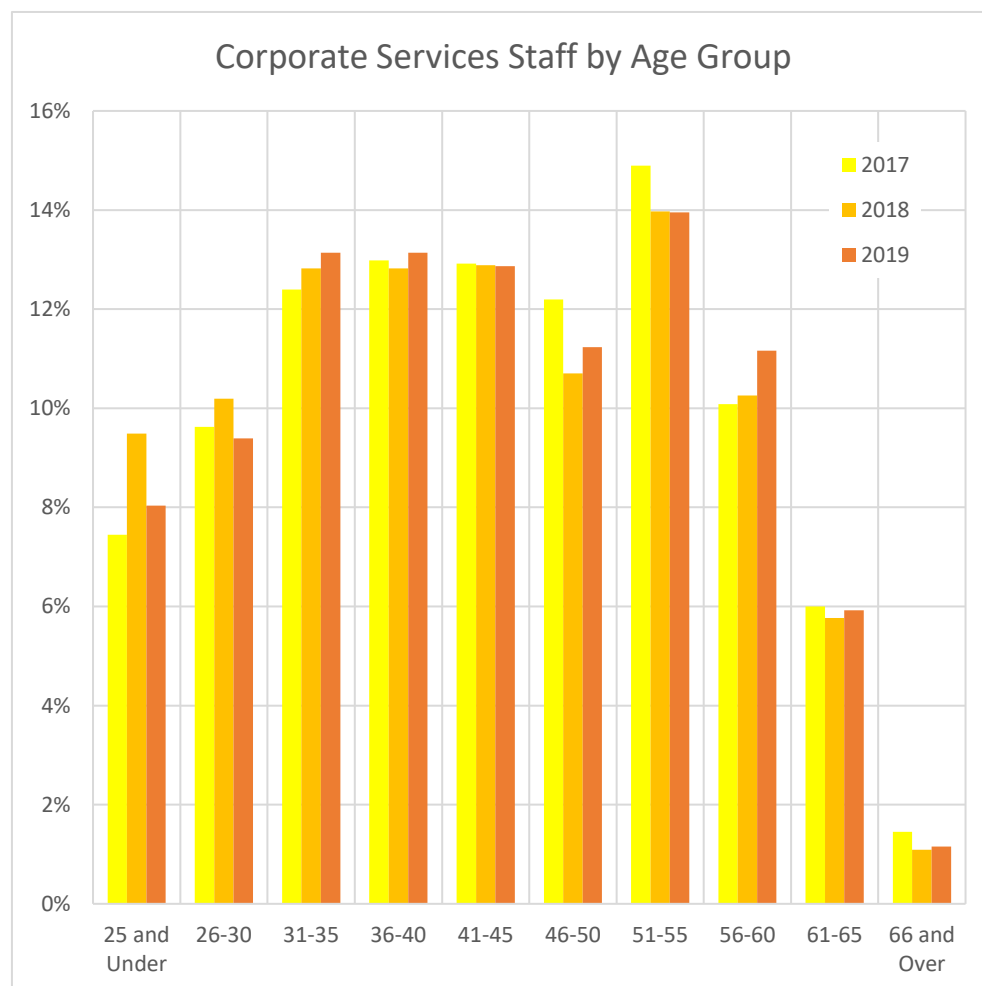
1.1 All UoL staff by age group 2017-2019

Age	UK 2016/7	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
25 and Under	5.5%	5.8%	224	6.7%	263	5.4%	211
26-30	10.6%	10.5%	405	10.9%	429	10.7%	415
31-35	14.1%	13.9%	537	14.0%	551	14.2%	551
36-40	13.6%	14.5%	558	14.0%	551	14.4%	558
41-45	12.8%	12.8%	495	13.3%	524	13.3%	518
46-50	12.9%	12.6%	484	12.8%	506	13.5%	526
51-55	12.6%	12.8%	492	12.5%	491	12.6%	490
56-60	9.9%	10.0%	387	9.2%	364	9.3%	363
61-65	5.5%	5.2%	199	5.2%	205	5.0%	195
66 and Over	2.6%	1.9%	74	1.5%	59	1.4%	56
Total	100%	100%	3855	100%	3943	100%	3883



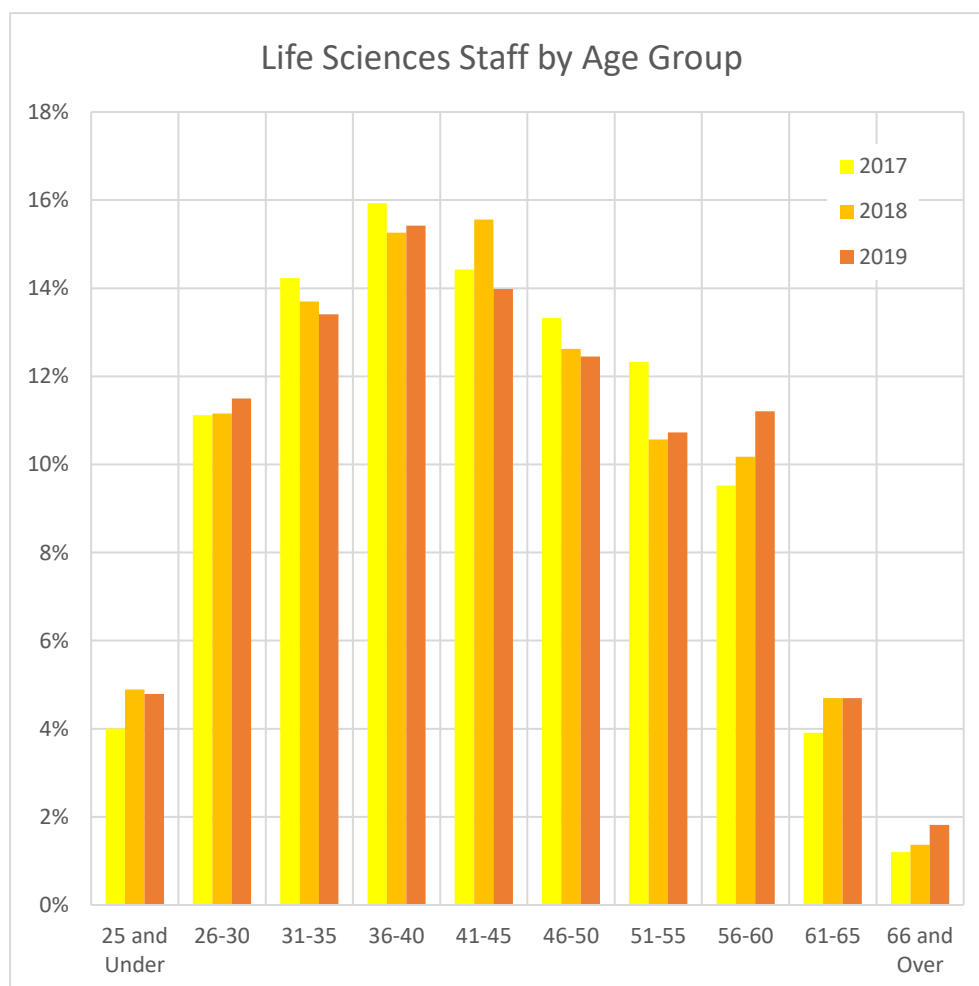
1.2 Corporate Services staff by age group 2017-2019

Corporate Services	2019	#	2018	#	2017	#
25 and Under	8.0%	118	9.5%	148	7.4%	113
26-30	9.4%	138	10.2%	159	9.6%	146
31-35	13.1%	193	12.8%	200	12.4%	188
36-40	13.1%	193	12.8%	200	13.0%	197
41-45	12.9%	189	12.9%	201	12.9%	196
46-50	11.2%	165	10.7%	167	12.2%	185
51-55	14.0%	205	14.0%	218	14.9%	226
56-60	11.2%	164	10.3%	160	10.1%	153
61-65	5.9%	87	5.8%	90	6.0%	91
66 and Over	1.2%	17	1.1%	17	1.5%	22
Total	100%	1469	100%	1560	100%	1517



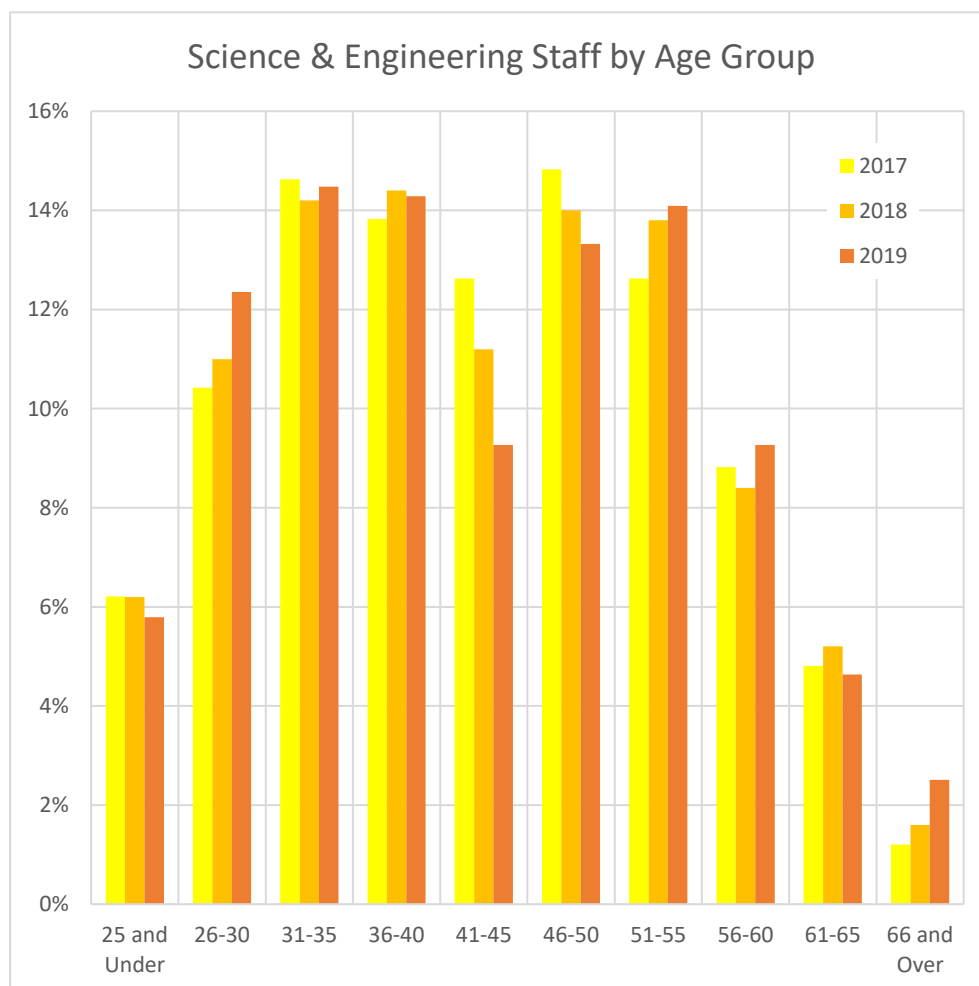
1.3 College of Life Sciences staff by age group 2017-2019

Life Sciences	2019	#	2018	#	2017	#
25 and Under	4.8%	50	4.9%	50	4.0%	40
26-30	11.5%	120	11.2%	114	11.1%	111
31-35	13.4%	140	13.7%	140	14.2%	142
36-40	15.4%	161	15.3%	156	15.9%	159
41-45	14.0%	146	15.6%	159	14.4%	144
46-50	12.5%	130	12.6%	129	13.3%	133
51-55	10.7%	112	10.6%	108	12.3%	123
56-60	11.2%	117	10.2%	104	9.5%	95
61-65	4.7%	49	4.7%	48	3.9%	39
66 and Over	1.8%	19	1.4%	14	1.2%	12
Total	100%	1044	100%	1022	100%	998



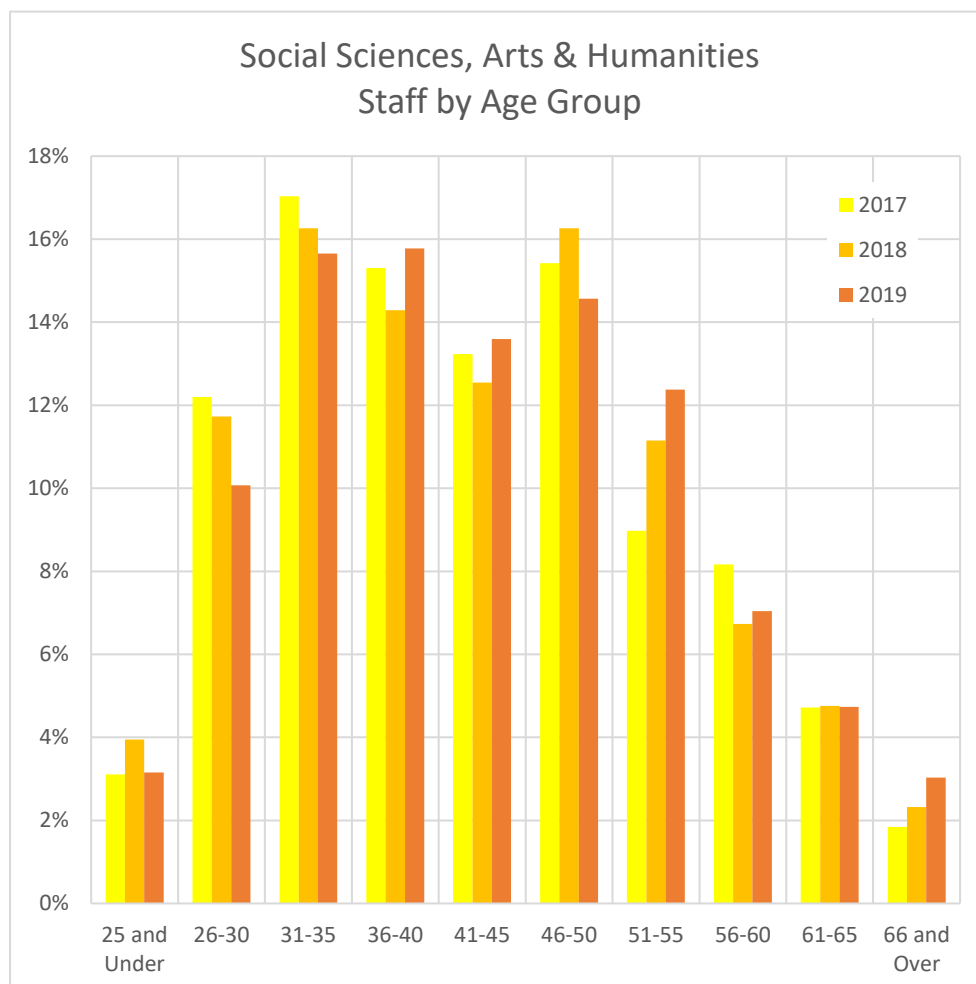
1.4 College of Science and Engineering by age group 2017-2019

Science & Engineering	2019	#	2018	#	2017	#
25 and Under	5.8%	30	6.2%	31	6.2%	31
26-30	12.4%	64	11.0%	55	10.4%	52
31-35	14.5%	75	14.2%	71	14.6%	73
36-40	14.3%	74	14.4%	72	13.8%	69
41-45	9.3%	48	11.2%	56	12.6%	63
46-50	13.3%	69	14.0%	70	14.8%	74
51-55	14.1%	73	13.8%	69	12.6%	63
56-60	9.3%	48	8.4%	42	8.8%	44
61-65	4.6%	24	5.2%	26	4.8%	24
66 and Over	2.5%	13	1.6%	8	1.2%	6
Total	100%	518	100%	500	100%	499



1.5 College of Social Sciences, Arts and Humanities by age group 2017-2019

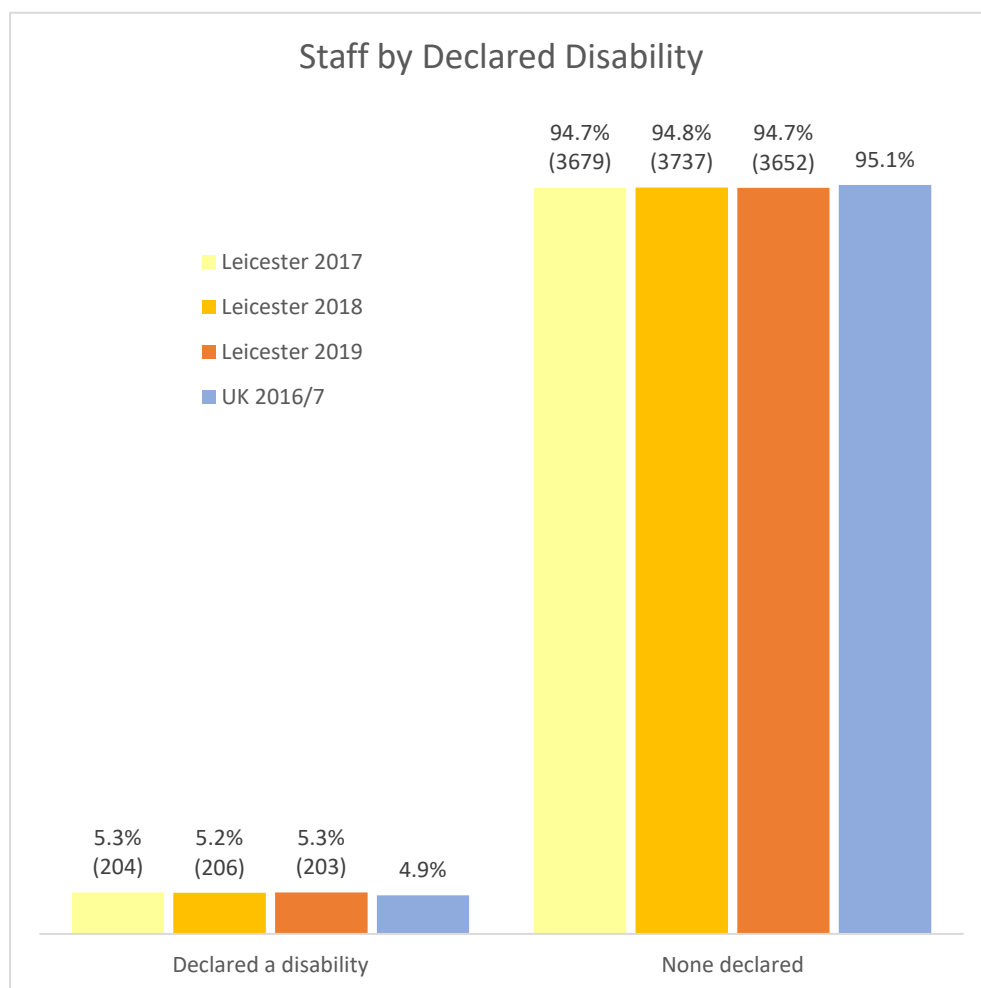
Social Sciences, Arts & Humanities	2019	#	2018	#	2017	#
25 and Under	3.2%	26	3.9%	34	3.1%	27
26-30	10.1%	83	11.7%	101	12.2%	106
31-35	15.7%	129	16.3%	140	17.0%	148
36-40	15.8%	130	14.3%	123	15.3%	133
41-45	13.6%	112	12.5%	108	13.2%	115
46-50	14.6%	120	16.3%	140	15.4%	134
51-55	12.4%	102	11.1%	96	9.0%	78
56-60	7.0%	58	6.7%	58	8.2%	71
61-65	4.7%	39	4.8%	41	4.7%	41
66 and Over	3.0%	25	2.3%	20	1.8%	16
Total	100%	824	100%	861	100%	869



2. Disability

2.1 UoL staff by declared disability 2017-2019

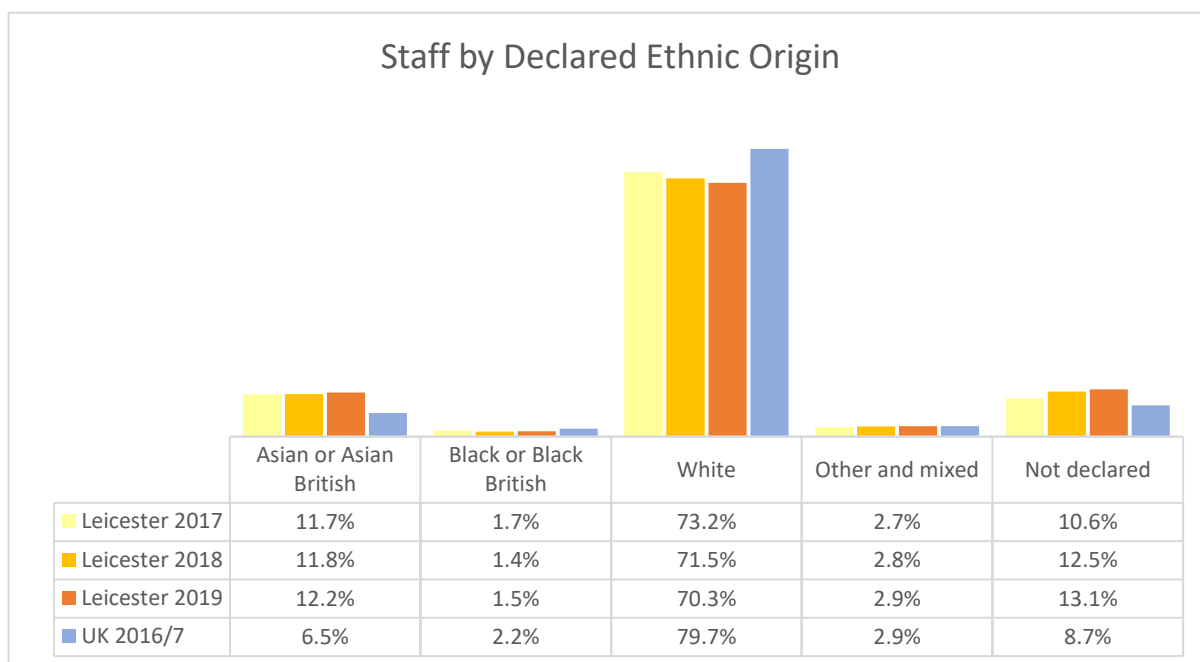
Disability	UK 2016/7	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Declared a disability	4.9%	5.3%	203	5.2%	206	5.3%	204
None declared	95.1%	94.7%	3652	94.8%	3737	94.7%	3679
Total	100%	100%	3855	100%	3943	100%	3883



3. Ethnicity

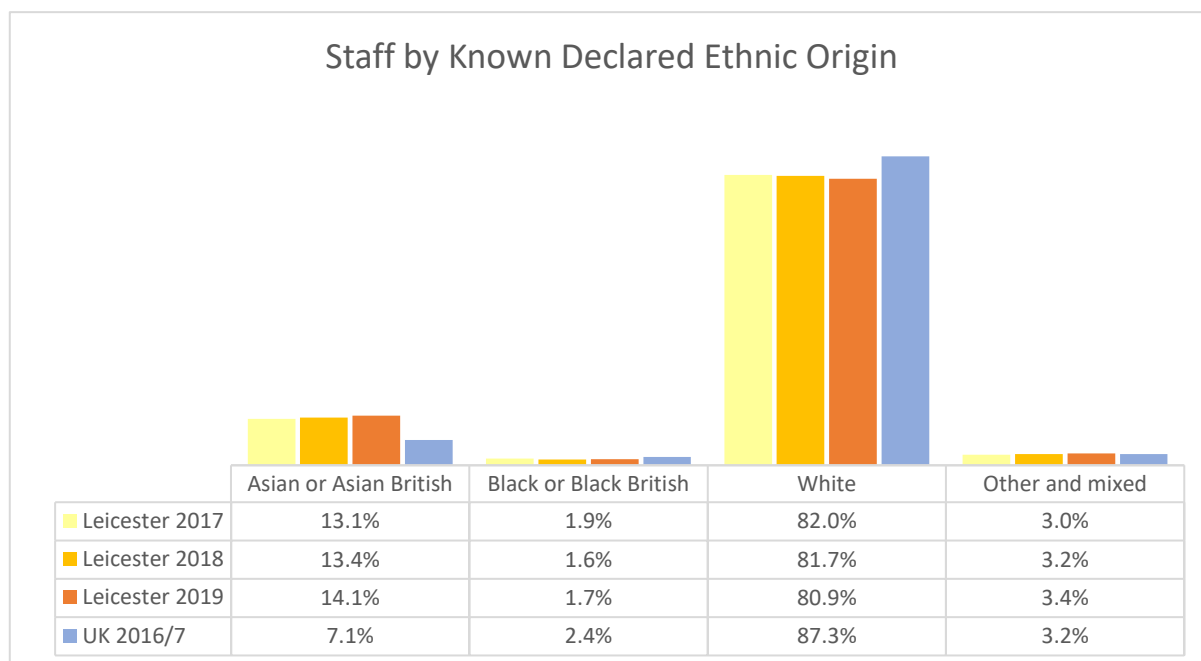
3.1 UoL staff by ethnicity 2017-2019

Ethnic Origin	UK 2016/7	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Asian or Asian British	6.5%	12.2%	471	11.8%	464	11.7%	455
Black or Black British	2.2%	1.5%	57	1.4%	56	1.7%	67
White	79.7%	70.3%	2710	71.5%	2821	73.2%	2844
Other and mixed	2.9%	2.9%	113	2.8%	110	2.7%	104
Not declared	8.7%	13.1%	504	12.5%	492	10.6%	413
Total	100%	100%	3855	100%	3943	100%	3883



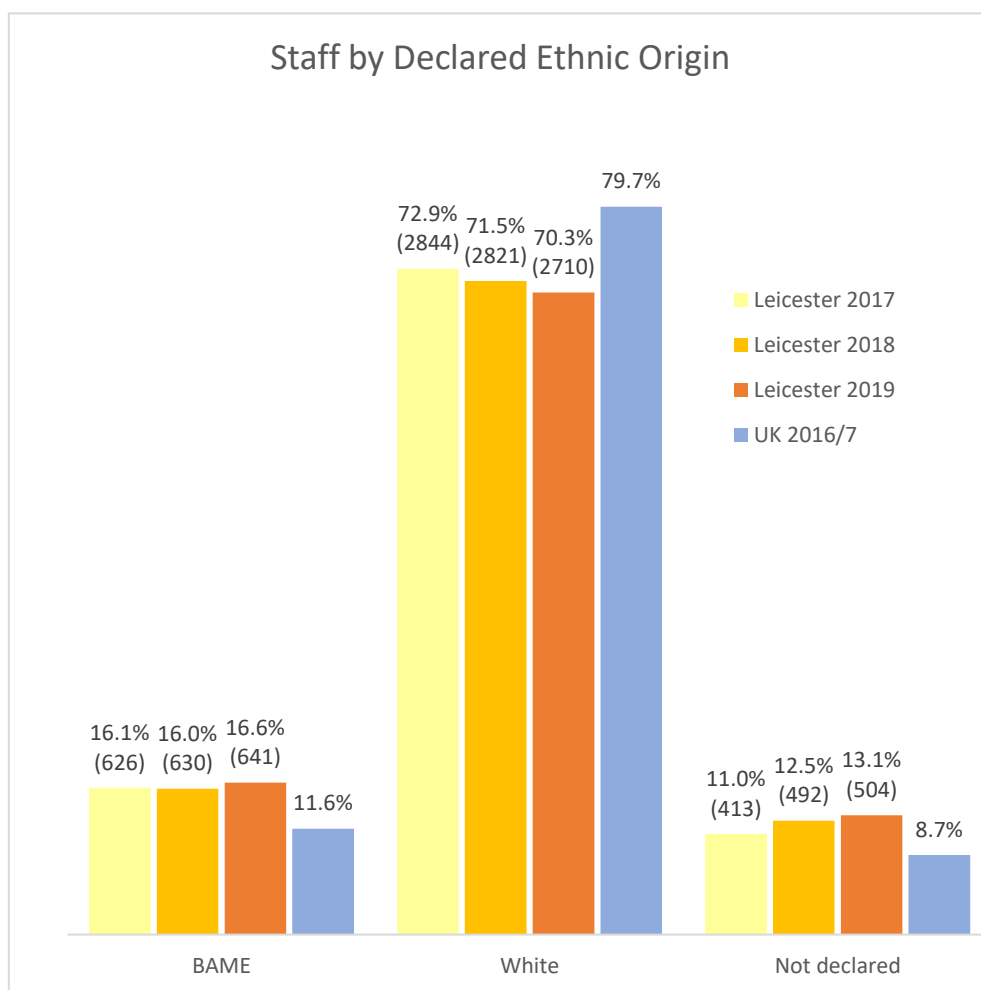
3.2 UoL staff by known declared ethnic origin 2017-2019

Ethnic Origin	UK 2016/7	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Asian or Asian British	7.1%	14.1%	471	13.4%	464	13.1%	455
Black or Black British	2.4%	1.7%	57	1.6%	56	1.9%	67
White	87.3%	80.9%	2710	81.7%	2821	82.0%	2844
Other and mixed	3.2%	3.4%	113	3.2%	110	3.0%	104
Total	100%	100%	3351	100%	3451	100%	3470



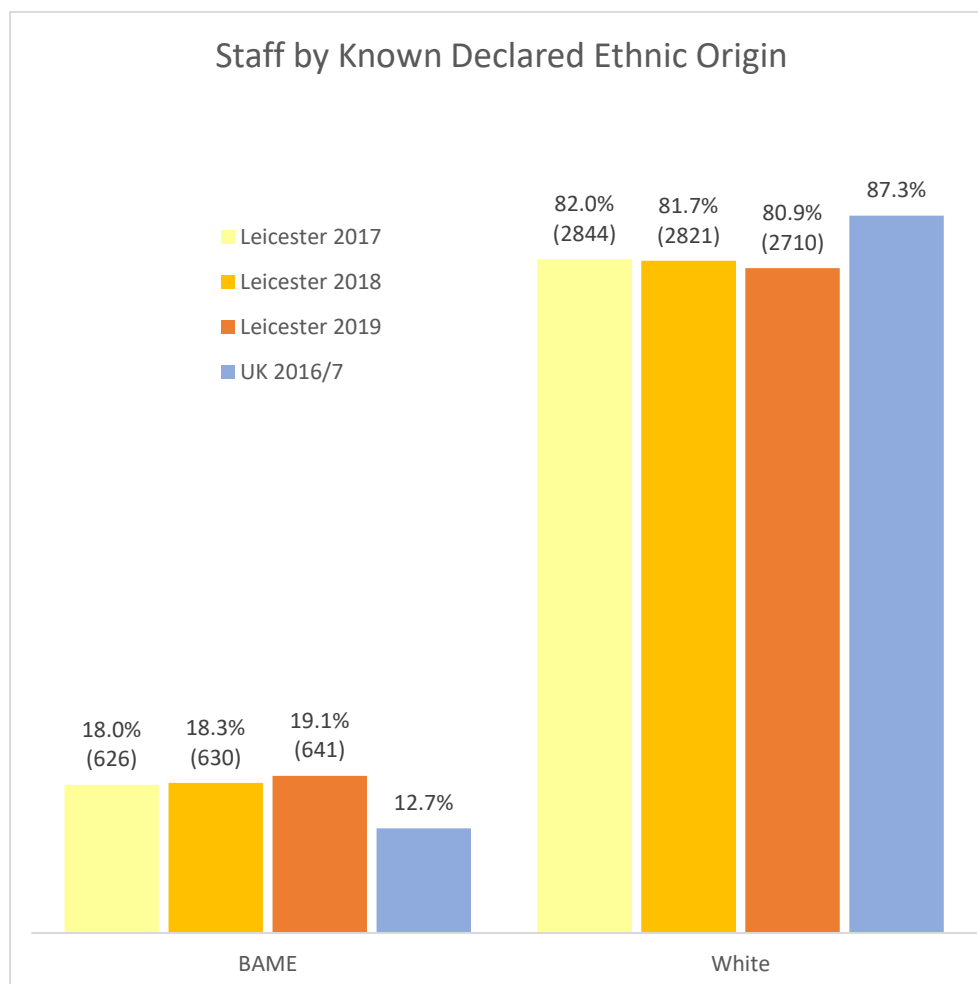
3.3 UoL staff by ethnic origin- grouped 2017-2019

Ethnic Origin	UK 2016/7	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
BAME	11.6%	16.6%	641	16.0%	630	16.1%	626
White	79.7%	70.3%	2710	71.5%	2821	72.9%	2844
Not declared	8.7%	13.1%	504	12.5%	492	11.0%	413
Total	100%	100%	3855	100%	3943	100%	3883



3.4 UoL staff by known declared ethnic origin- grouped 2017-2019

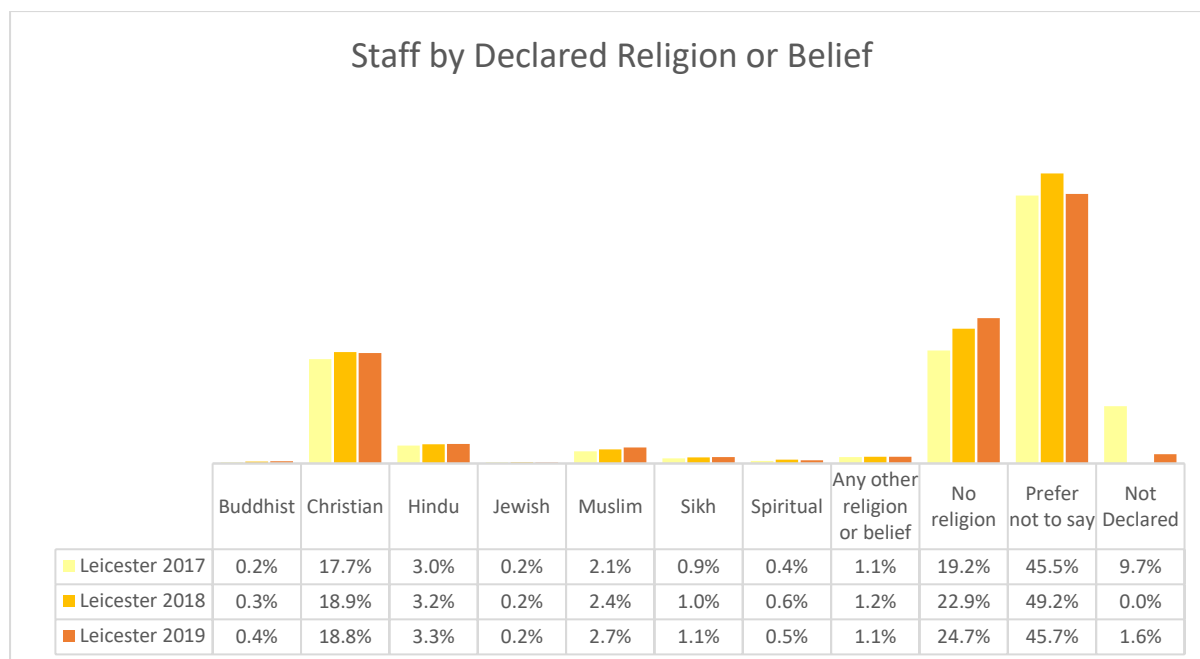
Ethnic Origin	UK 2016/7	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
BAME	12.7%	19.1%	641	18.3%	630	18.0%	626
White	87.3%	80.9%	2710	81.7%	2821	82.0%	2844
Total	100%	100%	3351	100%	3451	100%	3470



4. Religion or Belief

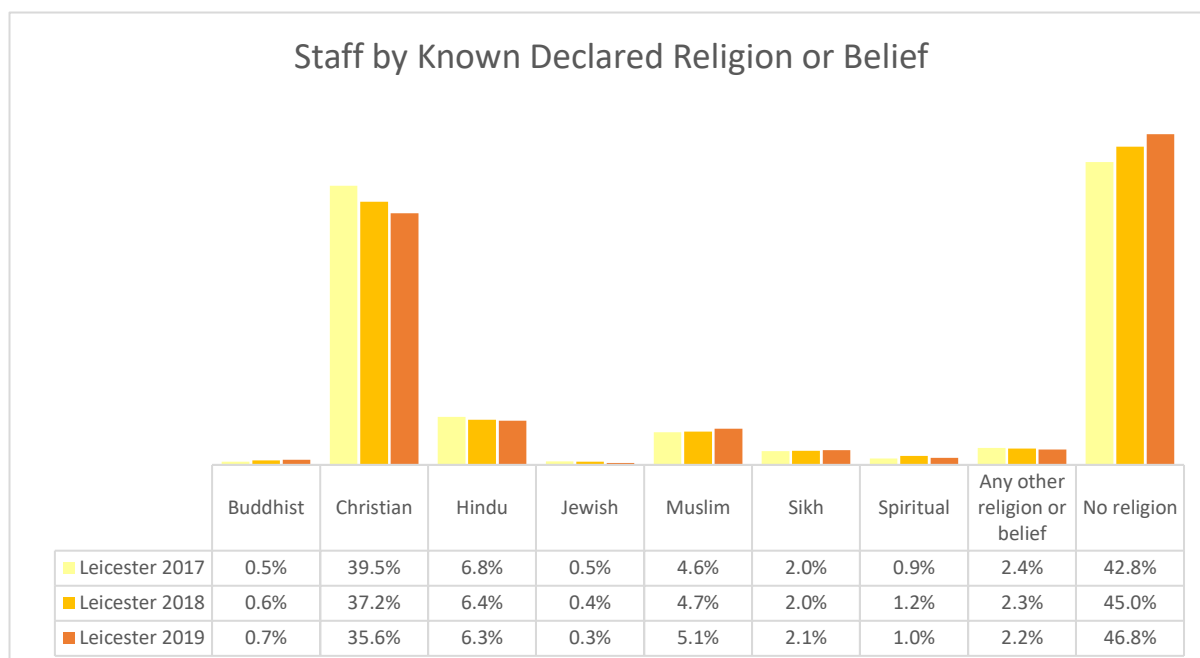
4.1 UoL staff by religion or belief 2017-2019

Religion or Belief	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Buddhist	0.4%	15	0.3%	13	0.2%	8
Christian	18.8%	723	18.9%	745	17.7%	687
Hindu	3.3%	127	3.2%	128	3.0%	118
Jewish	0.2%	6	0.2%	9	0.2%	9
Muslim	2.7%	104	2.4%	94	2.1%	80
Sikh	1.1%	42	1.0%	40	0.9%	34
Spiritual	0.5%	20	0.6%	25	0.4%	16
Any other religion or belief	1.1%	44	1.2%	46	1.1%	42
No religion	24.7%	951	22.9%	901	19.2%	745
Prefer not to say	45.7%	1763	49.2%	1941	45.5%	1767
Not Declared	1.6%	60	0.0%	1	9.7%	377
Grand Total	100%	3855	100%	3943	100%	3883



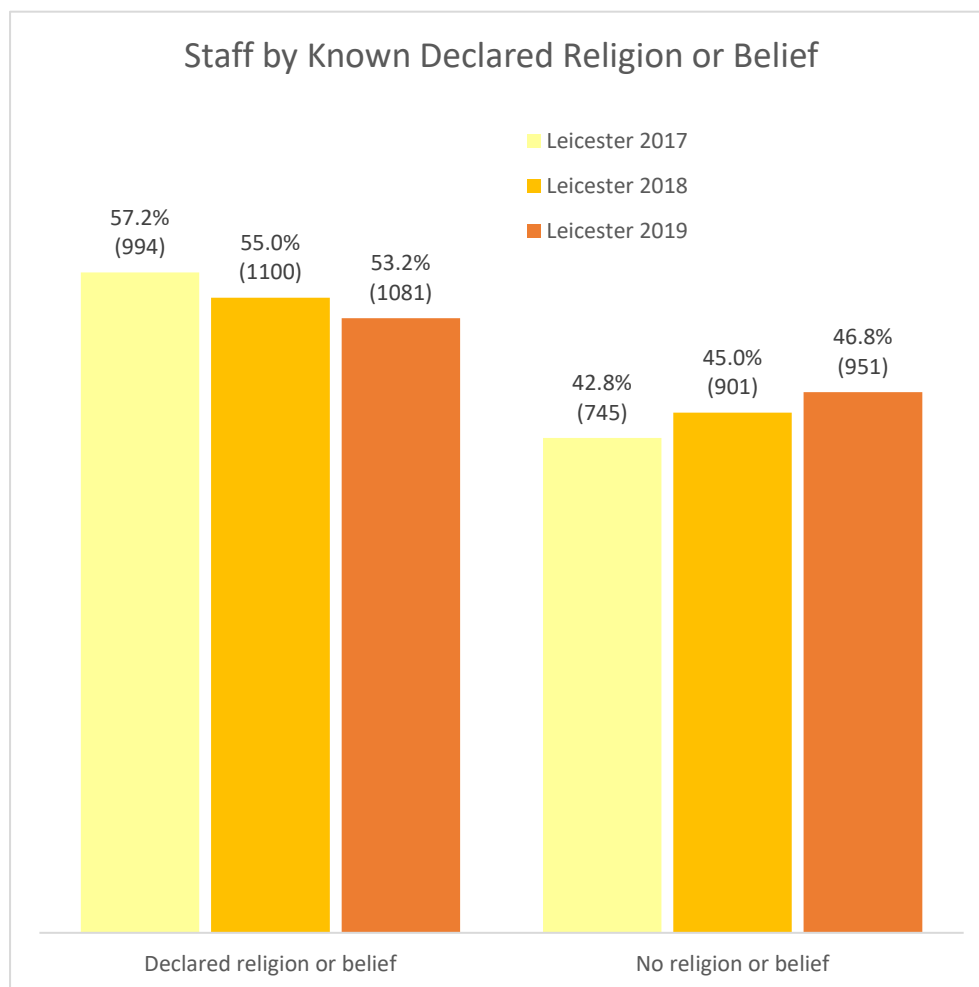
4.2 UoL staff by known declared religion or belief 2017-2019

Religion or Belief	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Buddhist	0.7%	15	0.6%	13	0.5%	8
Christian	35.6%	723	37.2%	745	39.5%	687
Hindu	6.3%	127	6.4%	128	6.8%	118
Jewish	0.3%	6	0.4%	9	0.5%	9
Muslim	5.1%	104	4.7%	94	4.6%	80
Sikh	2.1%	42	2.0%	40	2.0%	34
Spiritual	1.0%	20	1.2%	25	0.9%	16
Any other religion or belief	2.2%	44	2.3%	46	2.4%	42
No religion	46.8%	951	45.0%	901	42.8%	745
Grand Total	100%	2032	100%	2001	100%	1739



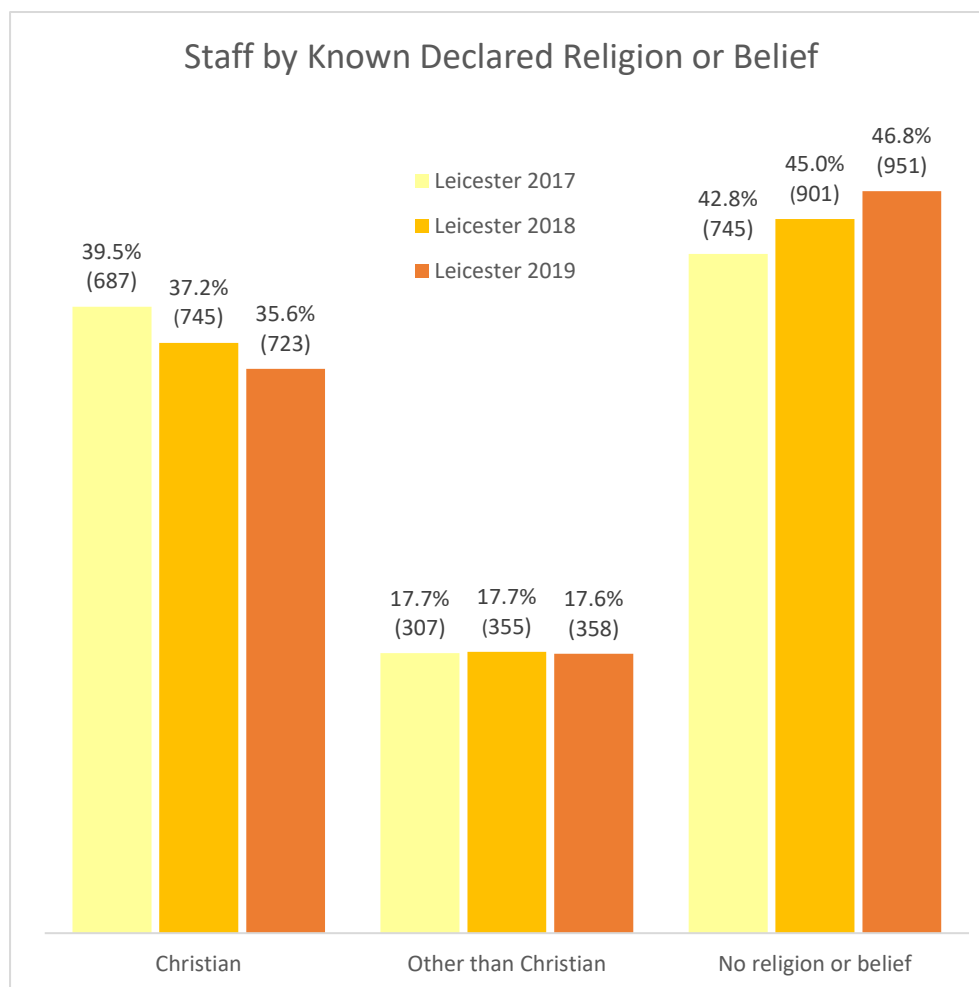
4.3 UoL staff by known declared religion or belief: declared religion or belief or no religion or belief 2017-2019

Religion or Belief	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Declared religion or belief	53.2%	1081	55.0%	1100	57.2%	994
No religion or belief	46.8%	951	45.0%	901	42.8%	745
Total	100%	2032	100%	2001	100%	1739



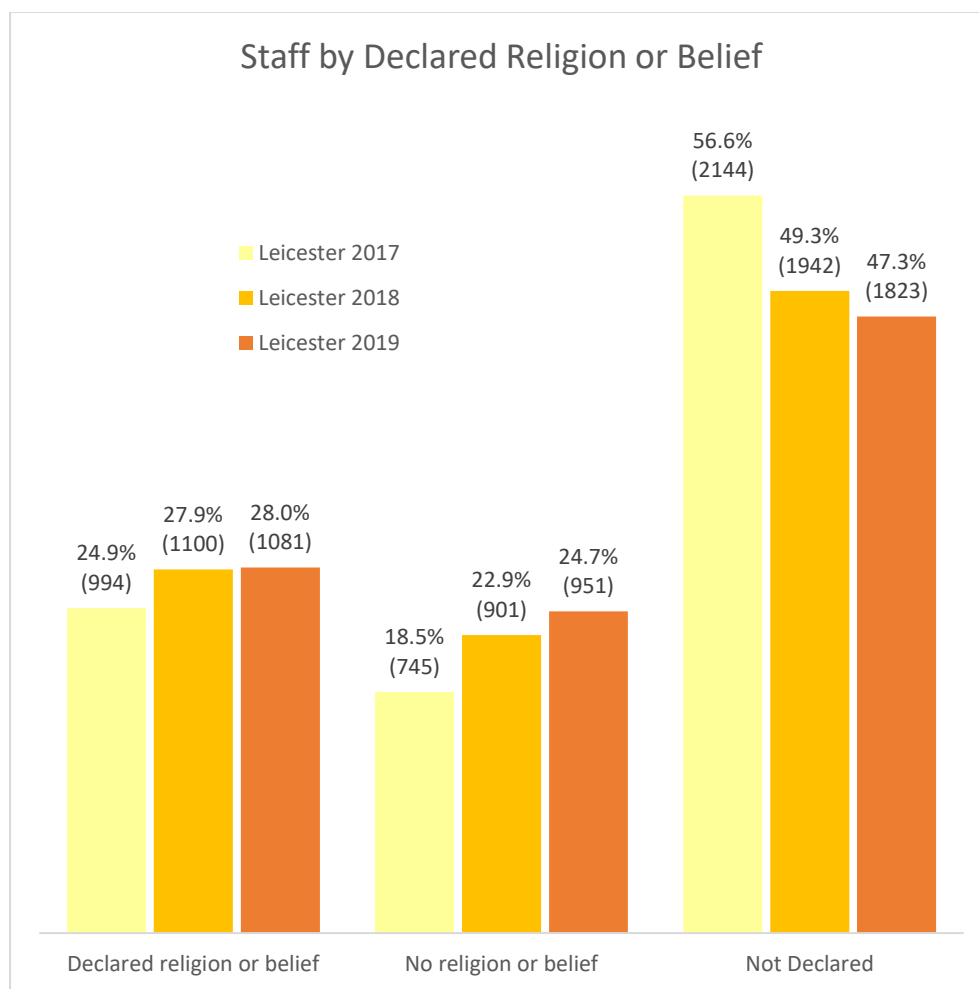
4.4 UoL staff by known declared religion or belief: Christian, other than Christian or No religion or belief 2017-2019

Religion or Belief	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Christian	35.6%	723	37.2%	745	39.5%	687
Other than Christian	17.6%	358	17.7%	355	17.7%	307
No religion or belief	46.8%	951	45.0%	901	42.8%	745
Grand Total	100%	2032	100%	2001	100%	1739



4.5 UoL staff by declared religion or belief 2017-2019

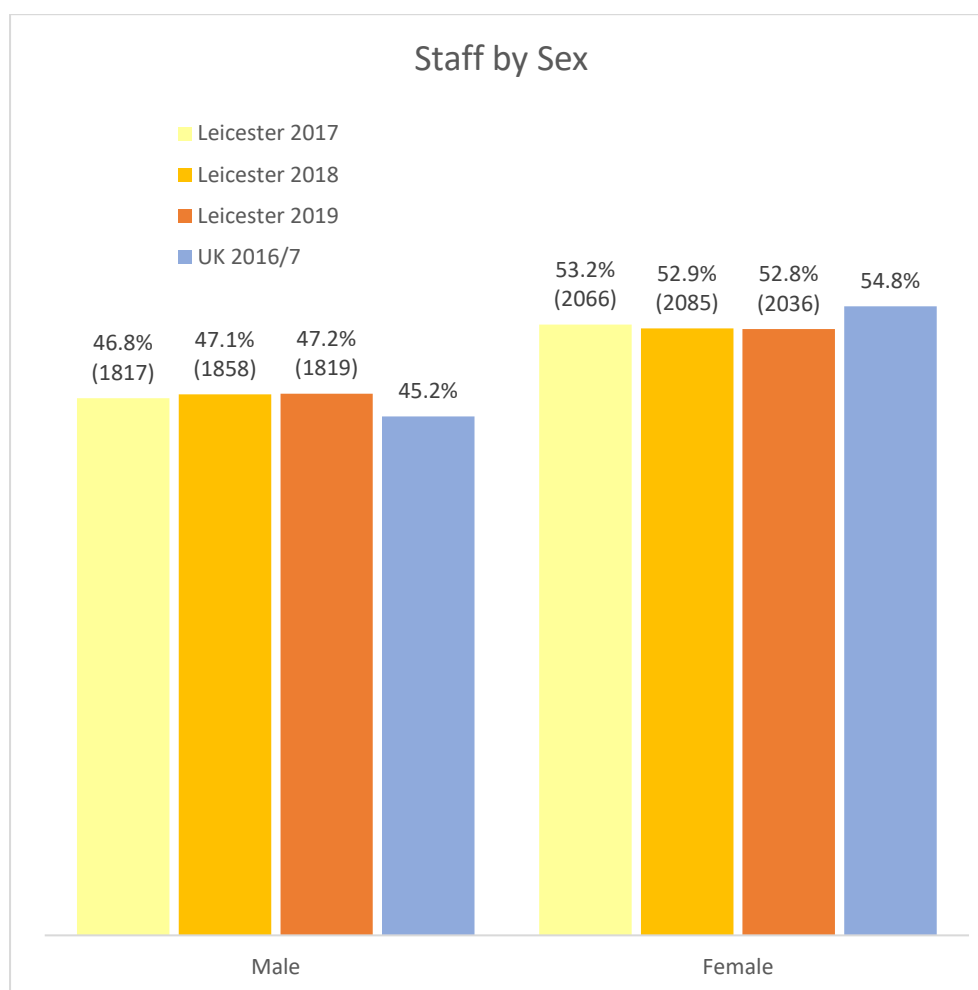
Religion or Belief	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Declared religion or belief	28.0%	1081	27.9%	1100	24.9%	994
No religion or belief	24.7%	951	22.9%	901	18.5%	745
Not Declared	47.3%	1823	49.3%	1942	56.6%	2144
Total	100%	3855	100%	3943	100%	3883



5. Sex

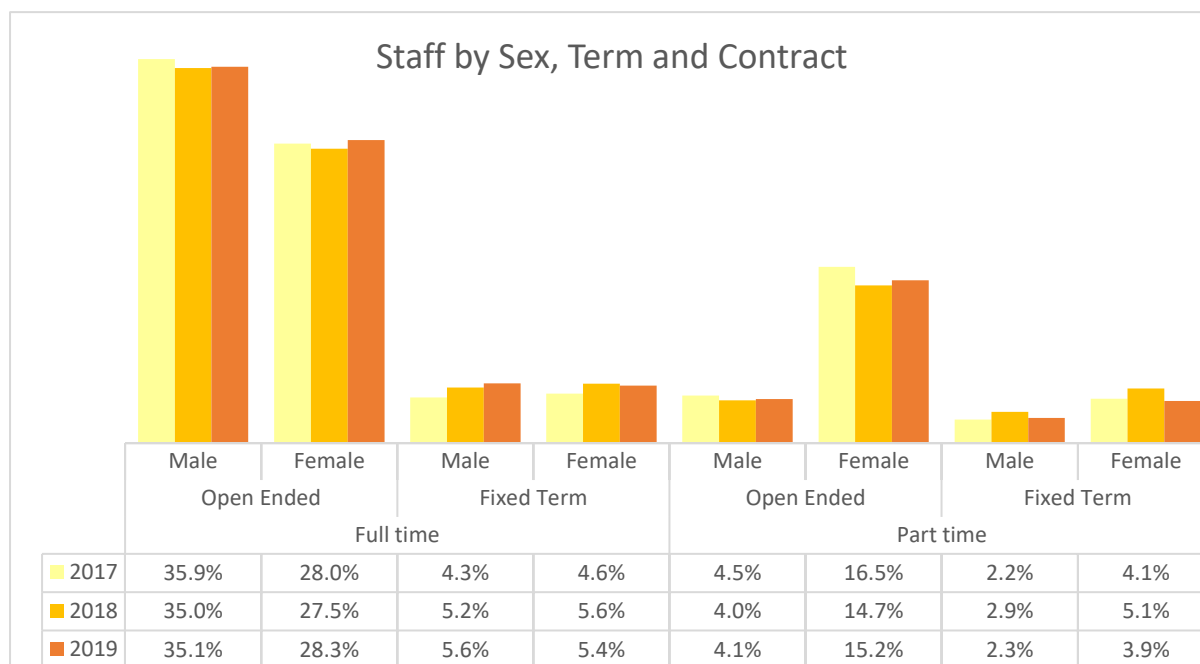
5.1 UoL staff by sex 2017-2019

Sex	UK 2016/7	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Male	45.2%	47.2%	1819	47.1%	1858	46.8%	1817
Female	54.8%	52.8%	2036	52.9%	2085	53.2%	2066
Total	100%	100%	3855	100%	3943	100%	3883



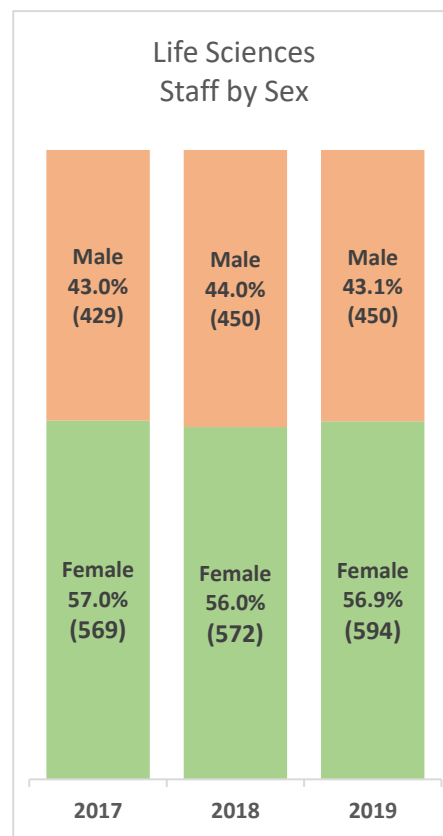
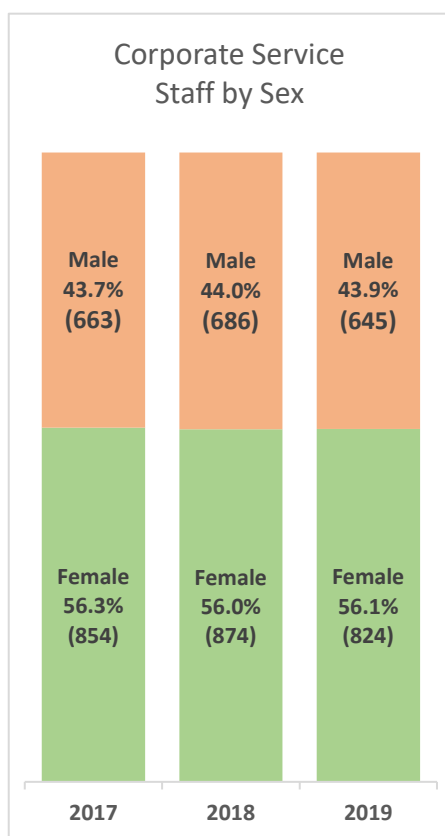
5.2 UoL staff by sex, term and contract 2017-2019

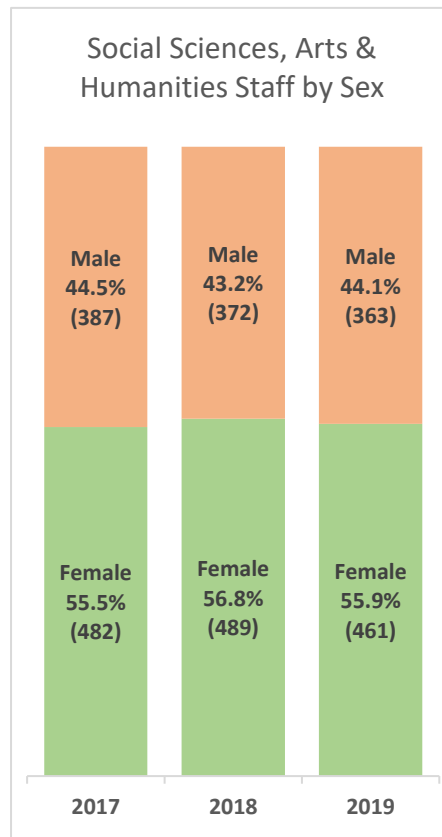
Contract	Term	Sex	2019	#	2018	#	2017	#
Full time	Open	Male	35.1%	1355	35.0%	1381	35.9%	1393
	Ended	Female	28.3%	1091	27.5%	1084	28.0%	1086
	Fixed	Male	5.6%	215	5.2%	205	4.3%	166
	Term	Female	5.4%	207	5.6%	219	4.6%	180
Part time	Open	Male	4.1%	159	4.0%	157	4.5%	173
	Ended	Female	15.2%	586	14.7%	581	16.5%	639
	Fixed	Male	2.3%	90	2.9%	115	2.2%	85
	Term	Female	3.9%	152	5.1%	201	4.1%	161
Total			100%	3855	100%	3943	100%	3883



5.3 UoL staff by sex and college/division 2017-2019

College or Corporate Services	Sex	#	2019		2018		2017	
			#	%	#	%	#	%
Corporate Services	Male	645	43.9%	686	44.0%	663	43.7%	
	Female	824	56.1%	874	56.0%	854	56.3%	
Corporate Services Total		1469	100.0%	1560	100.0%	1517	100.0%	
Life Sciences	Male	450	43.1%	450	44.0%	429	43.0%	
	Female	594	56.9%	572	56.0%	569	57.0%	
Life Sciences Total		1044	100.0%	1022	100.0%	998	100.0%	
Science and Engineering	Male	361	69.7%	350	70.0%	338	67.7%	
	Female	157	30.3%	150	30.0%	161	32.3%	
Science and Engineering Total		518	100.0%	500	100.0%	499	100.0%	
Social Sciences, Arts and Humanities	Male	363	44.1%	372	43.2%	387	44.5%	
	Female	461	55.9%	489	56.8%	482	55.5%	
Social Sciences, Arts and Humanities Total		824	100.0%	861	100.0%	869	100.0%	

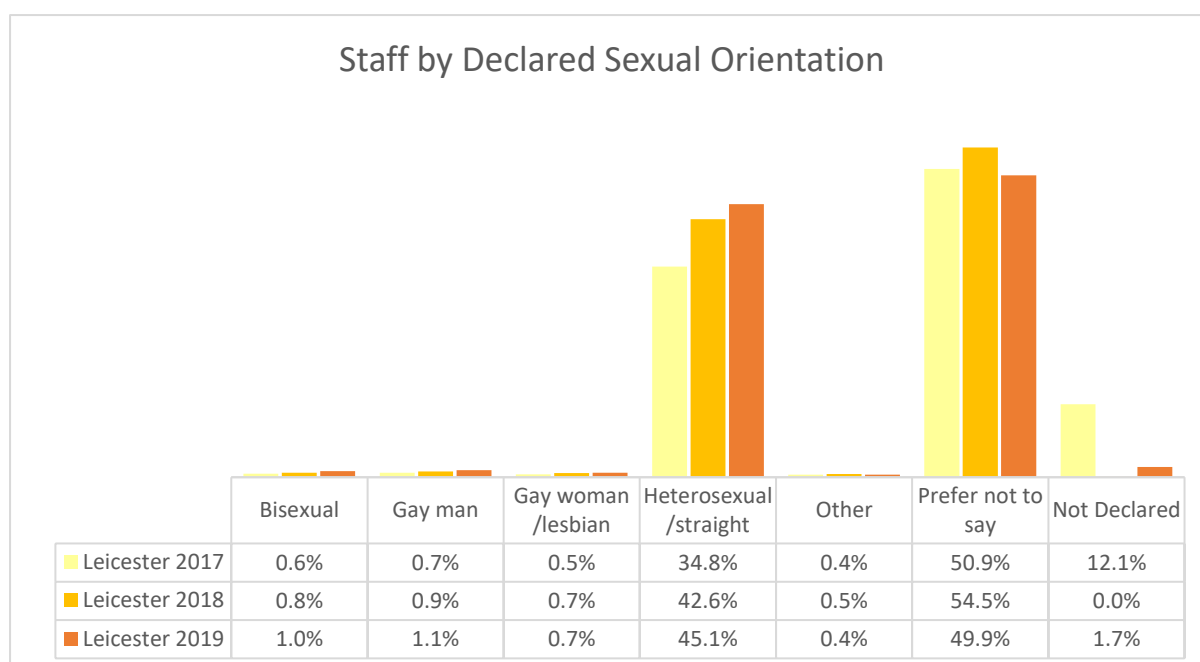




6. Sexual Orientation

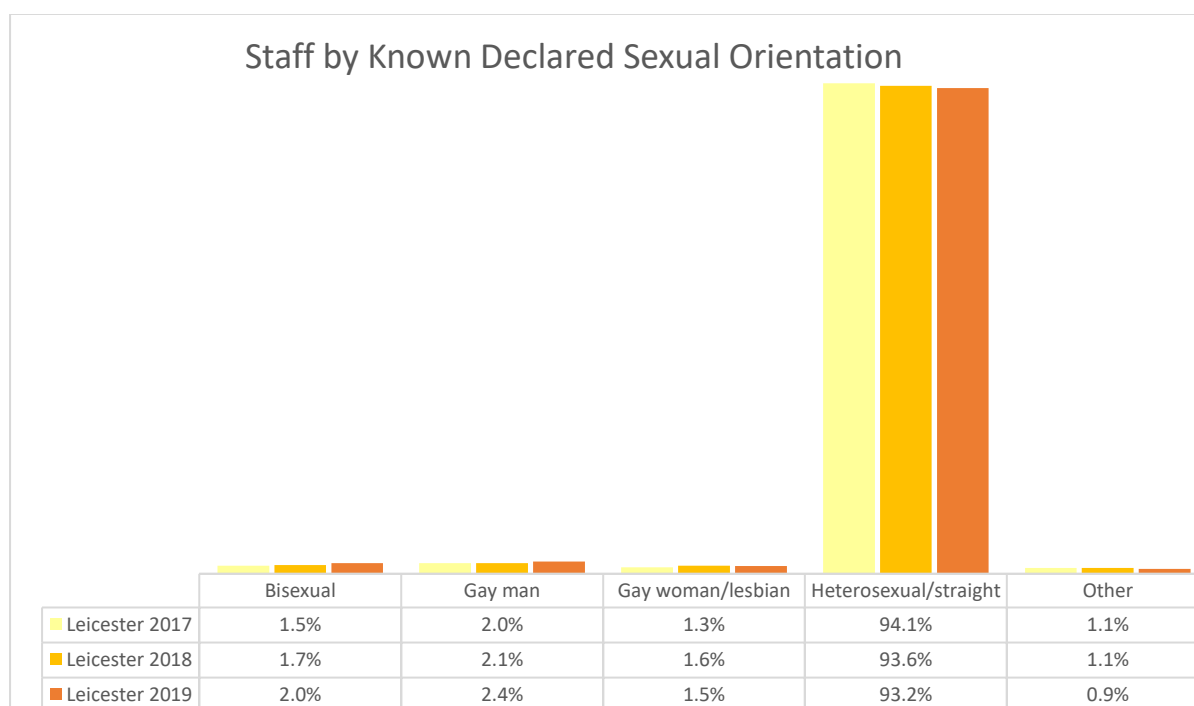
6.1 UoL staff by sexual orientation 2017-2019

Sexual Orientation	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Bisexual	1.0%	38	0.8%	30	0.6%	22
Gay man	1.1%	44	0.9%	37	0.7%	29
Gay woman /lesbian	0.7%	28	0.7%	28	0.5%	18
Heterosexual /straight	45.1%	1739	42.6%	1680	34.8%	1351
Other	0.4%	17	0.5%	20	0.4%	16
Prefer not to say	49.9%	1923	54.5%	2147	50.9%	1978
Not Declared	1.7%	66	0.0%	1	12.1%	469
Grand Total	100%	3855	100%	3943	100%	3883



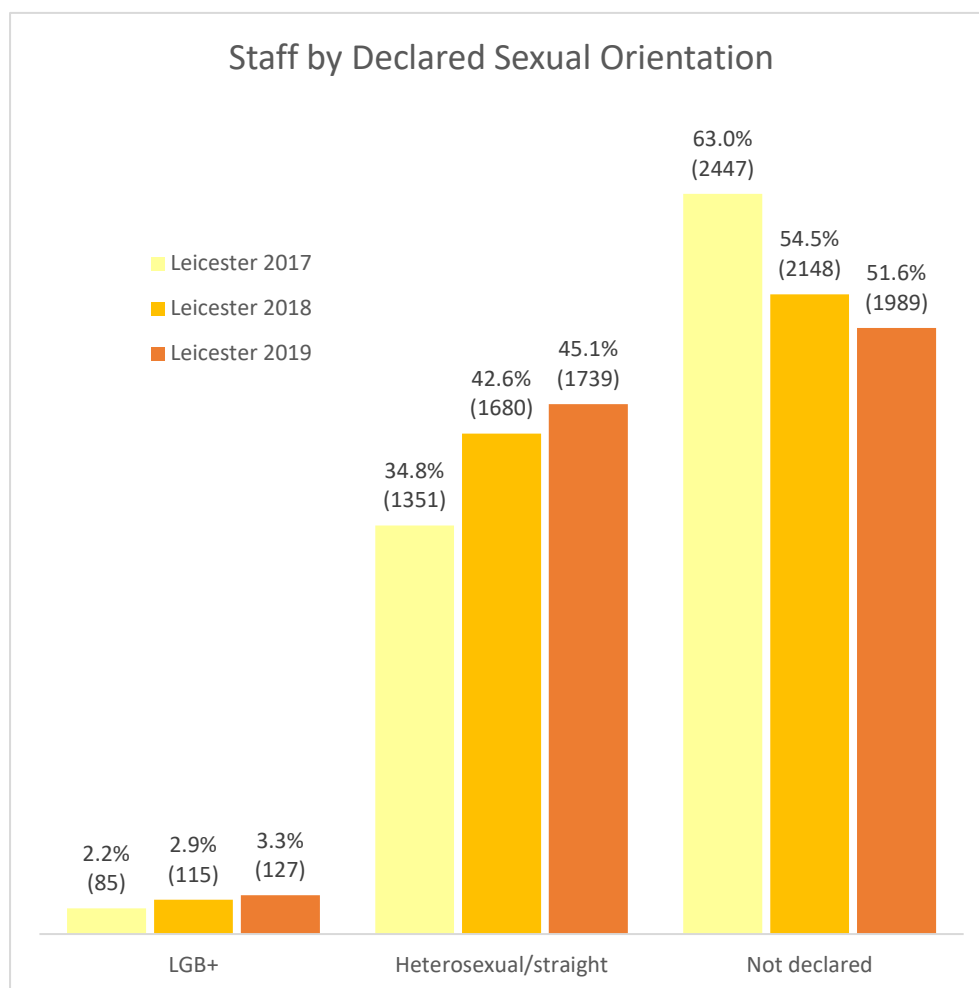
6.2 UoL staff by known declared sexual orientation 2017-2019

Sexual Orientation	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
Bisexual	2.0%	38	1.7%	30	1.5%	22
Gay man	2.4%	44	2.1%	37	2.0%	29
Gay woman/lesbian	1.5%	28	1.6%	28	1.3%	18
Heterosexual/straight	93.2%	1739	93.6%	1680	94.1%	1351
Other	0.9%	17	1.1%	20	1.1%	16
Grand Total	100%	1866	100%	1795	100%	1436



6.3 UoL staff by declared sexual orientation 2017-2019

Sexual Orientation	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
LGB+	3.3%	127	2.9%	115	2.2%	85
Heterosexual/straight	45.1%	1739	42.6%	1680	34.8%	1351
Not declared	51.6%	1989	54.5%	2148	63.0%	2447
Total	100%	3855	100%	3943	100%	3883



6.4 UoL staff by known declared sexual orientation 2017-2019

Sexual Orientation	Leicester 2019	#	Leicester 2018	#	Leicester 2017	#
LGB+	6.8%	127	6.4%	115	5.9%	85
Heterosexual/straight	93.2%	1739	93.6%	1680	94.1%	1351
Total	100%	1866	100%	1795	100%	1436

