

University of Leicester Staff Equity, Diversity and Inclusion Data

Staff at the University of Leicester 1st January 2024

The University of Leicester is clear in its commitment to developing a culture of dignity, respect and inclusion, and creating an environment where difference is valued and respected. The University seeks to provide a positive working and learning environment, free from discrimination, harassment, or victimisation.

Under the Equality Act 2010 we are legally required to produce and publish diversity monitoring information annually. For staff at the University, we collect data related to age, disability, sex, ethnicity, religion or belief, pregnancy and maternity and sexual orientation.

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)

Collecting diversity data from staff allows us to:

- Further understand our staff demographic, and support all staff. It will allow us to identify specific issues and barriers, and take positive, targeted action.
- Assess the impact of proposed policies and initiatives on different staff groups to support decision making.

The data is used to inform the University's actions to create a more inclusive environment, based on statistical evidence. Diversity monitoring information has previously helped us to identify and make positive changes to improve the experiences of some staff groups.

Examples include facilities on campus such as prayer spaces, and staff networks and events for particular student groups.

Key

UoL - University of Leicester

HEI – Higher Education Institution

Data Note

- The staff data provided is based on a snapshot of data captured annually on 1st January (2024, 2023, 2022, 2021 and 2020).
- Percentages provided in the report have been rounded to one decimal place.
- Please note that where figures are given for the UK, these are for UK HEI's (Higher Education Institutions) for the Academic Year 2021/22 which are the latest available from Heidi Plus (HESA UK HEI figures).

To view further national data please see [Advance HE's 2023 statistical report on staff in higher education](#).

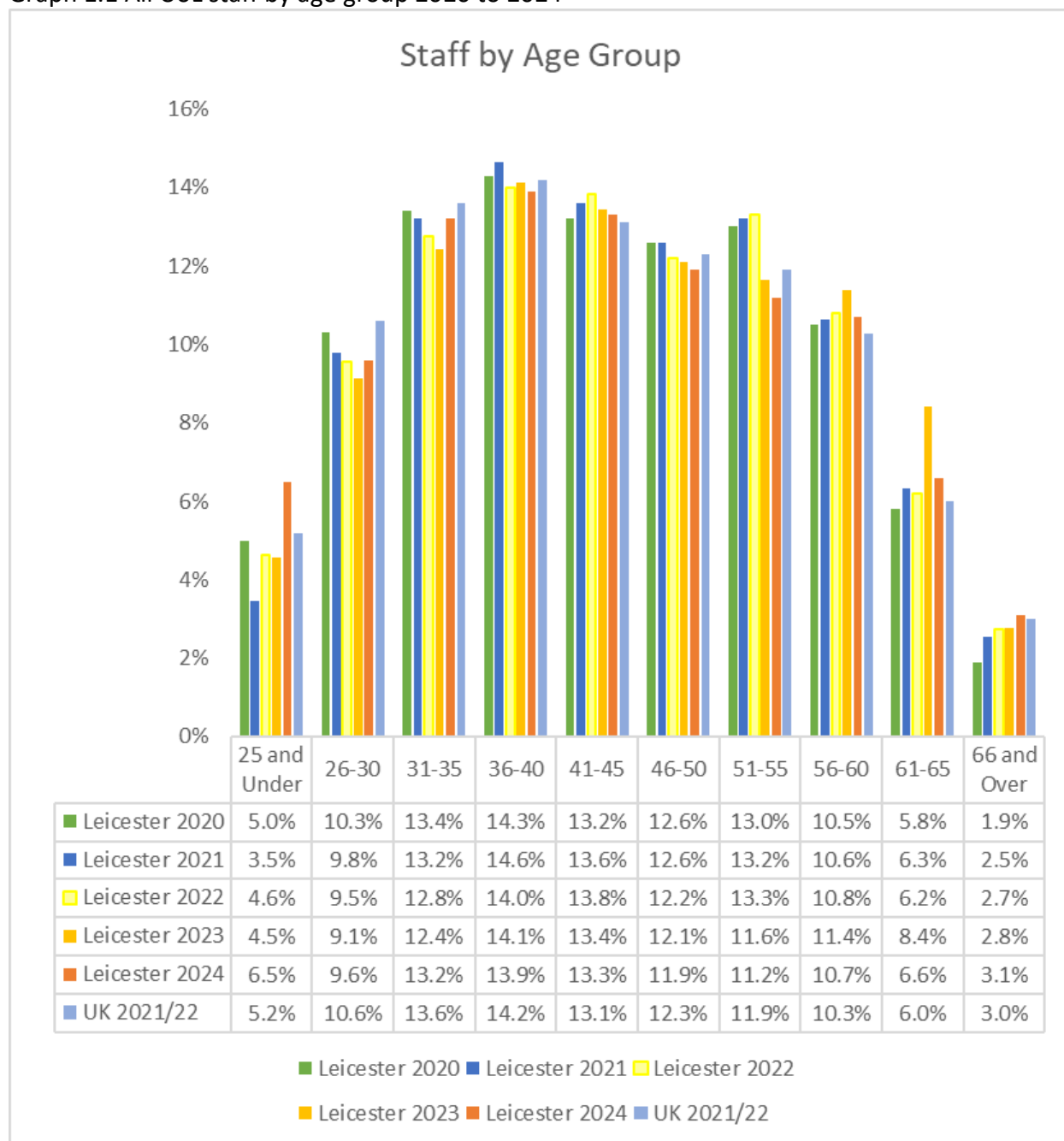
1. Age

Table 1.1 All UoL staff by age group 2020 to 2024

Age	UK 2021/22	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
25 and Under	5.2%	6.5%	280	4.5%	186	4.6%	172	3.5%	131	5.0%	194
26-30	10.6%	9.6%	417	9.1%	373	9.5%	354	9.8%	370	10.3%	397
31-35	13.6%	13.2%	574	12.4%	508	12.8%	473	13.2%	500	13.4%	516
36-40	14.2%	13.9%	605	14.1%	578	14.0%	519	14.6%	554	14.3%	551
41-45	13.1%	13.3%	578	13.4%	549	13.8%	513	13.6%	515	13.2%	511
46-50	12.3%	11.9%	515	12.1%	495	12.2%	452	12.6%	477	12.6%	487
51-55	11.9%	11.2%	487	11.6%	476	13.3%	494	13.2%	500	13.0%	503
56-60	10.3%	10.7%	466	11.4%	466	10.8%	400	10.6%	403	10.5%	404
61-65	6.0%	6.6%	288	8.4%	344	6.2%	230	6.3%	240	5.8%	223
66 and Over	3.0%	3.1%	133	2.8%	113	2.7%	101	2.5%	96	1.9%	75
Total	100%	100%	4343	100%	4088	100%	3708	100%	3786	100%	3861

- The majority of UoL staff in 2024 are between the ages of 31-60 (74.2%).
- In 2024, UoL has seen an increase by 2.5% since 2023 of staff aged 30 and under, from 13.6% in 2023 to 16.1%. (Table 1.1, Graph 1.1). This is 0.3% higher than the national picture of staff for UK HEI's in 2021/22. In 2023, the proportion of staff aged 30 and under was below the national picture.
- The proportion of staff aged 66 and over has gradually increased over the last four years, but continues to be the lowest proportion of the overall staff body at UoL. This is in line with the national picture for UK HEI's in 2021/22 (Table 1.1, Graph 1.1).

Graph 1.1 All UoL staff by age group 2020 to 2024



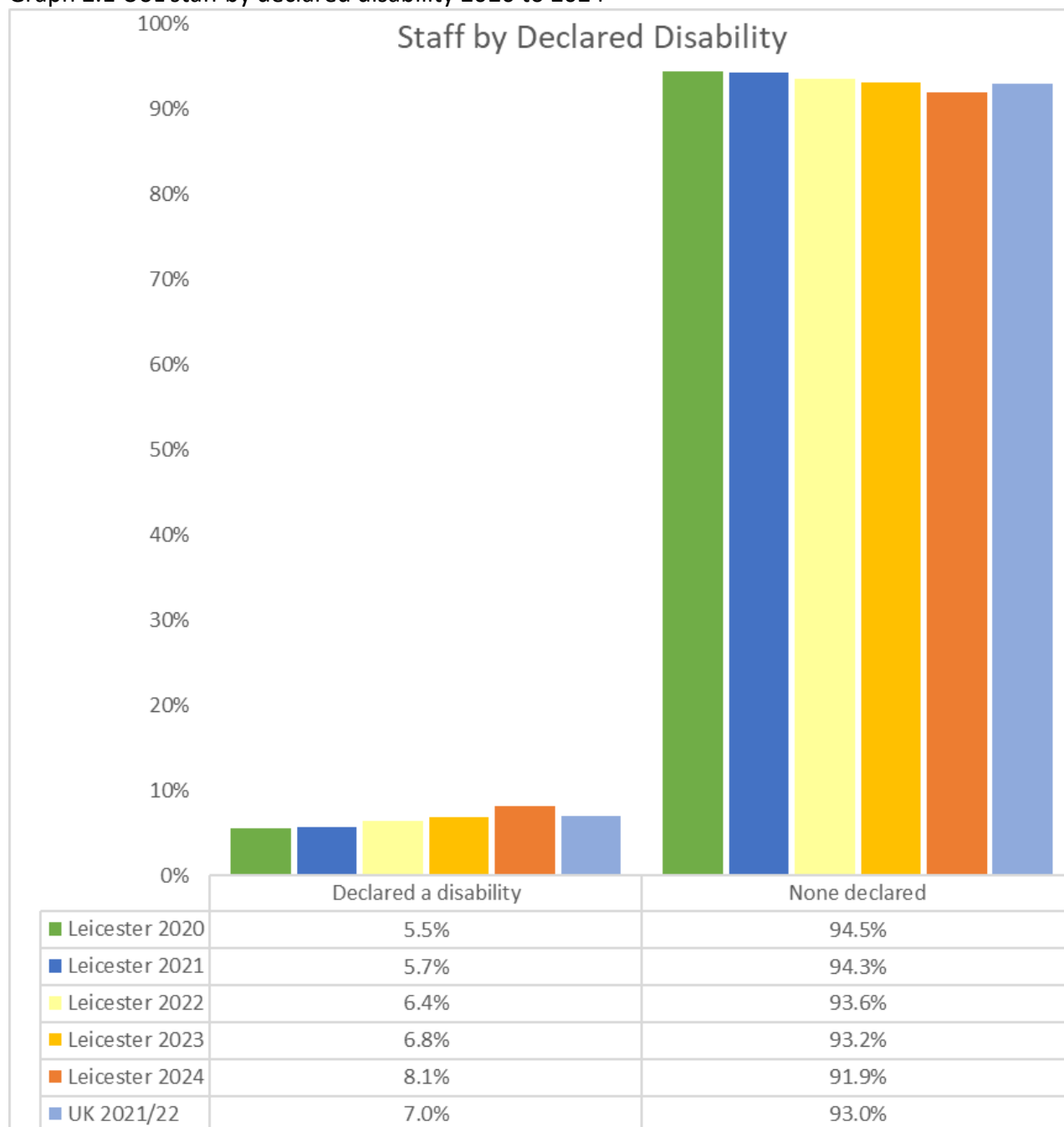
2. Disability

Table 2.1 UoL staff by declared disability 2020 to 2024

Disability	UK 2021/22	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Declared a disability	7.0%	8.1%	352	6.8%	278	6.4%	236	5.7%	216	5.5%	213
None declared	93.0%	91.9%	3472	93.2%	3472	93.6%	3472	94.3%	3570	94.5%	3648
Total	100%	100%	3824	100%	3750	100%	3708	100%	3786	100%	3861

- Disability disclosure rates among staff working in UK HEI's have continued to increase over the last decade. In 2021/22 7.0% of staff working in UK HEI's declared a disability.
- The proportion of UoL staff declaring a disability in 2024 has increased by 1.3% from 2023 to 8.1%. This is 1.1% higher the national picture. (Table 2.1, Graph 2.1).

Graph 2.1 UoL staff by declared disability 2020 to 2024



3. Ethnicity

Table 3.1 UoL staff by ethnicity – grouped 2020 to 2024

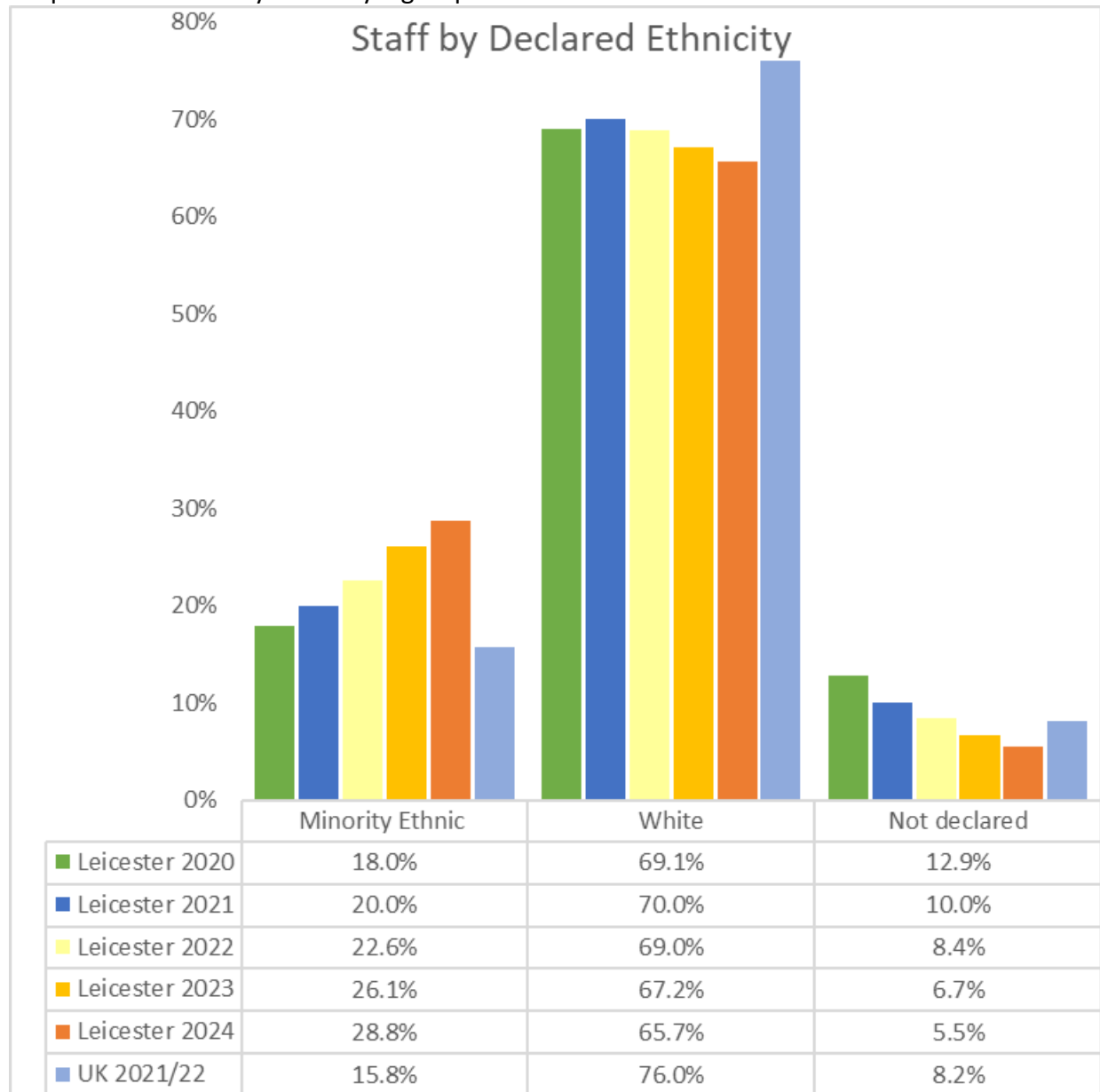
Ethnicity	UK 2021/22	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Minority Ethnic	15.8%	28.8%	1250	26.1%	1067	22.6%	838	20.0%	756	18.0%	695
White	76.0%	65.7%	2855	67.2%	2746	69.0%	2557	70.0%	2650	69.1%	2669
Not declared	8.2%	5.5%	238	6.7%	275	8.4%	313	10.0%	380	12.9%	497
Total	100%	100%	4343	100%	4088	100%	3708	100%	3786	100%	3861

- In 2024 28.8% of UoL staff identified as minority ethnic, 65.7% as white and 5.5% did not declare their ethnicity. Since 2020, the proportion of minority ethnic staff at UoL has increased by 10.8% and is substantially higher than the UK HEI figure in 2021/22 (15.8%) (Table 3.1, Graph 3.1).
- The number of UoL staff disclosing their ethnicity has continued to increase over the last five years, with the proportion of ‘not declared’ reducing from 12.9% to 5.5%. This is 2.7% lower than the UK HEI figure in 2021/22 (8.2%).

Table 3.2 UoL staff by known ethnicity – group 2020 to 2024

Ethnicity	UK 2021/22	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Minority Ethnic	17.2%	30.5%	1250	28.0%	1067	24.7%	838	22.2%	756	20.7%	641
White	82.8%	69.5%	2855	72.0%	2746	75.3%	2557	77.8%	2650	79.3%	2710
Total	100%	100%	4105	100%	3813	100%	3395	100%	3406	100%	3351

Graph 3.1 UoL staff by ethnicity – grouped 2020 to 2024



Graph 3.2 UoL staff by known ethnicity – grouped 2020 to 2024

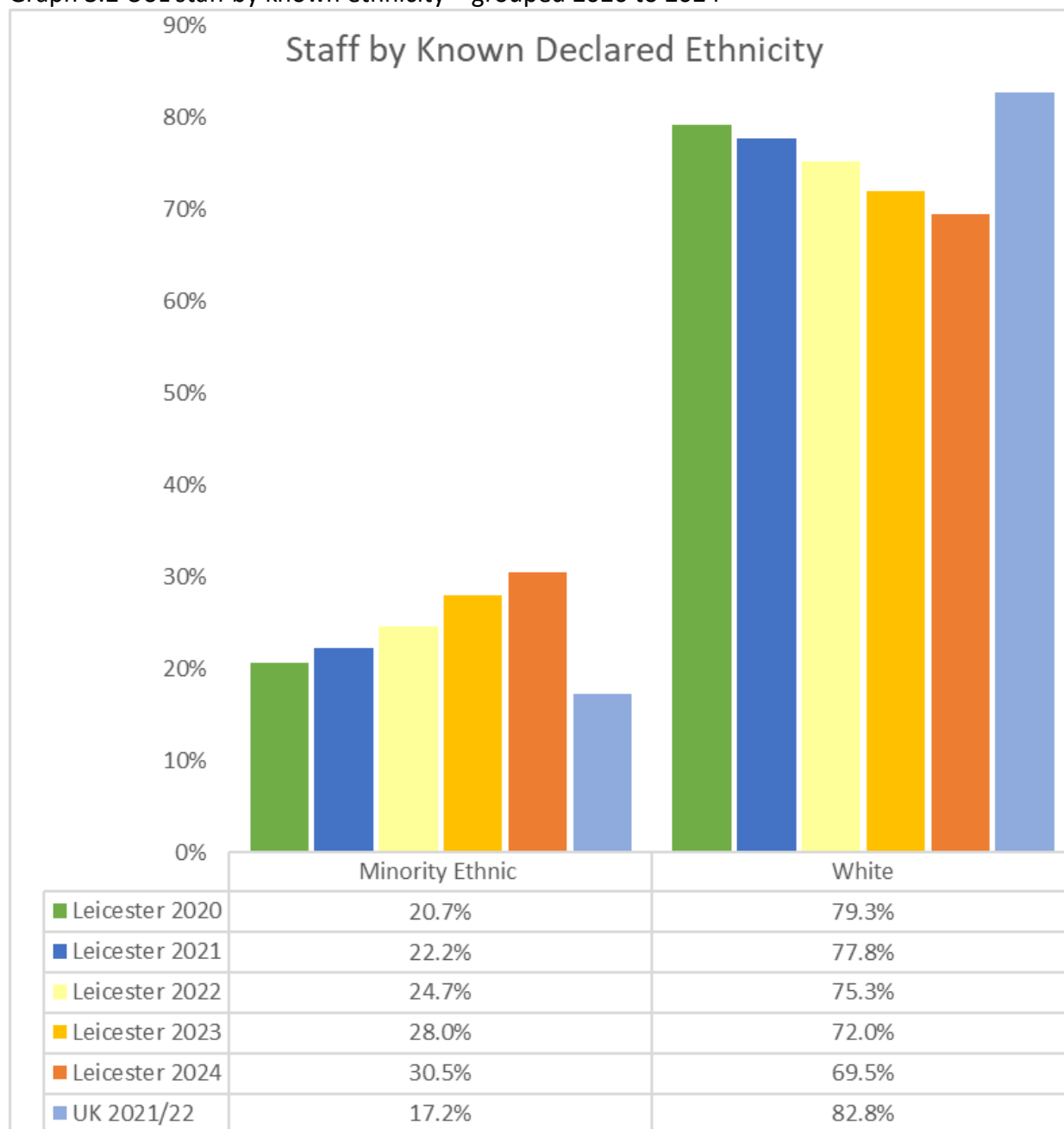


Table 3.3 UoL staff by ethnicity 2020 to 2024

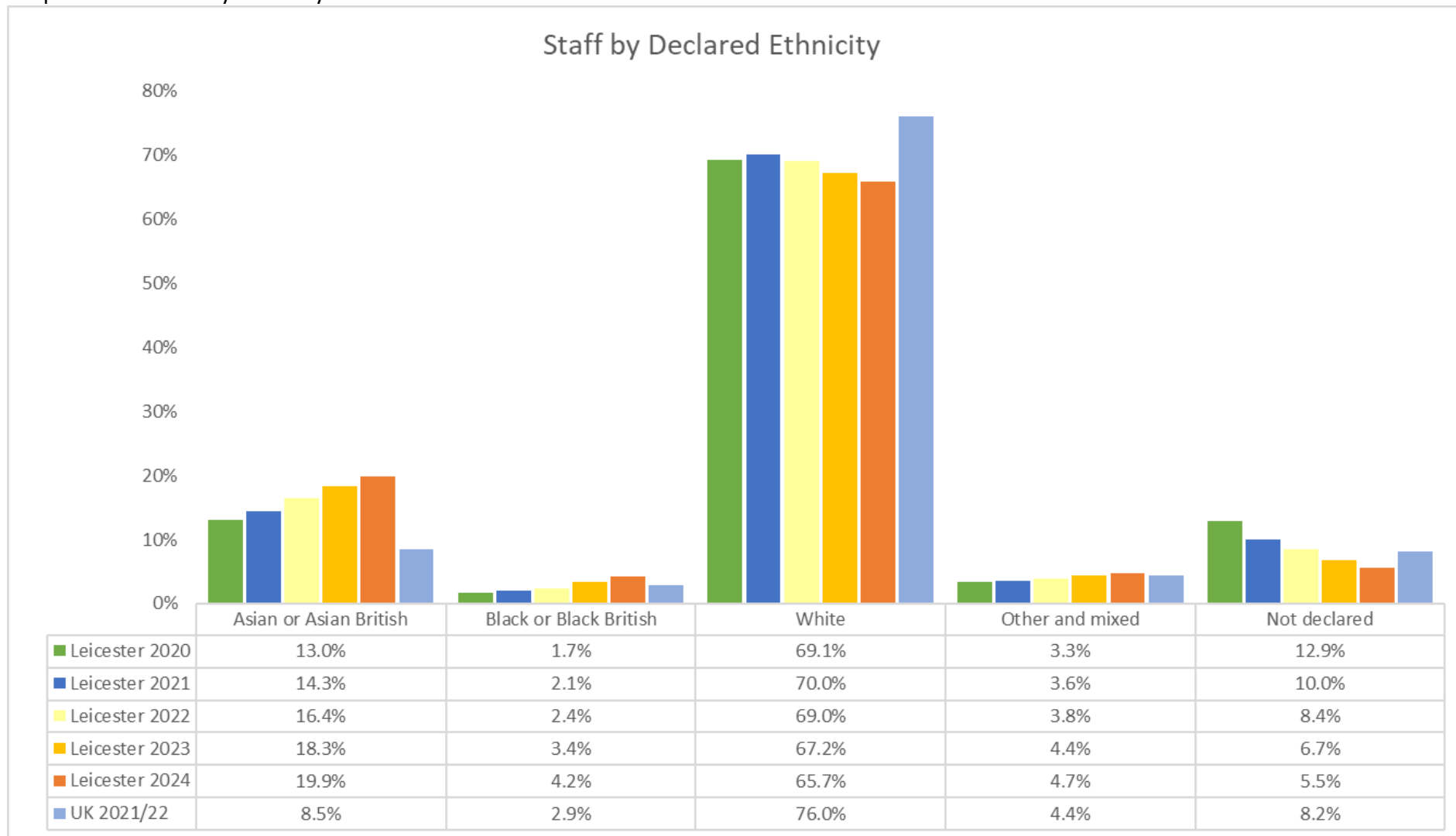
Ethnicity	UK 2021/22	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Asian or Asian British	8.5%	19.9%	863	18.3%	748	16.4%	609	14.3%	543	13.0%	501
Black or Black British	2.9%	4.2%	184	3.4%	140	2.4%	88	2.1%	78	1.7%	67
White	76.0%	65.7%	2855	67.2%	2746	69.0%	2557	70.0%	2650	69.1%	2669
Other and mixed	4.4%	4.7%	203	4.4%	179	3.8%	141	3.6%	135	3.3%	127
Not declared	8.2%	5.5%	275	6.7%	275	8.4%	313	10.0%	380	12.9%	497
Total	100%	100%	4380	100%	4088	100%	3708	100%	3786	100%	3861

- In 2024, the proportion of Asian or Asian British (19.9%), Black or Black British (4.2%) and Other and mixed (4.7%) UoL staff remains higher than the national picture for UK HEI's in 2021/22 (Table 3.3, Graph 3.3).

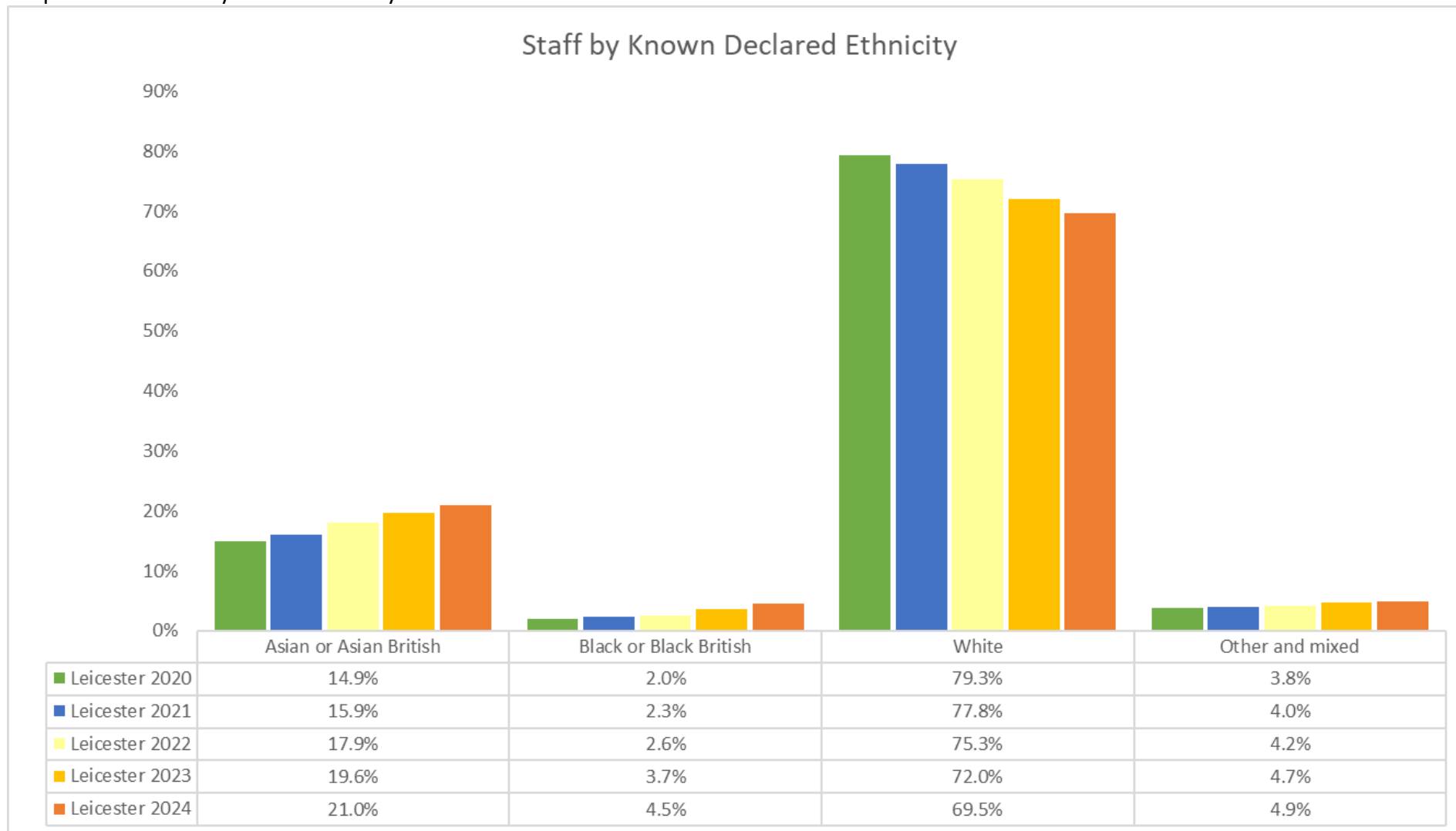
Table 3.4 UoL staff by known declared ethnicity 2020 to 2024

Ethnic Origin	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Asian or Asian British	21.0%	863	19.6%	748	17.9%	609	15.9%	543	14.9%	501
Black or Black British	4.5%	184	3.7%	140	2.6%	88	2.3%	78	2.0%	67
White	69.5%	2855	72.0%	2746	75.3%	2557	77.8%	2650	79.3%	2669
Other and mixed	4.9%	179	4.7%	179	4.2%	141	4.0%	135	3.8%	127
Total	100%	3395	100%	3395	100%	3395	100%	3406	100%	3364

Graph 3.3 UoL staff by ethnicity 2020 to 2024



Graph 3.4 UoL staff by known ethnicity 2020 to 2024



4. Religion or Belief

Table 4.1 UoL staff by religion or belief 2020 to 2024

Religion or Belief	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Buddhist	0.6%	28	0.7%	28	0.6%	22	0.5%	19	0.3%	13
Christian	23.5%	1020	22.8%	931	22.1%	820	20.7%	784	19.2%	741
Hindu	5.6%	242	5.0%	206	5.0%	185	4.4%	166	3.8%	145
Jewish	0.3%	13	0.3%	11	0.2%	<10	0.2%	<10	0.2%	<10
Muslim	6.9%	298	6.0%	245	4.5%	166	3.6%	137	3.2%	125
Sikh	1.8%	78	1.7%	69	1.4%	52	1.2%	47	1.2%	45
Any other religion or belief	2.5%	108	2.4%	97	2.2%	82	2.2%	83	1.9%	74
No religion	36.5%	1587	35.1%	1436	32.2%	1194	30.6%	1158	27.0%	1042
Prefer not to say	22.3%	969	26.1%	1065	31.8%	1178	36.6%	1384	43.2%	1668
Grand Total	100%	4343	100%	4088	100%	3699	100%	3778	100%	3853

- The religion or belief groups with the highest proportion of staff in 2024 include: 36.5% no religion or belief, 23.5% Christian, 5.6% Hindu and 6.9% Muslim. 22.3% of UoL staff declared 'prefer not to say' (Table 4.1, Graph 4.1).
- Over the last five years, the proportion of staff who have declared 'prefer not to say' has decreased by 20.9% from 43.2% in 2020 to 22.3% in 2024.

Graph 4.1 UoL staff by religion or belief 2020 to 2024

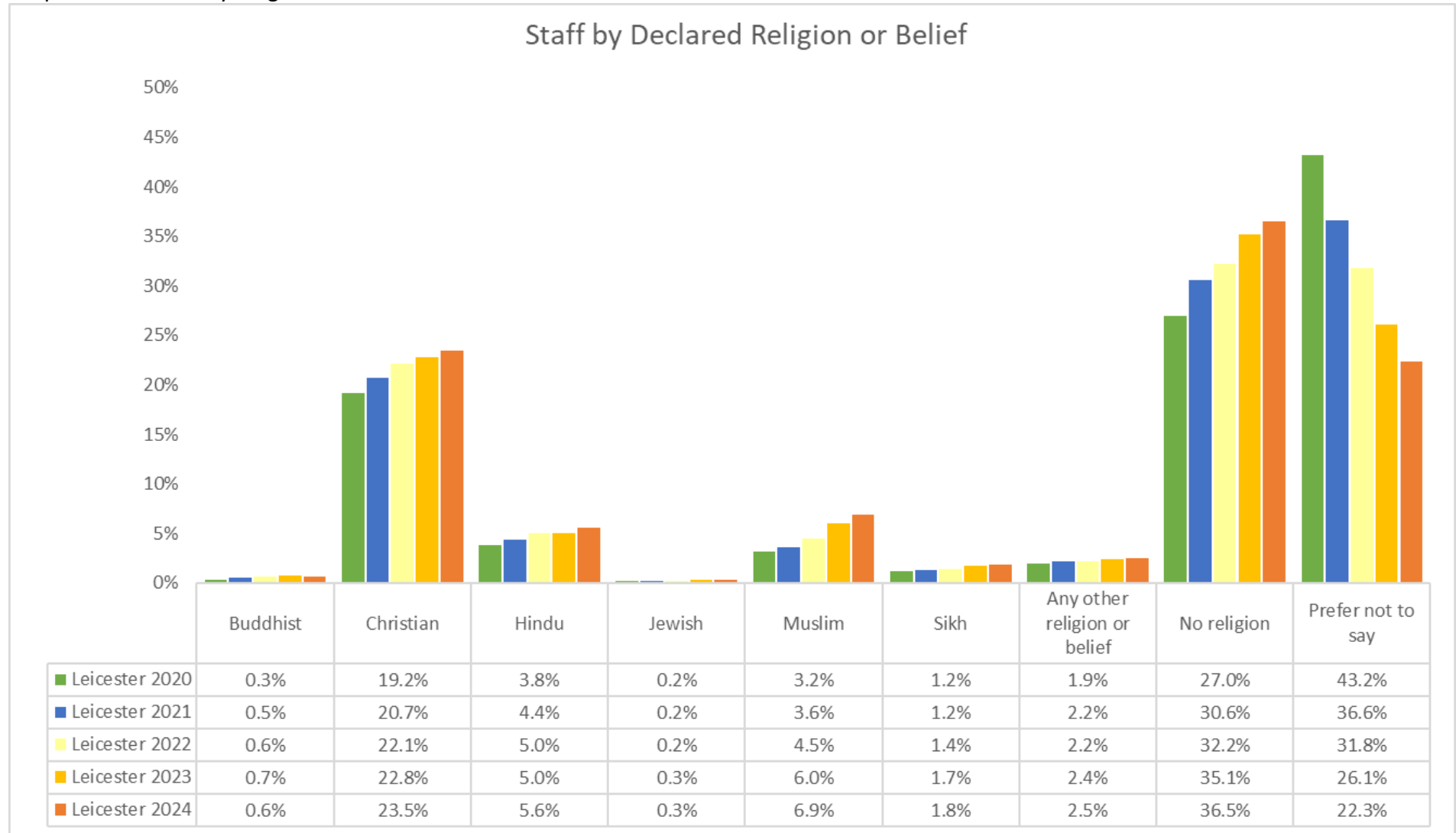


Table 4.2 UoL staff by known religion or belief 2020 to 2024

Religion or Belief	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Buddhist	0.8%	28	0.9%	28	0.9%	22	0.8%	19	0.6%	13
Christian	30.2%	1020	30.8%	931	32.4%	820	32.6%	784	33.8%	741
Hindu	7.2%	242	6.8%	206	7.3%	185	6.9%	166	6.6%	145
Jewish	0.4%	13	0.4%	11	0.4%	<10	0.3%	<10	0.4%	<10
Muslim	8.8%	298	8.1%	245	6.6%	166	5.7%	137	5.7%	125
Sikh	2.3%	78	2.3%	69	2.1%	52	2.0%	47	2.1%	45
Any other religion or belief	3.2%	108	3.2%	97	3.2%	82	3.5%	83	3.4%	74
No religion	47.0%	1587	47.5%	1436	47.2%	1194	48.2%	1158	47.5%	1042
Grand Total	100%	3374	100%	3023	100%	2521	100%	2394	100%	2185

Graph 4.2 UoL staff by known religion or belief 2020 to 2024

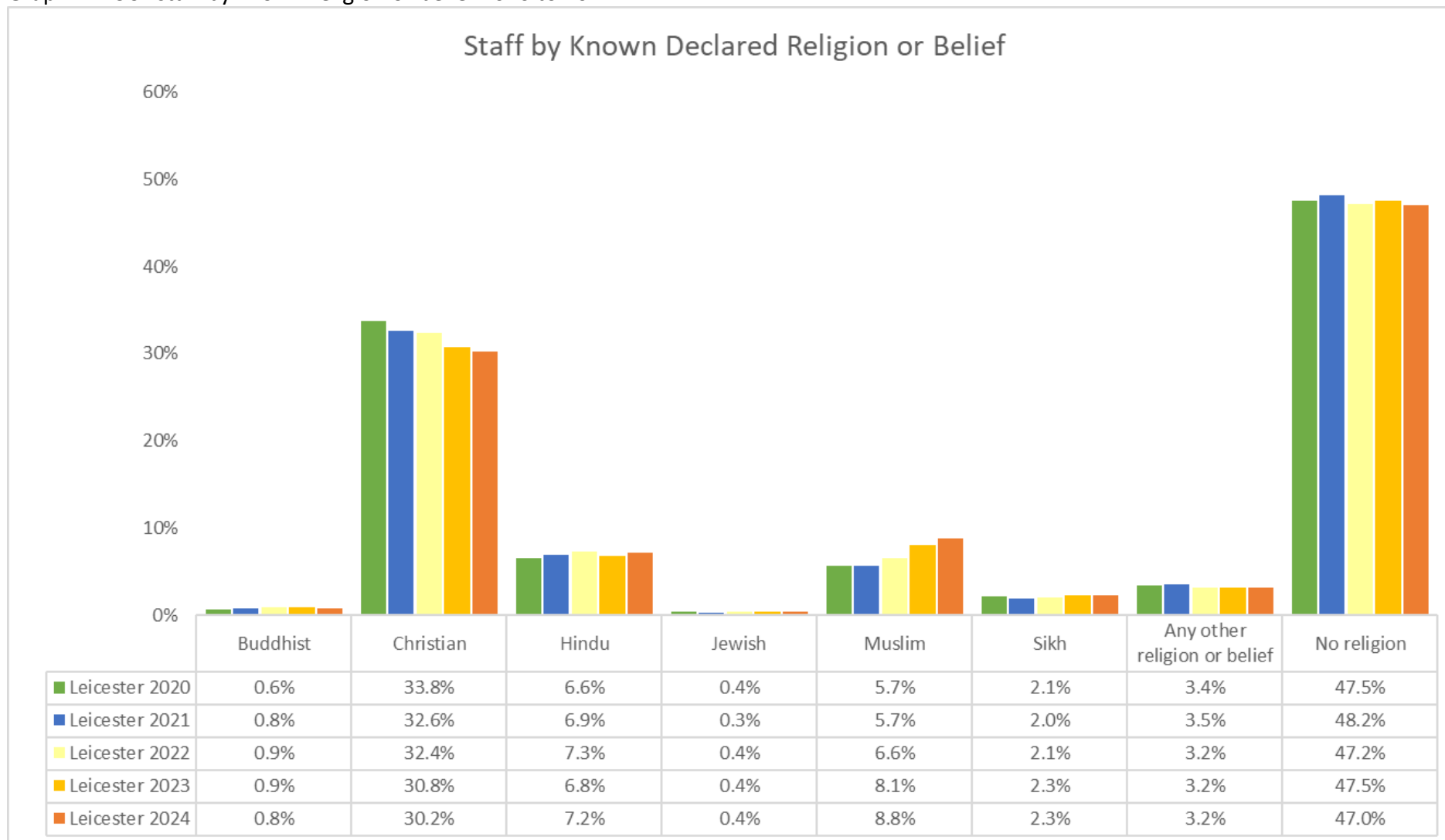


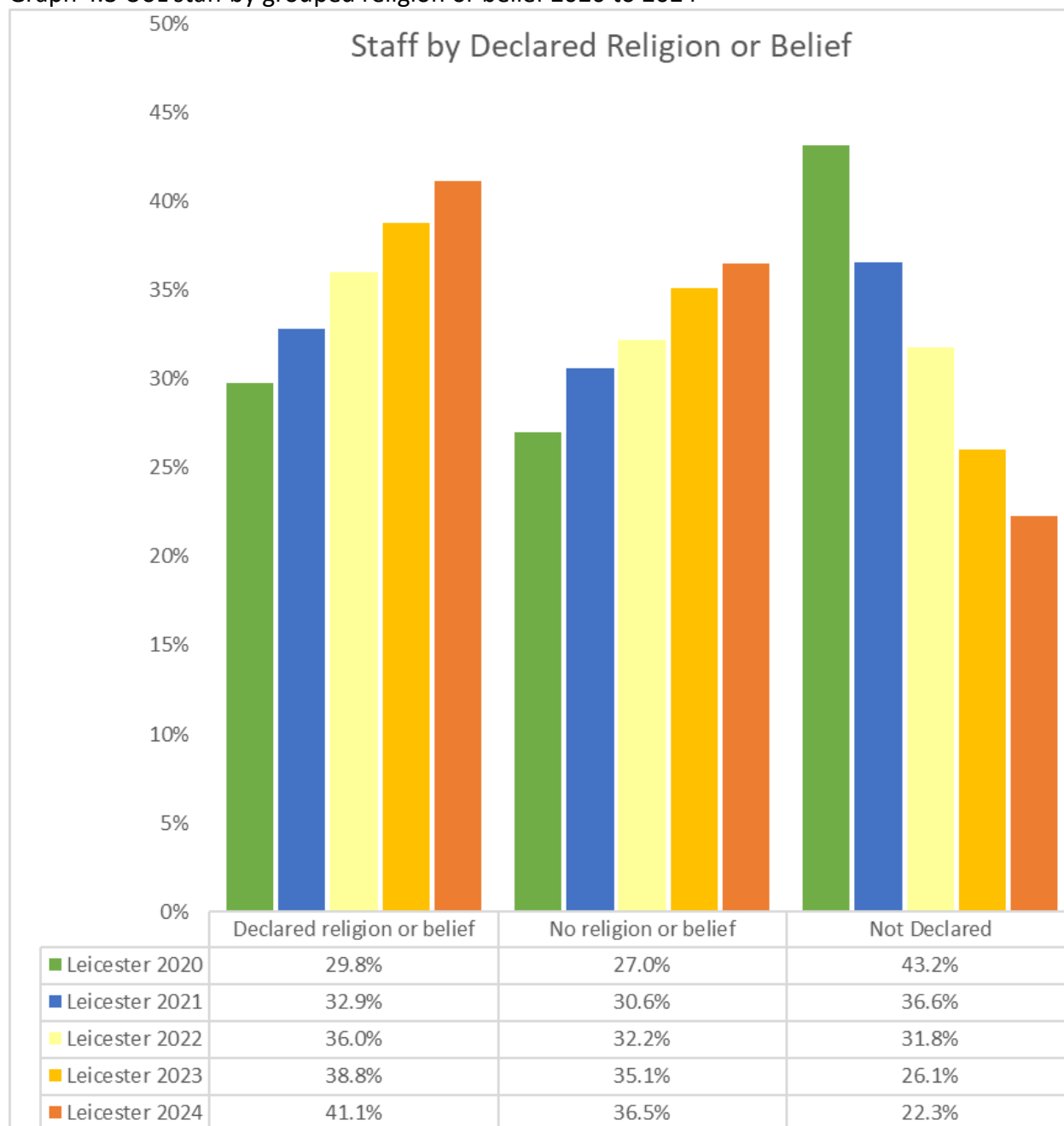
Table 4.3 UoL staff by grouped religion or belief 2020 to 2024

Religion or Belief	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Declared religion or belief	41.1%	1787	38.8%	1587	36.0%	1336	32.9%	1244	29.8%	1151
No religion or belief	36.5%	1587	35.1%	1436	32.2%	1194	30.6%	1158	27.0%	1042
Not Declared	22.3%	969	26.1%	1065	31.8%	1178	36.6%	1384	43.2%	1668
Total	100%	4343	100%	4088	100%	3708	100%	3786	100%	3861

Table 4.4 UoL staff by known grouped religion or belief 2020 to 2024

Religion or Belief	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Declared religion or belief	53.0%	1787	52.5%	1587	52.8%	1336	51.8%	1244	52.5%	1151
No religion or belief	47.0%	1587	47.5%	1436	47.2%	1194	48.2%	1158	47.5%	1042
Total	100%	3374	100%	3023	100%	2530	100%	2402	100%	2193

Graph 4.3 UoL staff by grouped religion or belief 2020 to 2024



Graph 4.4 UoL staff by known grouped religion or belief 2020 to 2024

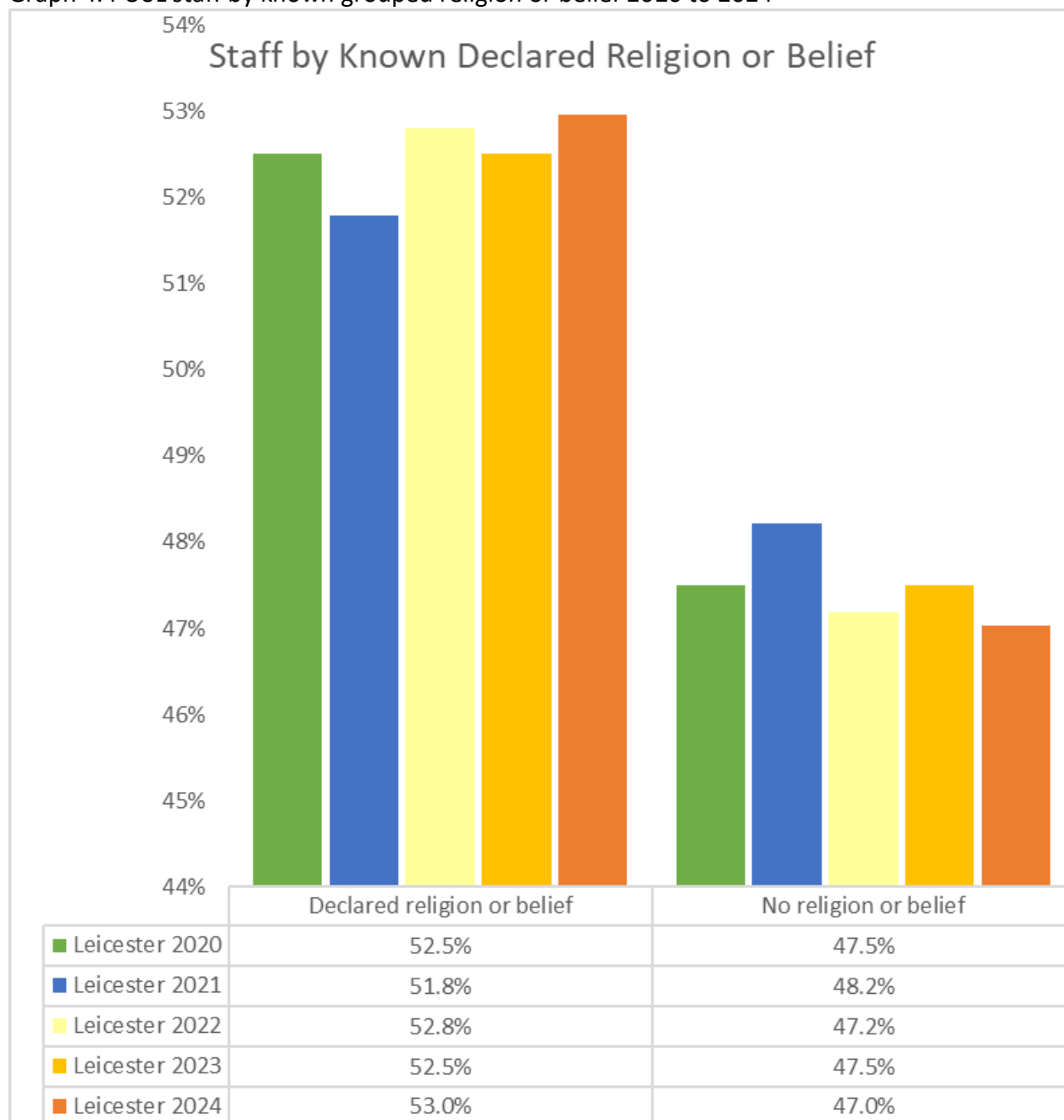
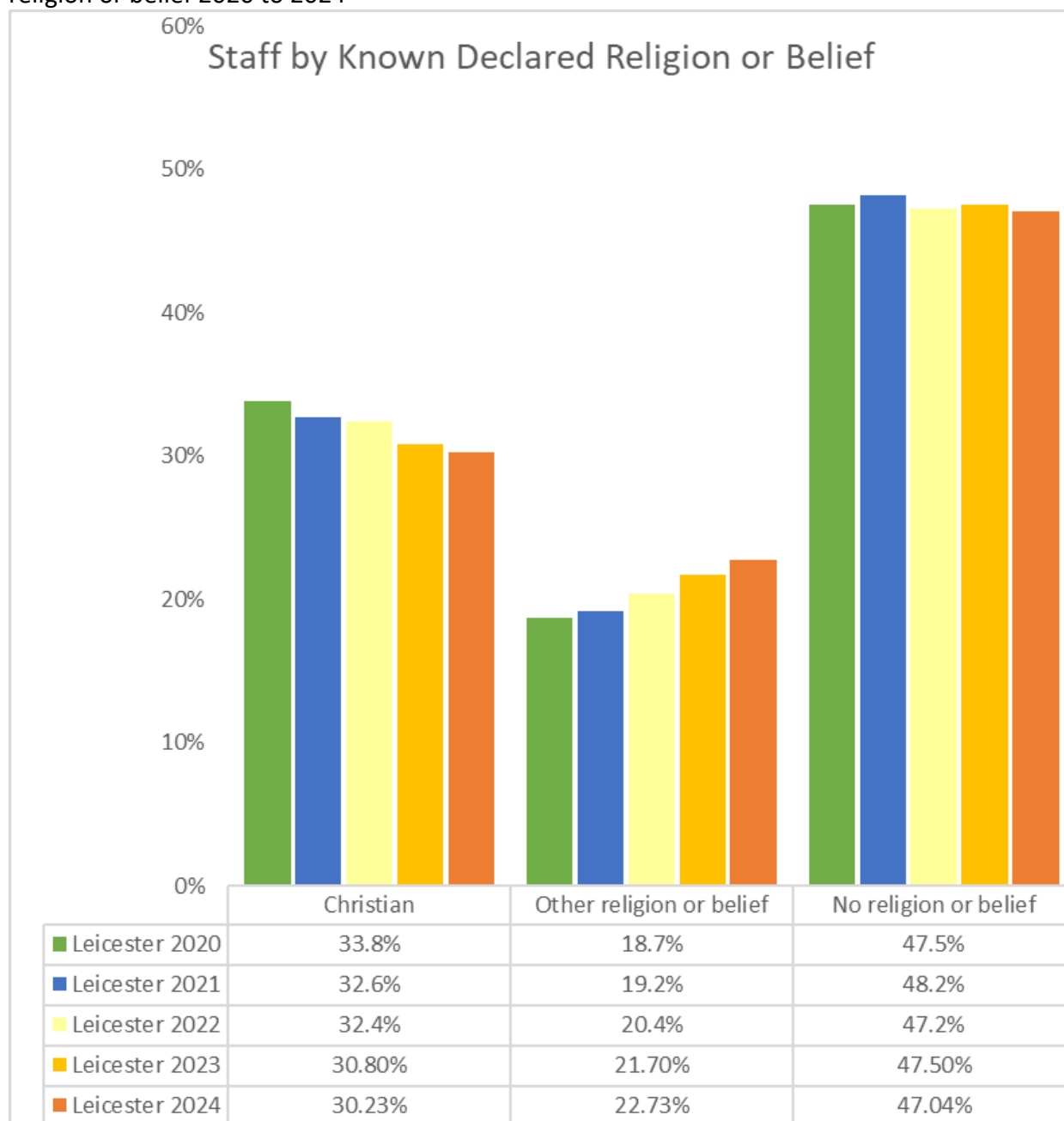


Table 4.5 UoL staff by known religion or belief: split by Christian, other than Christian or no religion or belief 2020 to 2024

Religion or Belief	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Christian	30.23%	1020	30.80%	931	32.4%	820	32.6%	784	33.8%	741
Other religion or belief	22.73%	767	21.70%	656	20.4%	516	19.2%	460	18.7%	410
No religion or belief	47.04%	1587	47.50%	1436	47.2%	1194	48.2%	1158	47.5%	1042
Grand Total	100%	3374	100%	3023	100%	2530	100%	2402	100%	2193

Graph 4.5 UoL staff by known religion or belief: split by Christian, other than Christian or no religion or belief 2020 to 2024



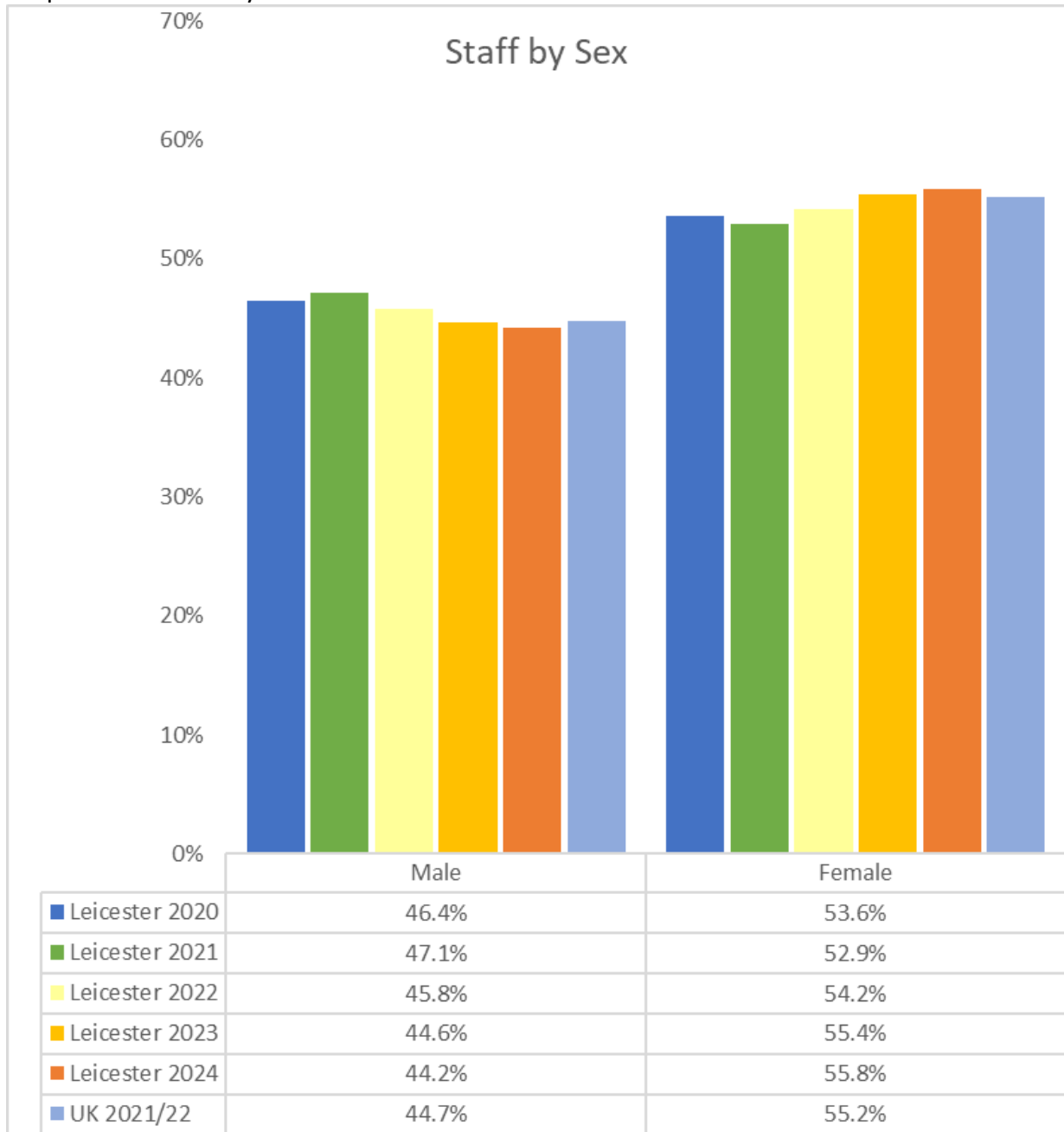
5. Sex

Table 5.1 UoL staff by Sex 2020 to 2024

Sex	UK 2021/22	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Male	44.7%	44.2%	1918	44.6%	1823	45.8%	1699	47.1%	1784	46.4%	1791
Female	55.2%	55.8%	2425	55.4%	2265	54.2%	2009	52.9%	2002	53.6%	2070
Other	0.1%	-	-	-	-	-	-	-	-	-	-
Total	100%	100%	4343	100%	4088	100%	3708	100%	3786	100%	3861

- In 2024, 55.8% of UoL staff were female and 44.2% male. The proportion of females at UoL is slightly higher than the national UK HEI average in 2021/22 (55.2% female). Over the last five years, female staff remain the majority of staff at UoL.

Graph 5.1 UoL staff by Sex 2020 to 2024



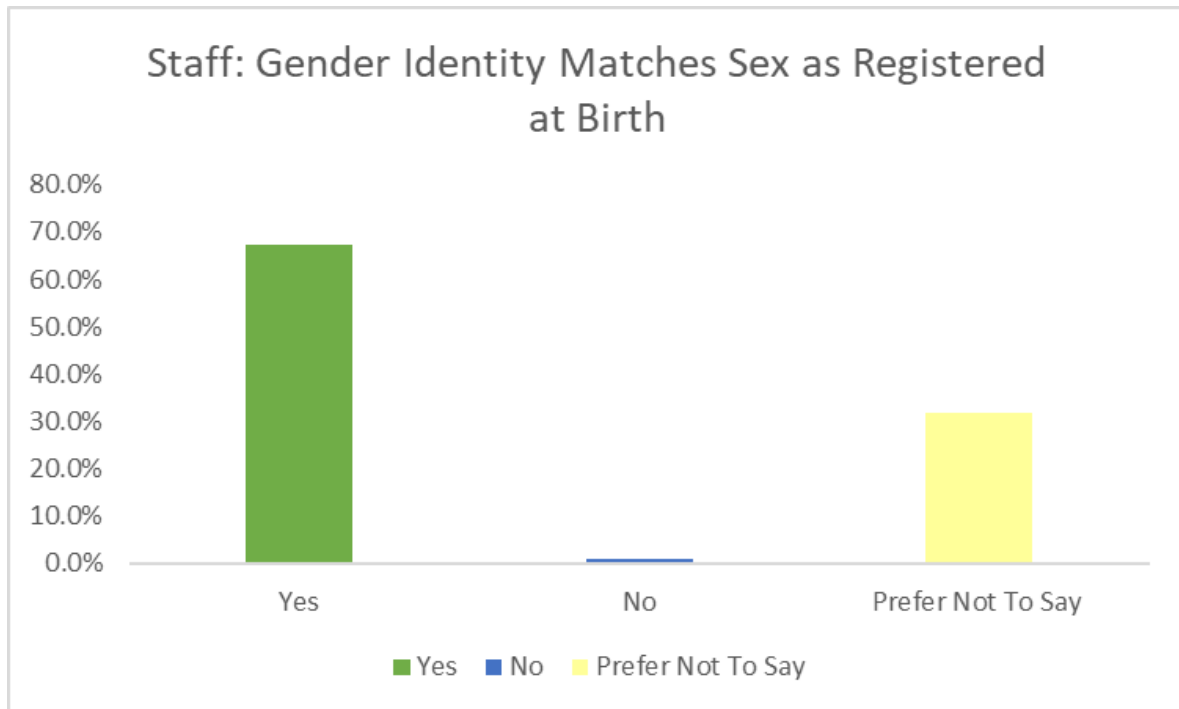
6. Gender Identity

Table 6.1 UoL staff by gender identity 2024

Gender Identity Matches Sex as Registered at Birth	Leicester 2024	#
Yes	67.2%	2918
No	1.0%	44
Prefer Not To Say	31.8%	1381
Total	100%	2962

- In 2024, 67.2% of UoL staff declared that their gender identity matches their Sex at birth, 1% of staff declared that their gender identity differs to their Sex as registered at birth and 31.8% of staff chose not to declare. We will continue to monitor gender identity data in future annual reports.

Graph 6.1 UoL staff: Gender Identity



7. Sexual Orientation

Table 7.1 UoL staff by grouped sexual orientation 2020 to 2024

Sexual Orientation	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
LGB+	6.1%	263	5.4%	221	4.6%	172	4.0%	152	3.7%	144
Heterosexual/straight	69.3%	3010	65.8%	2688	60.4%	2238	56.0%	2120	48.7%	1882
Not declared	24.6%	1070	28.8%	1179	35.0%	1298	40.0%	1514	47.5%	1835
Total	100%	4343	100%	4088	100%	3708	100%	3786	100%	3861

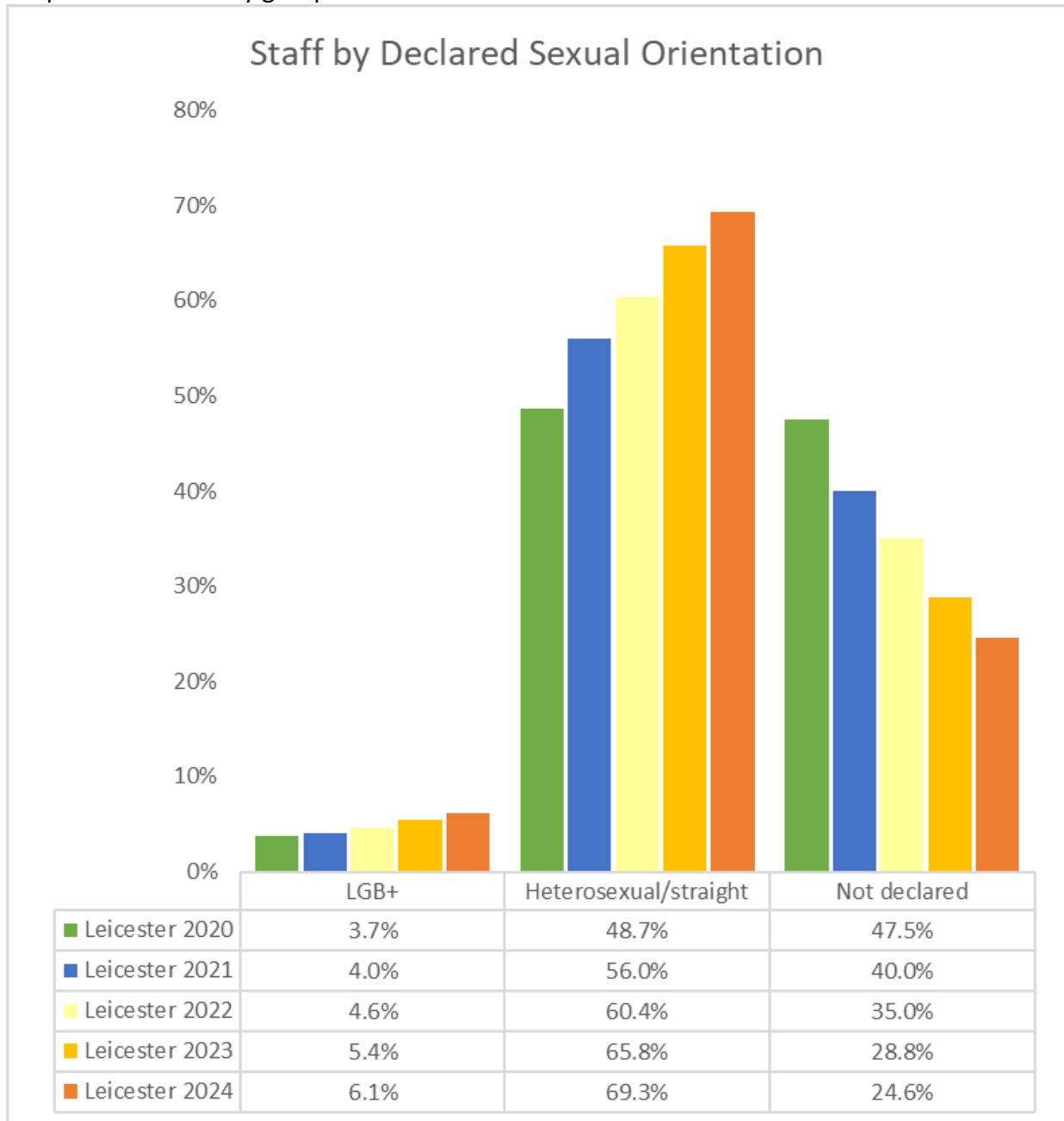
*LGB+ includes: Bisexual, Gay man, Gay woman/Lesbian, Other

- In 2024, 6.1% of UoL staff identified as LGB+, 69.3% as heterosexual/straight and 24.6% as 'prefer not to say'. The proportion of staff declaring 'prefer not to say' has decreased considerably since 2020 by 22.9% and the proportion of staff declaring their sexual orientation as LGB+ has increased by 2.4%.

Table 7.2 UoL Staff by known grouped sexual orientation 2020 to 2024

Sexual Orientation	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
LGB+	8.0%	263	7.6%	221	7.1%	172	6.7%	152	7.1%	144
Heterosexual/straight	92.0%	3010	92.4%	2688	92.9%	2238	93.3%	2120	92.9%	1882
Total	100%	3273	100%	2909	100%	2410	100%	2272	100%	2026

Graph 7.1 UoL staff by grouped sexual orientation 2020 to 2024



Graph 7.2 UoL staff by known grouped sexual orientation 2020 to 2024

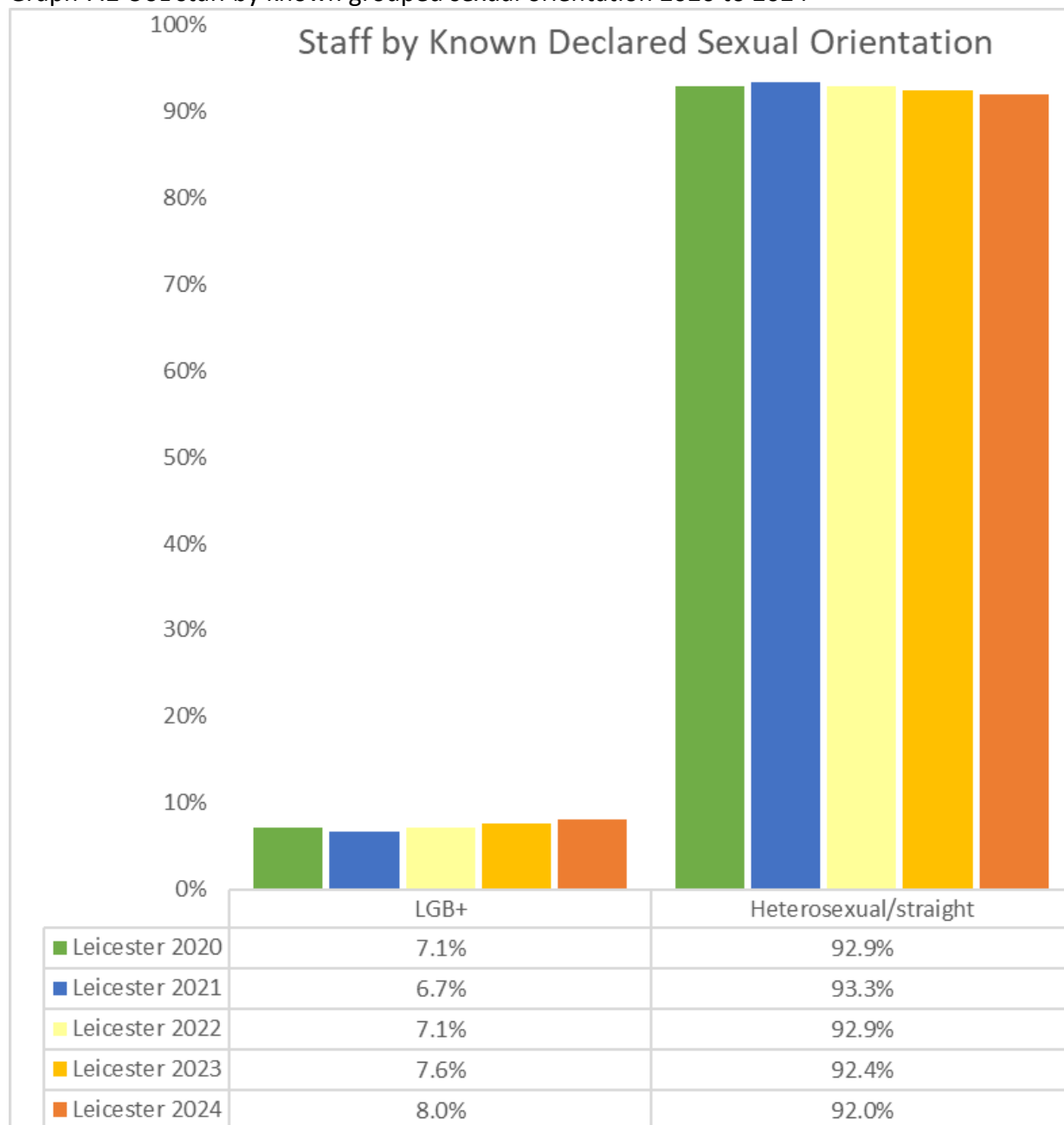


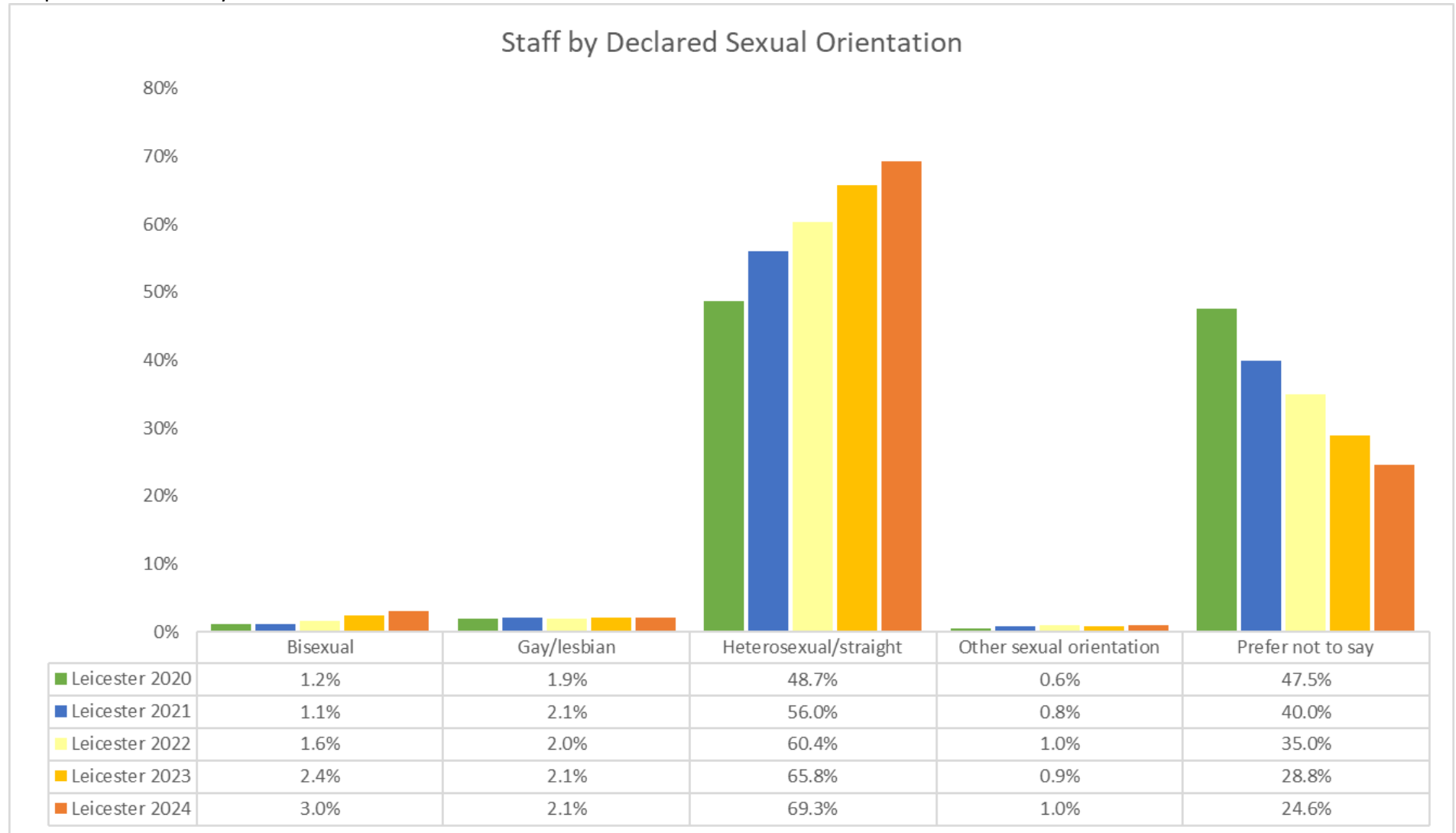
Table 7.3 UoL staff by sexual orientation 2020 to 2024

Sexual Orientation	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Bisexual	3.0%	130	2.4%	100	1.6%	61	1.1%	43	1.2%	45
Gay/lesbian	2.1%	91	2.1%	84	2.0%	73	2.1%	78	1.9%	74
Heterosexual/straight	69.3%	3010	65.8%	2688	60.4%	2238	56.0%	2120	48.7%	1882
Other sexual orientation	1.0%	42	0.9%	37	1.0%	38	0.8%	31	0.6%	25
Prefer not to say	24.6%	1070	28.8%	1179	35.0%	1298	40.0%	1514	47.5%	1835
Grand Total	100%	4343	100%	4088	100%	3708	100%	3786	100%	3861

Table 7.4 UoL Staff by known sexual orientation 2020 to 2024

Sexual Orientation	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Bisexual	4.0%	130	3.4%	100	2.5%	61	1.9%	43	2.2%	45
Gay/lesbian	2.8%	91	2.9%	84	3.0%	73	3.5%	78	3.7%	74
Heterosexual/straight	92.0%	3010	92.4%	2688	92.9%	2238	93.3%	2120	92.9%	1882
Other sexual orientation	1.3%	42	1.3%	37	1.6%	38	1.4%	31	1.2%	25
Grand Total	100%	3273	100%	2909	100%	2410	100%	2272	100%	2026

Graph 7.3 UoL staff by sexual orientation 2020 to 2024



Graph 7.4 UoL Staff by known sexual orientation 2020 to 2024

