

## University of Leicester

### Publication of Equality Data

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, compare the position in the University overall or in a College with a constituent department or division and further analysis may be possible where there are particular concerns.

Please note that where UK figures are given they are for year 2011/12 which are the latest available. University of Leicester figures are for 2013 or as at January 2014 as appropriate unless otherwise stated. Figures for last year in brackets where shown.

### STAFF DATA

#### GENDER

#### Representation by Gender University of Leicester & UK

College/Division	Headcount			% Representation	
	F	M	Total	F	M
Arts, Humanities and Law	178	148	326	55%	45%
Corporate & Library	925	657	1582	59%	41%
Medicine, Biological Sciences and Psychology	549	422	971	56%	44%
Science and Engineering	152	373	525	29%	71%
Social Science	263	238	501	53%	47%
University of Leicester	2067	1838	3905	53%	47%
UK	203415	174825	378240	54%	46%

Gender balance changes little year on year. Most areas of the University show a reasonable balance of male and female staff with the exception of Science and Engineering where there are overall 29% female representation. In 2009 female representation in the College was 24%.

## Professorial status by Gender (University of Leicester)

Designation	University of Leicester				UK			
	Female		Male		Female		Male	
	No	%	No	%	No	%	No	%
<b>All Professors</b>	55	23% (19)	180	77	3790	20.5%	14670	79.5
<b>F/T</b>	45	23% (18)	152	77	3240	20%	12715	80
<b>P/T</b>	10	26% (22)	28	74	555	22%	1960	78
<b>*SET Dept</b>	25	20% (13)	103	80	1795	16.5%	9125	83.5
<b>Non SET</b>	29	28% (31)	76	72	1995	26%	5550	74

\*SET refers to Science, Engineering and Technology and Medicine.

Female representation of professors at the University is greater than the UK average. This position has recently been achieved through a dramatic increase in female professors in SET departments where female representation has increased from 13% to 20% in one year. At the same time departments have been working hard to develop and implement good practice in gender equality through the Athena SWAN award scheme designed to promote the better representation of women in science, medicine and engineering.

## Academic senior promotion experience by Gender (University of Leicester) Last three years cumulative

Element	M	F
Total cumulative number put forward	126	67
Total cumulative population over three years	1089	649
<b>Overall percentage put forward for promotion</b>	<b>12%</b>	<b>10%</b>
Cumulative numbers successful	76	46
<b>Overall percentage success rate of those put forward</b>	<b>60%</b>	<b>69%</b>
<b>Overall percentage success rate</b>	<b>7%</b>	<b>7%</b>

These figures appear to indicate that in this period women were put forward slightly less readily than males but were more successful once put in for promotion. This supports the theory that women tend to hold back from seeking promotion in comparison to men but their promotion success is better perhaps because by delaying consideration their cases are on average stronger. The figures suggest pregnancy and maternity have been taken into account in the promotion panel consideration though the impact of maternity might also contribute to the lower proportion of women being put forward.

## ETHNICITY

### Representation by Ethnicity as at January 2014 (University of Leicester)

College/Division	Headcount			% Representation		
	BME	White	Not Known	BME	White	Not Known
Arts, Humanities and Law	15	237	74	5% (6)	73% (80)	23% (14)
Corporate & Library	184	996	379	12% (11)	64% (62)	24% (23)
Medicine, Biological Sciences and Psychology	134	649	187	14% (16)	67% (69)	19% (15)
Science and Engineering	44	382	99	8% (9)	73% (75)	19% (16)
Social Science	58	303	138	12% (12)	61% (71)	28% (17)
<b>University of Leicester</b>	435	2567	877	11% (12)	66% (69)	23% (9)
<b>UK</b>	39040	309995	18795	11% (10)	84% (85)	5% (5)

BME (Black minority ethnic) staff representation at the University of Leicester reflects the UK position. However the level of unknown ethnicity is currently very high at Leicester. This is being addressed. Note national figures do not include those staff who did not declare ethnicity and nationality through equal opportunity monitoring exercises.

### Professorial status by Ethnicity (University of Leicester)

Designation	University of Leicester						UK			
	BME		White		Not Known		BME		White	
	No	%	No	%	No	%	No	%	No	%
<b>All Professors</b>	14	6%	197	84%	24	10%	895	6%	13370	94%

The UK figures only include those for whom ethnicity is known. Again BME representation reflects the UK.

## Academic senior promotion experience by Ethnicity (University of Leicester) Last three years cumulative

Element	BME	White	Not Known
Total cumulative number put forward	13	170	9
Total cumulative population over three years	170	1429	134
Percentage put forward for promotion	8%	12%	7%
Cumulative numbers successful	8	107	7
Percentage success rate of those put forward	62%	63%	78%
<b>Overall percentage success rate</b>	5%	7%	5%

A considerably lower percentage of BME employees in this period of time were submitted for consideration for promotion. Success rates once put forward were almost the same for BME and white academics.

## DISABILITY

### Representation by Disability as at January 2014 (University of Leicester)

College/Division	Headcount		Total	% Representation	
	No Known Disability	Declared Disability		No Known Disability	Declared Disability
<b>Arts, Humanities and Law</b>	312	14	326	96% (95)	4% (5)
<b>Corporate &amp; Library</b>	1500	61	1561	96% (95)	4% (5)
<b>Medicine, Biological Sciences and Psychology</b>	942	29	971	97% (96)	3% (4)
<b>Science and Engineering</b>	501	24	525	95% (96)	5% (4)
<b>Social Science</b>	488	12	500	98% (96)	2% (4)
<b>University of Leicester</b>	3743	140	3883	96% (95)	4% (4)
<b>UK</b>	365280	12970	378250	97% (97)	3% (3)

Unknown disability status included within 'No Known Disability'. University of Leicester has consistently higher level of declaration than the UK average. The difference is even greater for senior staff (see below). However 4% or 5% is still considered an under-declaration.

### Professorial status by Disability (University of Leicester & UK)

Group	No Known Disability	Declared Disability	% None	% Declared
<b>Professors - University of Leicester</b>	223	12	95% (97)	5% (4)
<b>Professors - UK</b>	18020	440	98% (98)	2% (2)

## AGE

### Age Distribution of Employees as at January 2014 (University of Leicester)

Age	University of Leicester		UK	
	Headcount	% Representation	Headcount	% Representation
16-25	294	8% (10)	23610	6%
26-30	398	10% (11)	42035	11%
31-35	583	15% (14)	51445	14%
36-40	508	13% (13)	49065	13%
41-45	501	13% (13)	50175	13%
46-50	523	13% (13)	51530	14%
51-55	491	13% (13)	46620	12%
56-60	356	9% (9)	37765	10%
61-65	202	5% (5)	21000	6%
66+	49	1% (5)	4860	1%
<b>Total</b>	3905	100%	378105	100%

The University of Leicester has greater proportion of younger employees (16 – 25) than the UK higher education average at 8% against 6%.