

University of Leicester Staff Equality, Diversity and Inclusion Data

Staff at the University of Leicester 1st January 2023

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, race, 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 student 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 student 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 (2023, 2022, 2021, 2020 and 2019).
- Percentages provided in the report have been rounded to one decimal place.
- Please note that where figures are given for UK HEI's (Higher Education Institutions) these are for the Academic Year 2020/21 which are the latest available from Heidi Plus (HESA UK HEI figures).

To view further national data please [Advance HE's 2022 statistical report on staff in higher education](#).

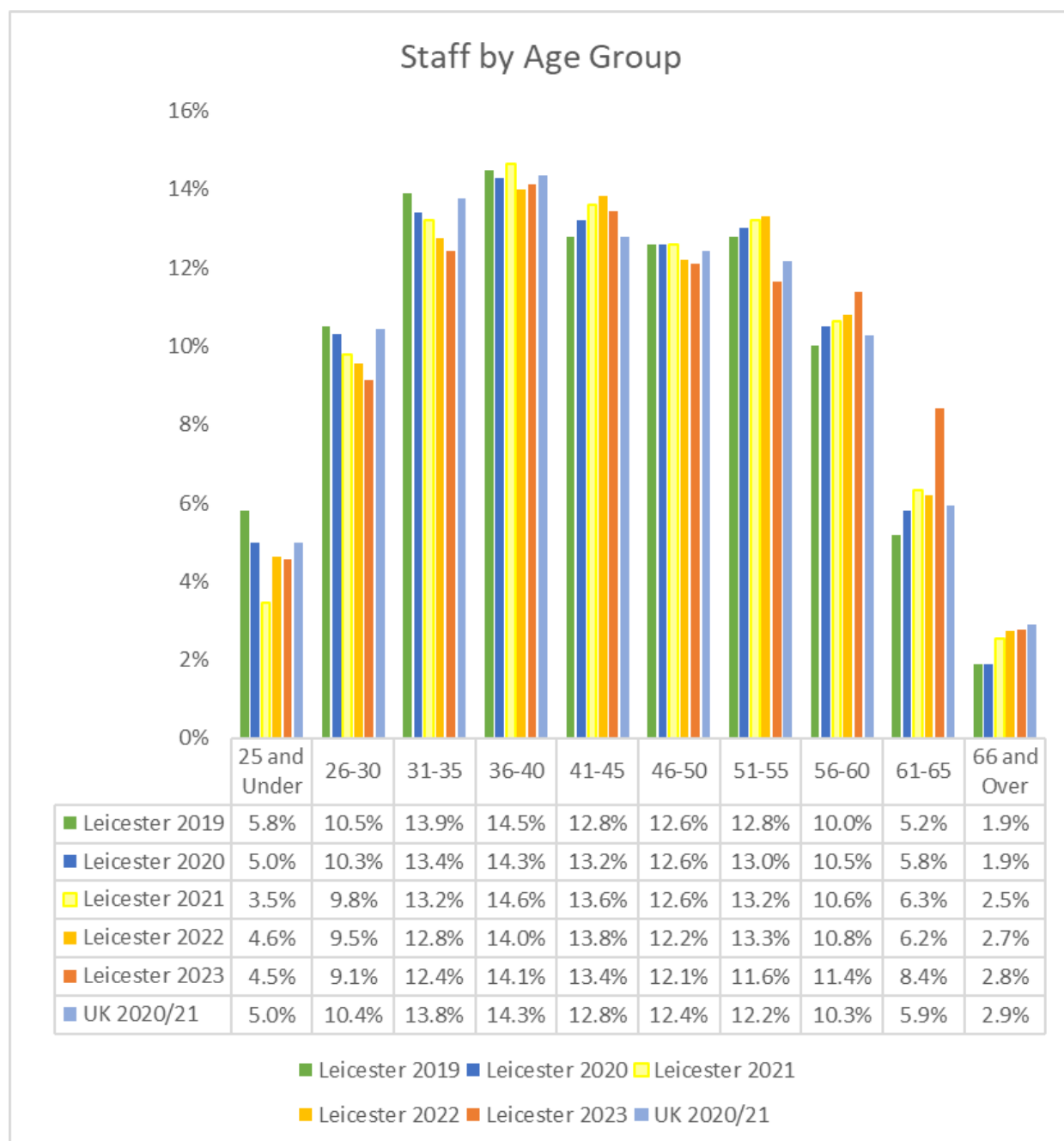
1. Age

Table 1.1 All UoL staff by age group 2019 to 2023

Age	UK 2020/21	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
25 and Under	5.0%	4.5%	186	4.6%	172	3.5%	131	5.0%	194	5.8%	224
26-30	10.4%	9.1%	373	9.5%	354	9.8%	370	10.3%	397	10.5%	405
31-35	13.8%	12.4%	508	12.8%	473	13.2%	500	13.4%	516	13.9%	537
36-40	14.3%	14.1%	578	14.0%	519	14.6%	554	14.3%	551	14.5%	558
41-45	12.8%	13.4%	549	13.8%	513	13.6%	515	13.2%	511	12.8%	495
46-50	12.4%	12.1%	495	12.2%	452	12.6%	477	12.6%	487	12.6%	484
51-55	12.2%	11.6%	476	13.3%	494	13.2%	500	13.0%	503	12.8%	492
56-60	10.3%	11.4%	466	10.8%	400	10.6%	403	10.5%	404	10.0%	387
61-65	5.9%	8.4%	344	6.2%	230	6.3%	240	5.8%	223	5.2%	199
66 and Over	2.9%	2.8%	113	2.7%	101	2.5%	96	1.9%	75	1.9%	74
Total	100%	100%	4088	100%	3708	100%	3786	100%	3861	100%	3855

- The majority of UoL staff in 2023 are between the ages of 31-60 (75.1%).
- In 2023, UoL has seen an increase by 2.9% since 2022 of staff between the ages of 56 and 65. The proportion of staff in the age brackets of 56-60 and 61-65 is 3.6% higher than the national picture in 2020/21 (Table 1.1, Graph 1.1).
- The proportion of UoL staff aged 30 or under has reduced from 14.2% in 2022 to 13.7% in 2023. The national picture of staff aged 30 or under for 2020/21 was 15.4%.
- The proportion of staff aged 66 and over has gradually increased over the last four years, but this continues to be the lowest proportion of the overall staff body. This is in line with the national picture for UK HEI's (Table 1.1, Graph 1.1).

Graph 1.1 All UoL staff by age group 2019 to 2023



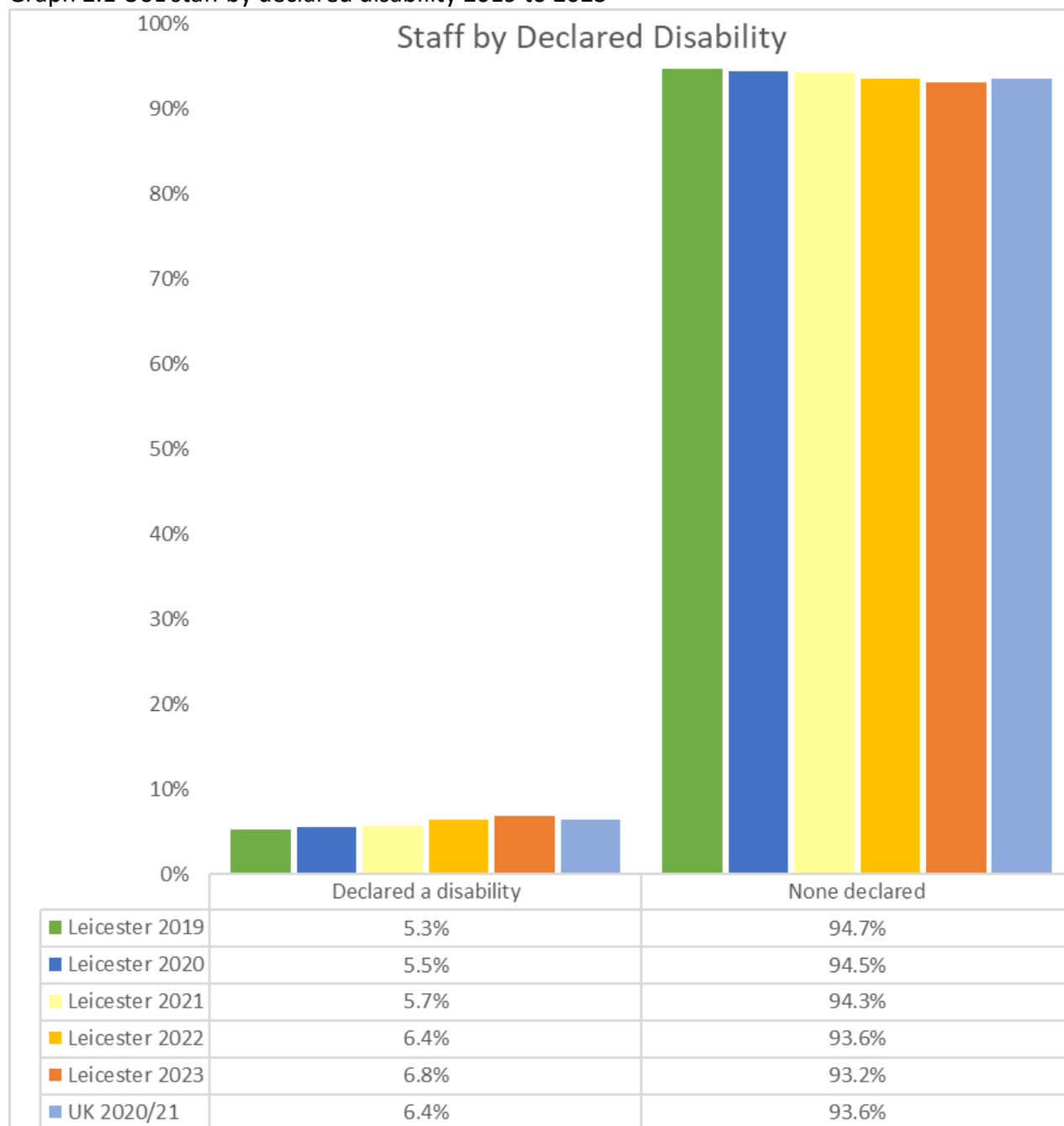
2. Disability

Table 2.1 UoL staff by declared disability 2019 to 2023

Disability	UK 2020/21	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Declared a disability	6.4%	6.8%	278	6.4%	236	5.7%	216	5.5%	213	5.3%	203
None declared	93.6%	93.2%	3472	93.6%	3472	94.3%	3570	94.5%	3648	94.7%	3652
Total	100%	100%	3750	100%	3708	100%	3786	100%	3861	100%	3855

- Disability disclosure rates among staff working in UK HEI's have consistently increased over the last decade. In 2020/21 6.4% of staff working in UK HEI's declared a disability.
- Over the last five years UoL has seen an increase in the number of staff declaring a disability. The proportion of UoL staff declaring a disability in 2023 has increased by 0.4% in 2022 to 6.8%, which is slightly higher the national picture of 6.4% (Table 2.1, Graph 2.1).

Graph 2.1 UoL staff by declared disability 2019 to 2023



3. Ethnicity

Table 3.1 UoL staff by ethnic origin – grouped 2019 to 2023

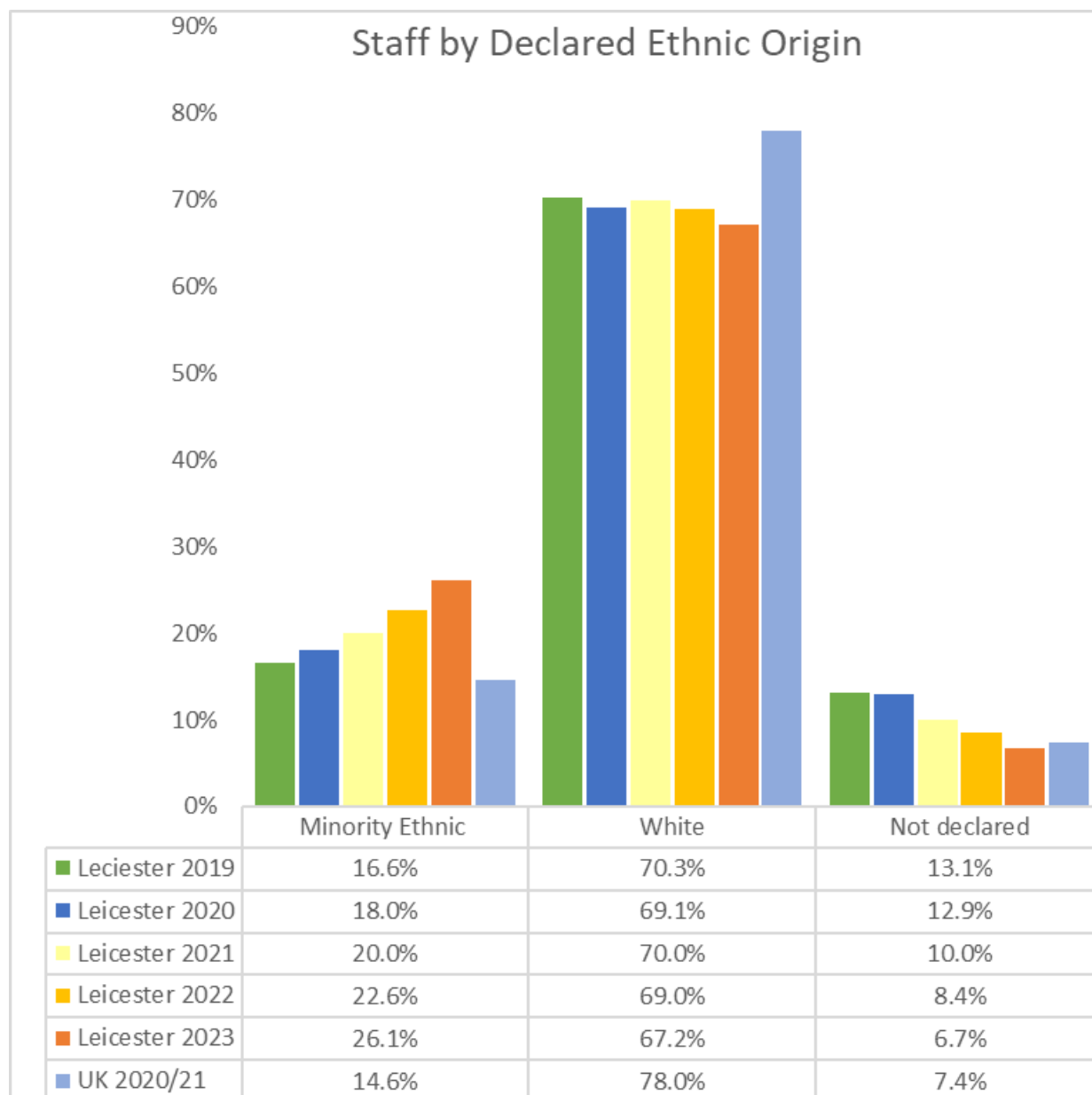
Ethnic Origin	UK 2020/21	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Minority Ethnic	14.6%	26.1%	1067	22.6%	838	20.0%	756	18.0%	695	16.6%	641
White	78.0%	67.2%	2746	69.0%	2557	70.0%	2650	69.1%	2669	70.3%	2710
Not declared	7.4%	6.7%	275	8.4%	313	10.0%	380	12.9%	497	13.1%	504
Total	100%	100%	4088	100%	3708	100%	3786	100%	3861	100%	3855

- In 2023 26.1% of UoL staff identified as minority ethnic, 67.2% as white and 6.7% did not declare their ethnicity. The proportion of minority ethnic staff at UoL has increased since 2019 (16.6%) by 9.5% and is considerably higher than the UK HEI figure in 2020/21 (14.6%) (Table 3.1, Graph 3.1).
- The number of UoL staff disclosing their ethnicity has increased over the last five years with the proportion of ‘not declared’ reducing from 13.1% to 6.7%. The UK HEI figure for ‘not declared’ in 2020/21 was 7.4%.

Table 3.2 UoL staff by known ethnic origin – group 2019 to 2023

Ethnic Origin	UK 2020/21	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Minority Ethnic	15.7%	28.0%	1067	24.7%	838	22.2%	756	20.7%	695	19.1%	641
White	84.3%	72.0%	2746	75.3%	2557	77.8%	2650	79.3%	2669	80.9%	2710
Total	100%	100%	3813	100%	3395	100%	3406	100%	3364	100%	3351

Graph 3.1 UoL staff by ethnic origin – grouped 2019 to 2023



Graph 3.2 UoL staff by known ethnic origin – grouped 2019 to 2023

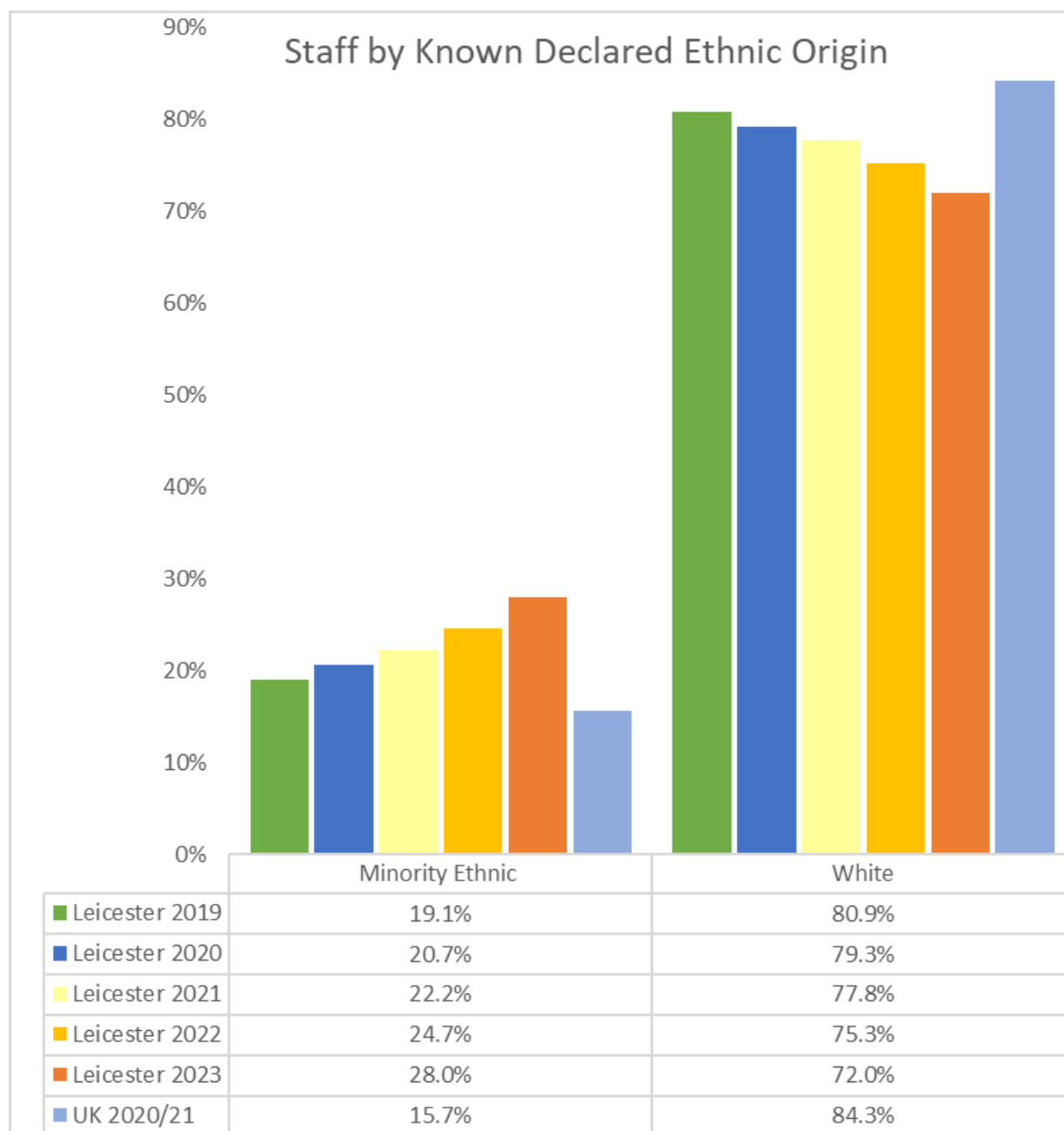


Table 3.3 UoL staff by ethnic origin 2019 to 2023

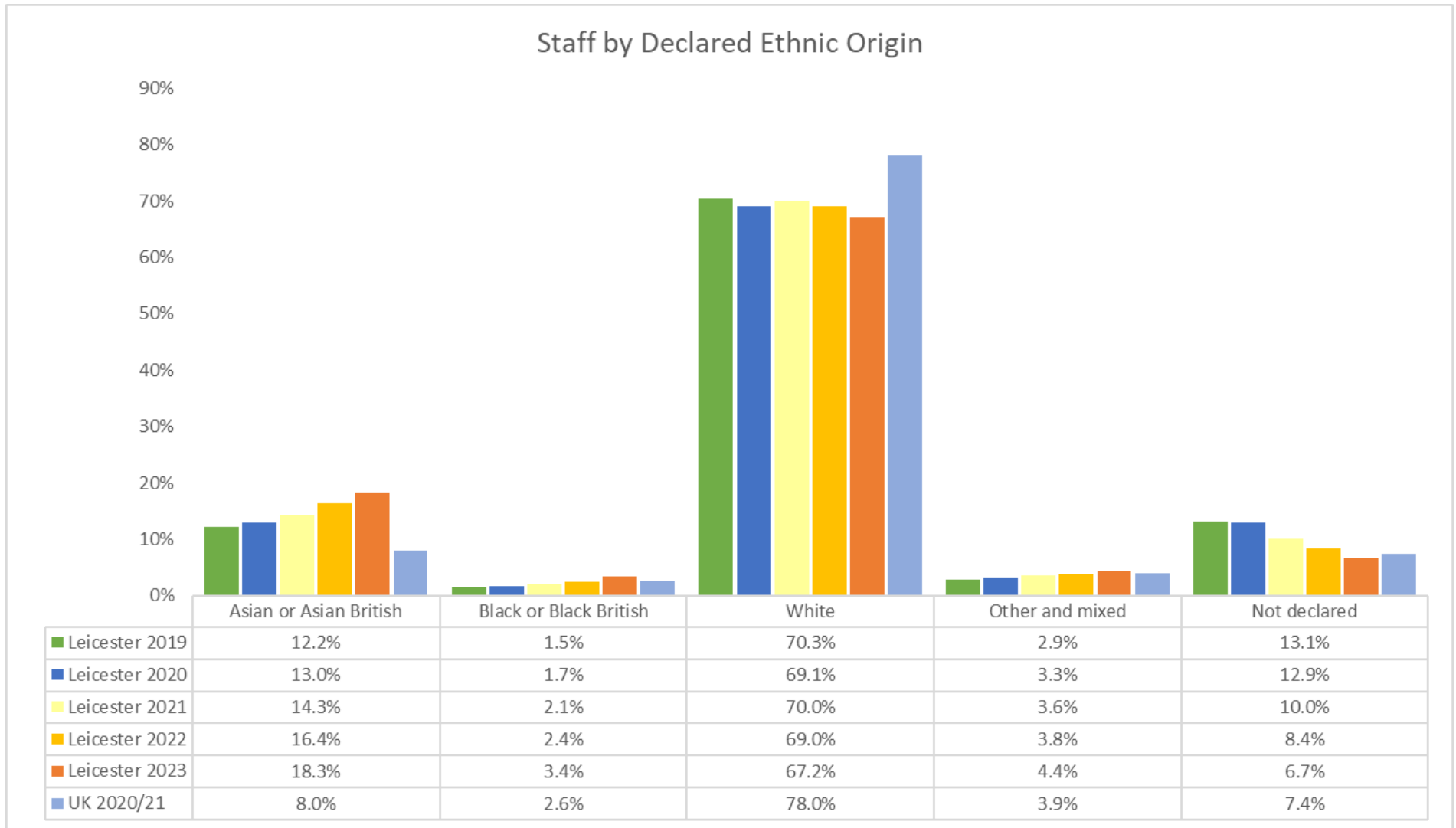
Ethnic Origin	UK 2020/21	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Asian or Asian British	8.0%	18.3%	748	16.4%	609	14.3%	543	13.0%	501	12.2%	471
Black or Black British	2.6%	3.4%	140	2.4%	88	2.1%	78	1.7%	67	1.5%	57
White	78.0%	67.2%	2746	69.0%	2557	70.0%	2650	69.1%	2669	70.3%	2710
Other and mixed	3.9%	4.4%	179	3.8%	141	3.6%	135	3.3%	127	2.9%	113
Not declared	7.4%	6.7%	275	8.4%	313	10.0%	380	12.9%	497	13.1%	504
Total	100%	100%	4088	100%	3708	100%	3786	100%	3861	100%	3855

Table 3.4 UoL staff by known declared ethnic origin 2021 to 2023

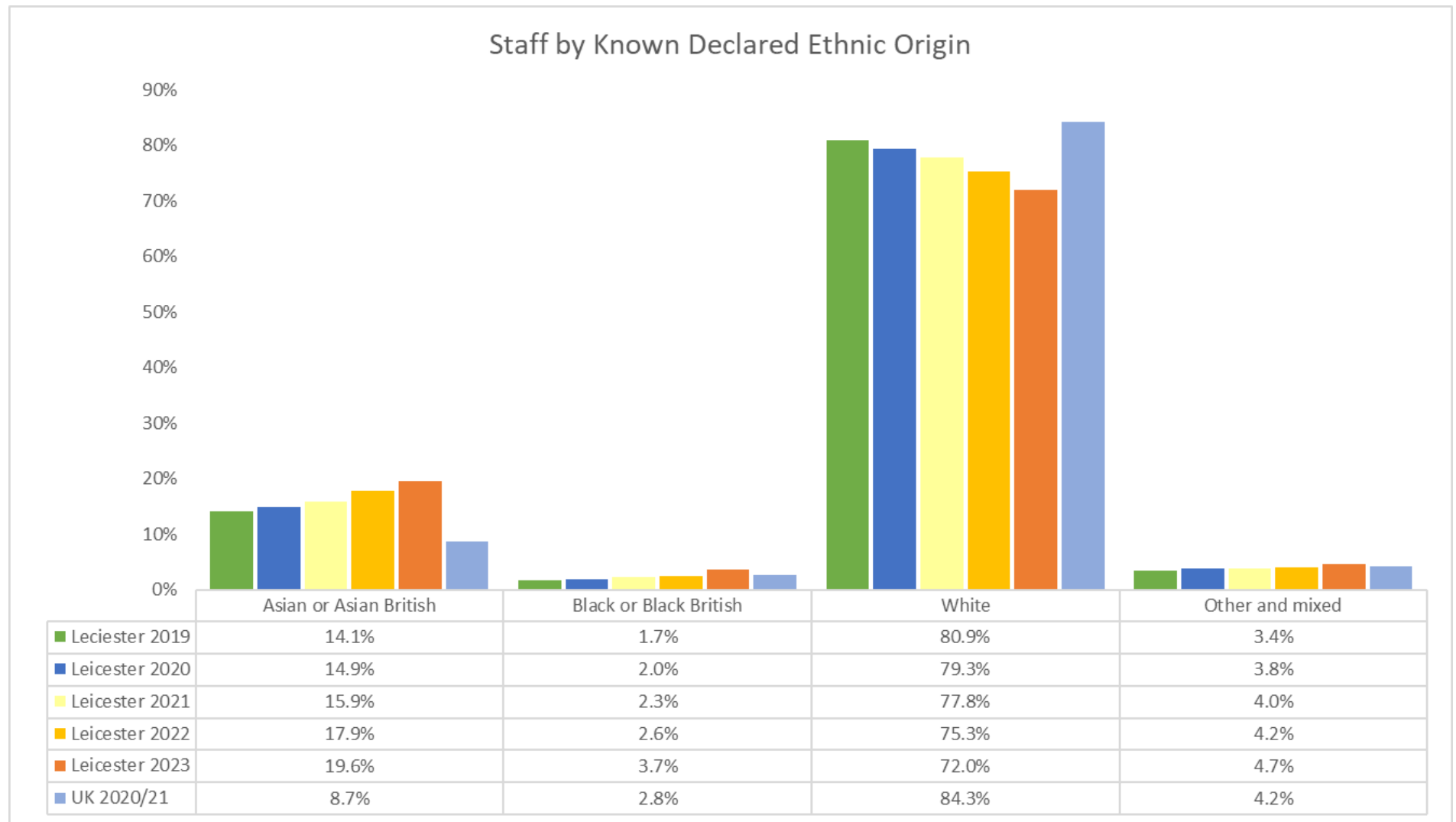
Ethnic Origin	UK 2020/21	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leciester 2019	#
Asian or Asian British	8.7%	19.6%	748	17.9%	609	15.9%	543	14.9%	501	14.1%	471
Black or Black British	2.8%	3.7%	140	2.6%	88	2.3%	78	2.0%	67	1.7%	57
White	84.3%	72.0%	2746	75.3%	2557	77.8%	2650	79.3%	2669	80.9%	2710
Other and mixed	4.2%	4.7%	179	4.2%	141	4.0%	135	3.8%	127	3.4%	113
Total	100%	100%	3395	100%	3395	100%	3406	100%	3364	100%	3351

- In 2023, the proportion of Asian or Asian British, Black or Black British and Other/Mixed UoL staff is higher than the National picture for UK HEI's in 2020/21 (Table 3.4, Graph 3.4).

Graph 3.3 UoL staff by ethnic origin 2019 to 2023



Graph 3.4 UoL staff by known ethnic origin 2019 to 2023



4. Religion or Belief

Table 4.1 UoL staff by religion or belief 2019 to 2023

Religion or Belief	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Buddhist	0.7%	28	0.6%	22	0.5%	19	0.3%	13	0.4%	15
Christian	22.8%	931	22.1%	820	20.7%	784	19.2%	741	18.8%	723
Hindu	5.0%	206	5.0%	185	4.4%	166	3.8%	145	3.3%	127
Jewish	0.3%	11	0.2%	<10	0.2%	<10	0.2%	<10	0.2%	<10
Muslim	6.0%	245	4.5%	166	3.6%	137	3.2%	125	2.7%	104
Sikh	1.7%	69	1.4%	52	1.2%	47	1.2%	45	1.1%	42
Spiritual	0.7%	29	0.7%	26	0.7%	26	0.6%	24	0.5%	20
Any other religion or belief	1.7%	68	1.5%	56	1.5%	57	1.3%	50	1.1%	44
No religion	35.1%	1436	32.2%	1194	30.6%	1158	27.0%	1042	24.7%	951
Prefer not to say	26.1%	1065	31.8%	1178	36.6%	1384	43.2%	1668	47.3%	1823
Grand Total	100%	4088	100%	3708	100%	3786	100%	3861	100%	3855

- The religion and belief groups with the highest proportion of staff in 2023 include: 35.1% no religion or belief, 22.8% Christian, 5.0% Hindu and 6% Muslim. 26.1% 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 21.2% from 47.3% in 2019 to 26.1% in 2023.

Graph 4.1 UoL staff by religion or belief 2019 to 2023

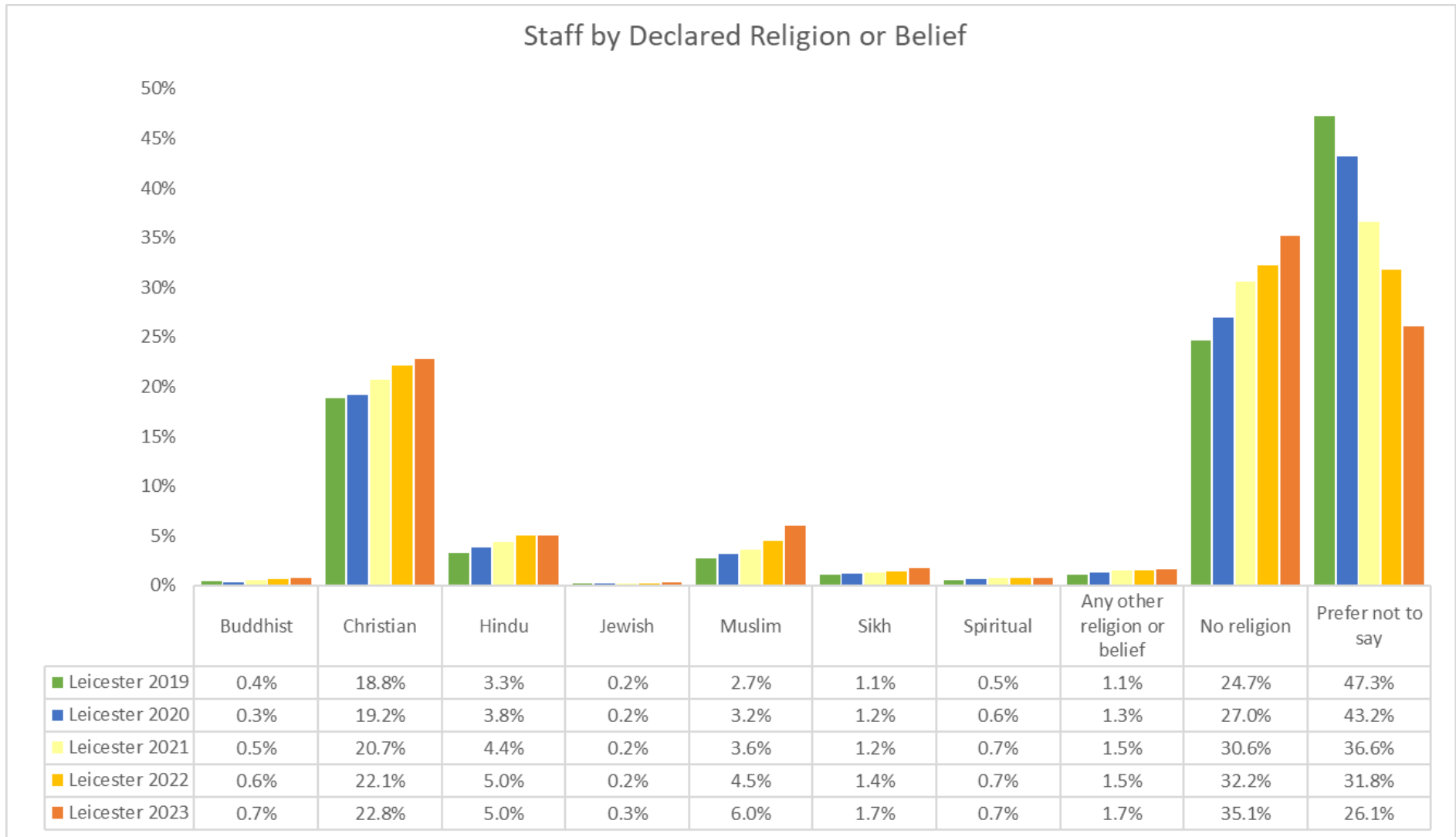


Table 4.2 UoL staff by known religion or belief 2019 to 2023

Religion or Belief	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Buddhist	0.9%	28	0.9%	22	0.8%	19	0.6%	13	0.7%	15
Christian	30.8%	931	32.4%	820	32.6%	784	33.8%	741	35.6%	723
Hindu	6.8%	206	7.3%	185	6.9%	166	6.6%	145	6.3%	127
Jewish	0.4%	11	0.4%	<10	0.3%	<10	0.4%	<10	0.3%	<10
Muslim	8.1%	245	6.6%	166	5.7%	137	5.7%	125	5.1%	104
Sikh	2.3%	69	2.1%	52	2.0%	47	2.1%	45	2.1%	42
Spiritual	1.0%	29	1.0%	26	1.1%	26	1.1%	24	1.0%	20
Any other religion or belief	2.2%	68	2.2%	56	2.4%	57	2.3%	50	2.2%	44
No religion	47.5%	1436	47.2%	1194	48.2%	1158	47.5%	1042	46.8%	951
Grand Total	100%	3023	100%	2530	100%	2402	100%	2193	100%	2032

Graph 4.2 UoL staff by known religion or belief 2019 to 2023

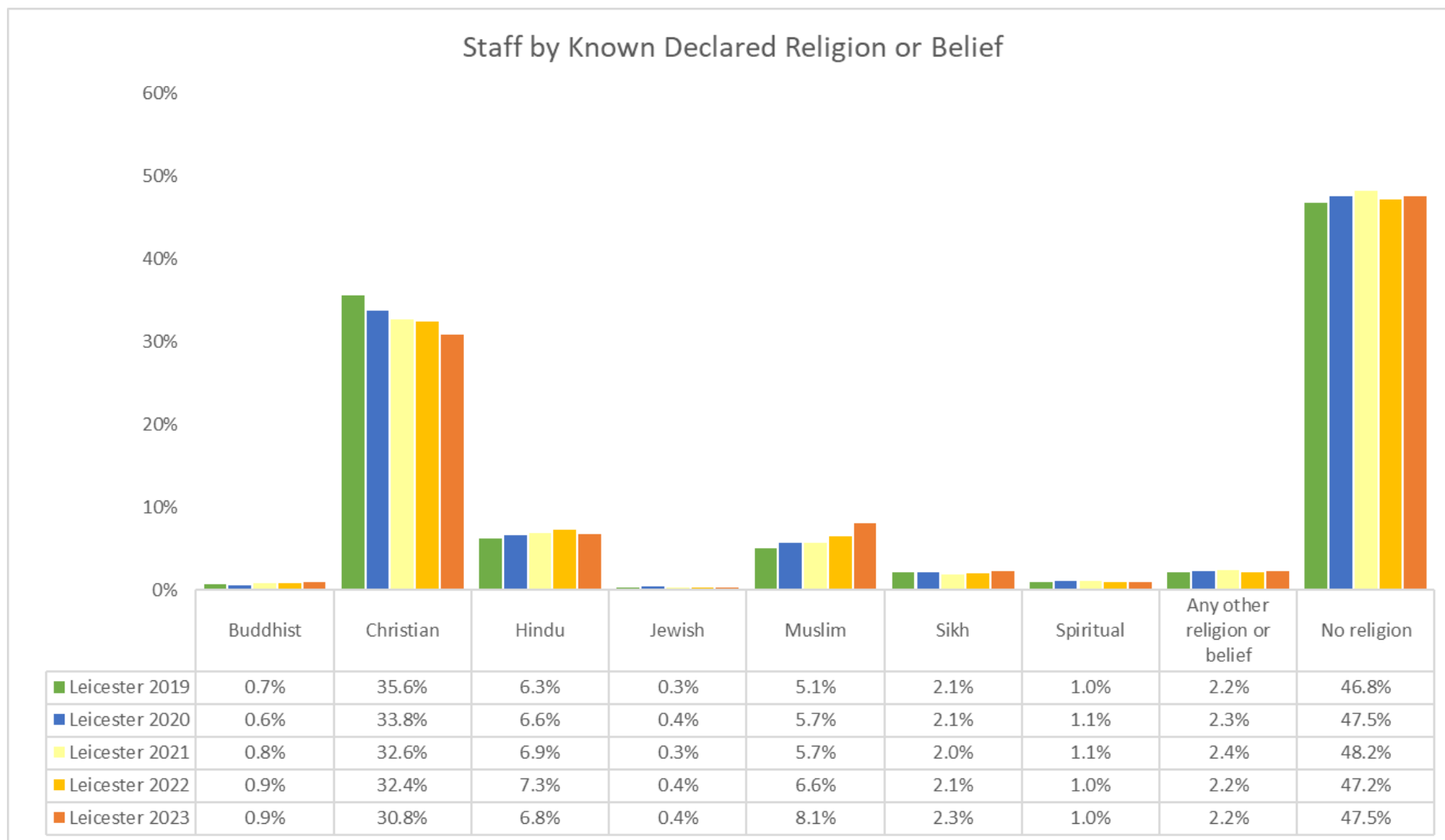


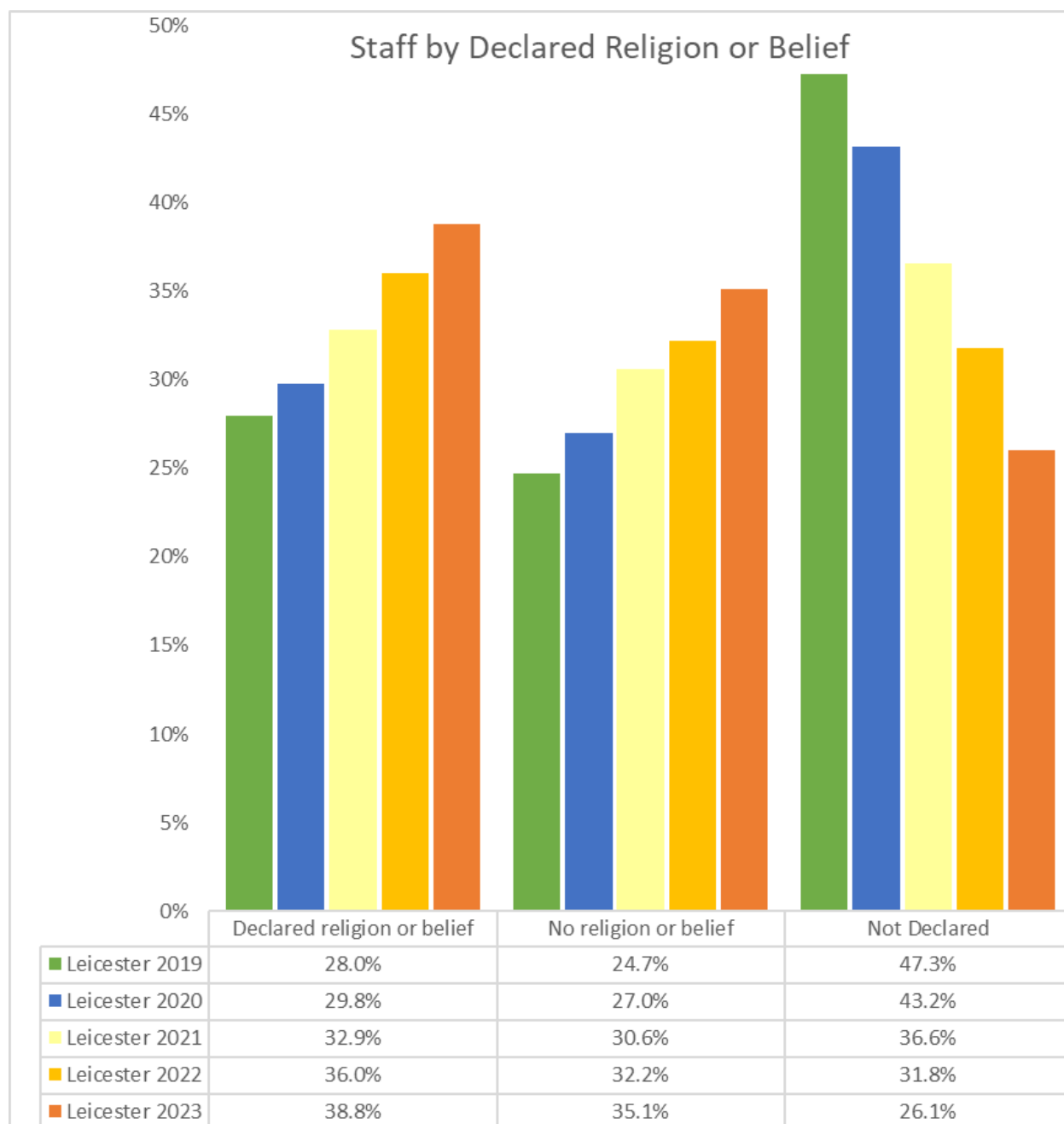
Table 4.3 UoL staff by grouped religion or belief 2019 to 2023

Religion or Belief	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Declared religion or belief	38.8%	1587	36.0%	1336	32.9%	1244	29.8%	1151	28.0%	1081
No religion or belief	35.1%	1436	32.2%	1194	30.6%	1158	27.0%	1042	24.7%	951
Not Declared	26.1%	1065	31.8%	1178	36.6%	1384	43.2%	1668	47.3%	1823
Total	100%	4088	100%	3708	100%	3786	100%	3861	100%	3855

Table 4.4 UoL staff by known grouped religion or belief 2019 to 2023

Religion or Belief	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Declared religion or belief	52.5%	1587	52.8%	1336	51.8%	1244	52.5%	1151	53.2%	1081
No religion or belief	47.5%	1436	47.2%	1194	48.2%	1158	47.5%	1042	46.8%	951
Total	100%	3023	100%	2530	100%	2402	100%	2193	100%	2032

Graph 4.3 UoL staff by grouped religion and belief 2019 to 2023



Graph 4.4 UoL staff by known grouped religion or belief 2019 to 2023

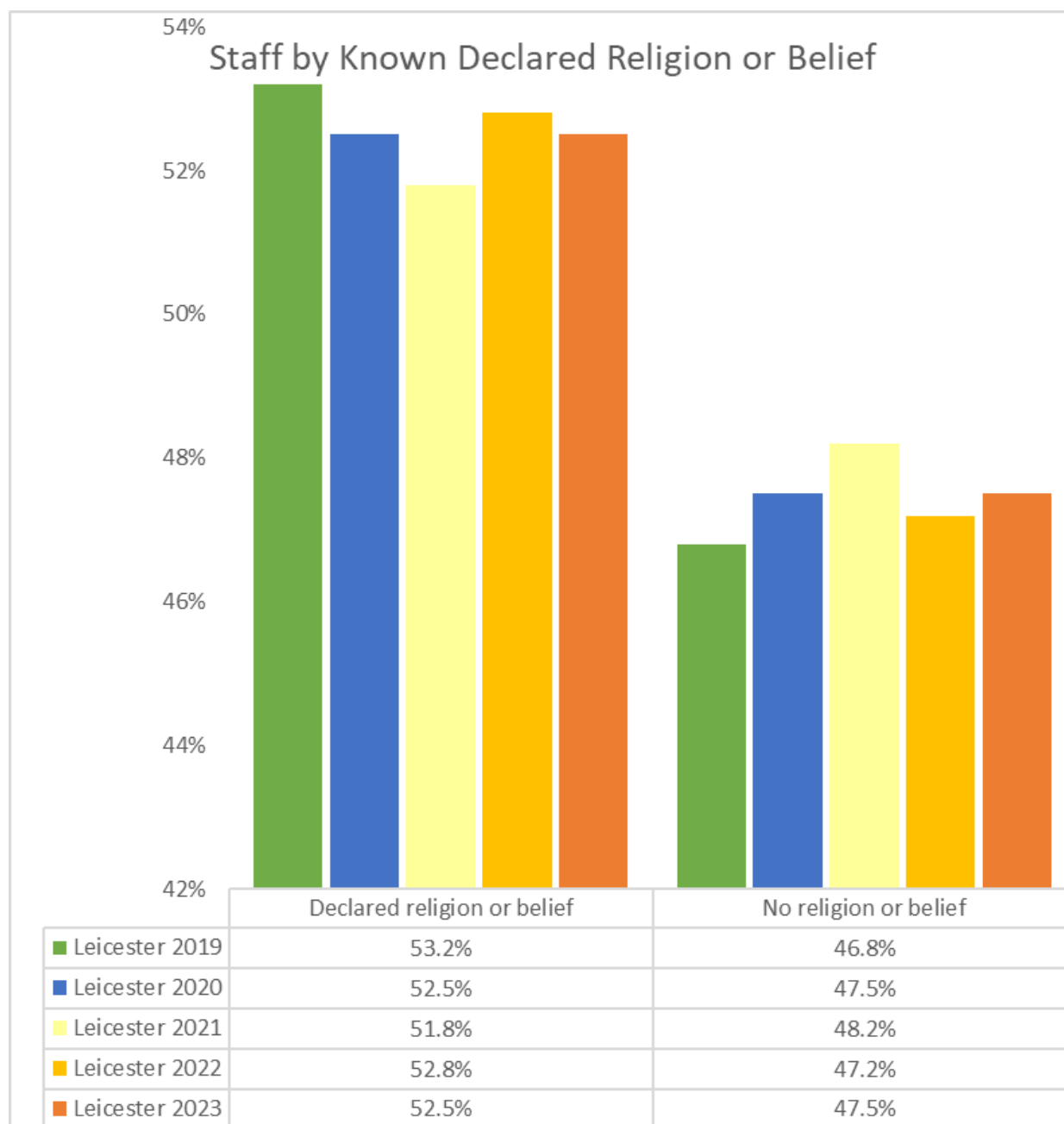
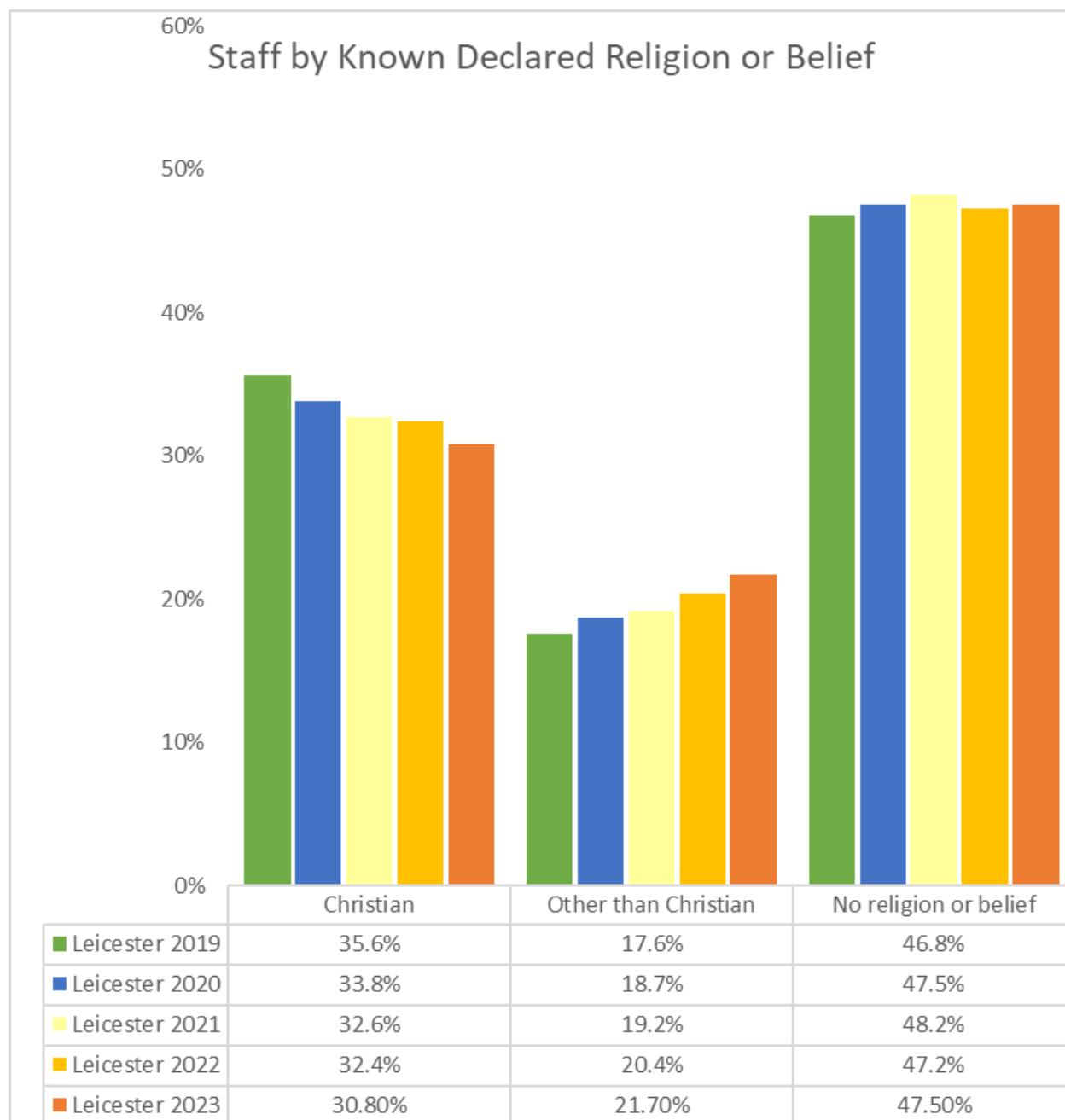


Table 4.5 UoL staff by known religion or belief split by Christian, other than Christian or no religion 2019 to 2023

Religion or Belief	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Christian	30.80%	931	32.4%	820	32.6%	784	33.8%	741	35.6%	723
Other than Christian	21.70%	656	20.4%	516	19.2%	460	18.7%	410	17.6%	358
No religion or belief	47.50%	1436	47.2%	1194	48.2%	1158	47.5%	1042	46.8%	951
Grand Total	100%	3023	100%	2530	100%	2402	100%	2193	100%	2032

Graph 4.5 UoL staff by known religion or belief split by Christian, other than Christian or no religion 2019 to 2023



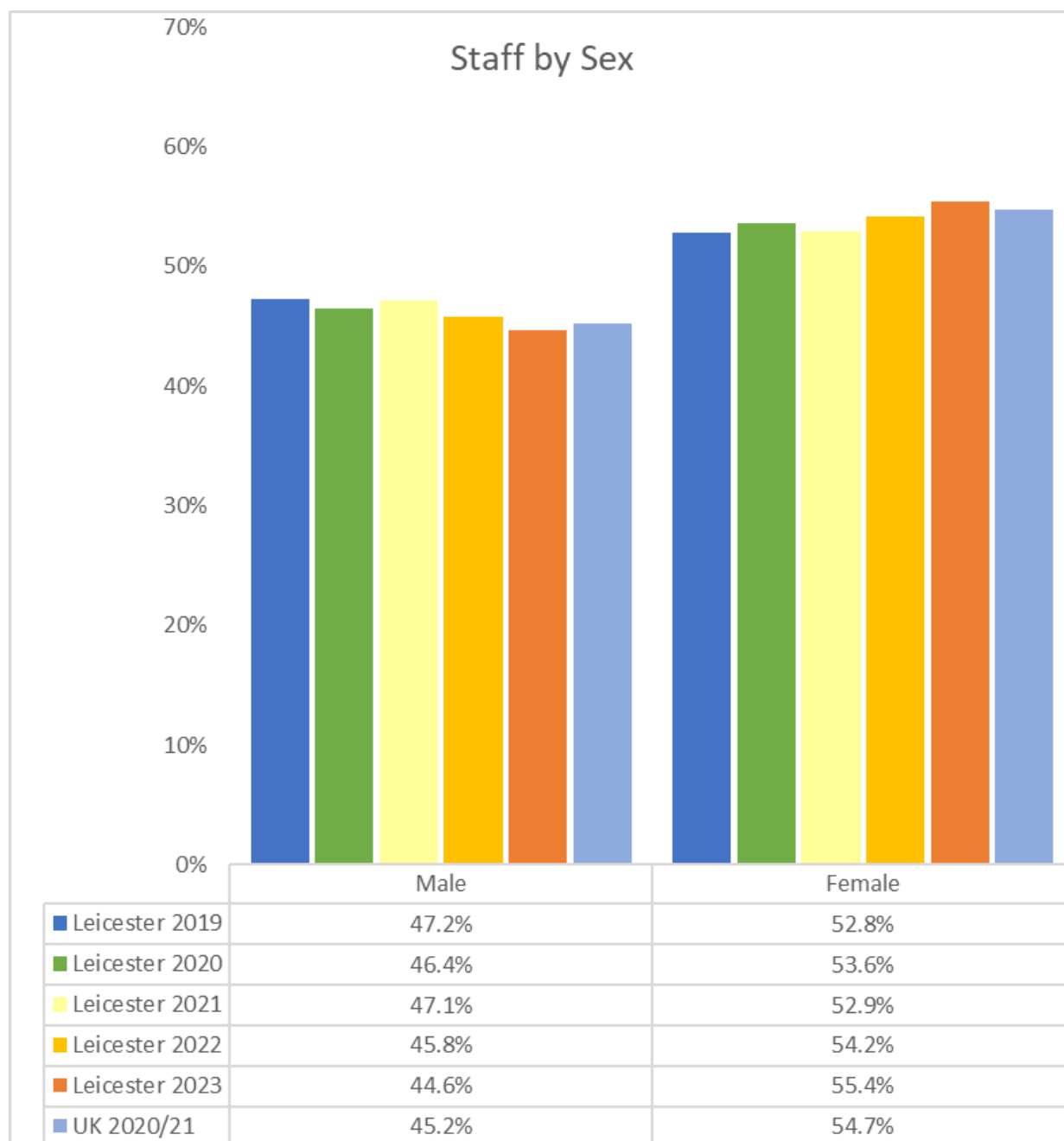
5. Sex

Table 5.1 UoL staff by sex 2019 to 2023

Sex	UK 2020/21	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Male	45.2%	44.6%	1823	45.8%	1699	47.1%	1784	46.4%	1791	47.2%	1819
Female	54.7%	55.4%	2265	54.2%	2009	52.9%	2002	53.6%	2070	52.8%	2036
Other	0.2%	-	-	-	-	-	-	-	-	-	-
Total	100%	100%	4088	100%	3708	100%	3786	100%	3861	100%	3855

- In 2023 55.4% of UoL staff identified as female and 44.6% as male. The proportion of females at UoL is slightly higher than the national UK HEI average in 2020/21 (54.7% female). Over the last five years, female staff have maintained the majority of staff at UoL.

Graph 5.1 UoL staff by sex 2019 to 2023



6. Sexual Orientation

Table 6.1 UoL staff by grouped sexual orientation 2019 to 2023

Sexual Orientation	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
LGB+	5.4%	221	4.6%	172	4.0%	152	3.7%	144	3.3%	127
Heterosexual/straight	65.8%	2688	60.4%	2238	56.0%	2120	48.7%	1882	45.1%	1739
Not declared	28.8%	1179	35.0%	1298	40.0%	1514	47.5%	1835	51.6%	1989
Total	100%	4088	100%	3708	100%	3786	100%	3861	100%	3855

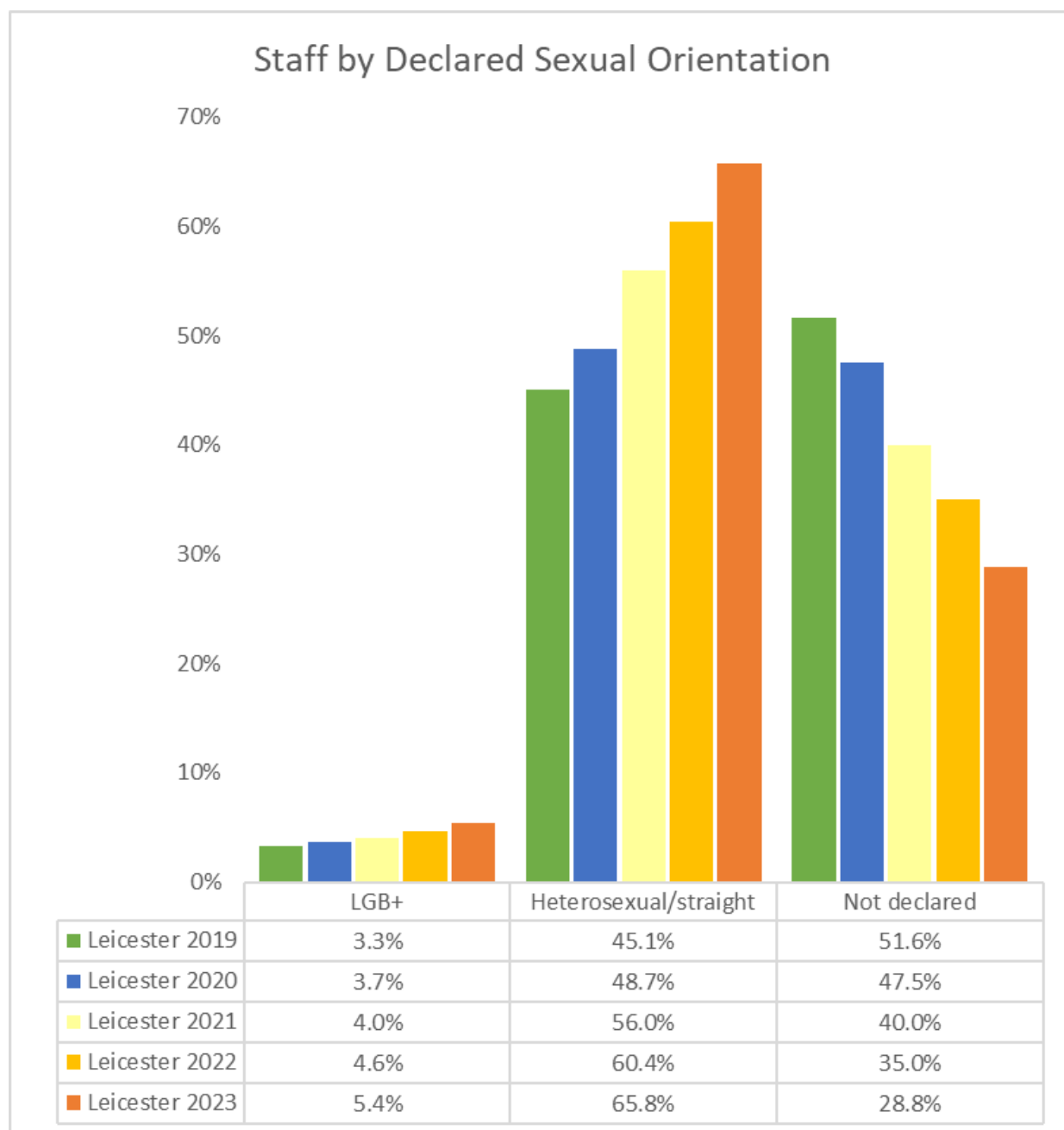
*LGB+ includes: Bisexual, Gay man, Gay woman/Lesbian, Other

- In 2023, 5.4% of UoL staff identified as LGB+, 65.8% as heterosexual/straight and 28.8% as 'prefer not to say'. The proportion of staff declaring 'prefer not to say' has steadily decreased since 2019 (51.6%) and the proportion of staff declaring their sexual orientation as LGB+ has increased from 3.3% in 2019.

Table 6.2 UoL Staff by known grouped sexual orientation 2019 to 2023

Sexual Orientation	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
LGB+	7.6%	221	7.1%	172	6.7%	152	7.1%	144	6.8%	127
Heterosexual/straight	92.4%	2688	92.9%	2238	93.3%	2120	92.9%	1882	93.2%	1739
Total	100%	2909	100%	2410	100%	2272	100%	2026	100%	1866

Graph 6.1 UoL staff by grouped sexual orientation 2019 to 2023



Graph 6.2 UoL staff by known grouped sexual orientation 2019 to 2023

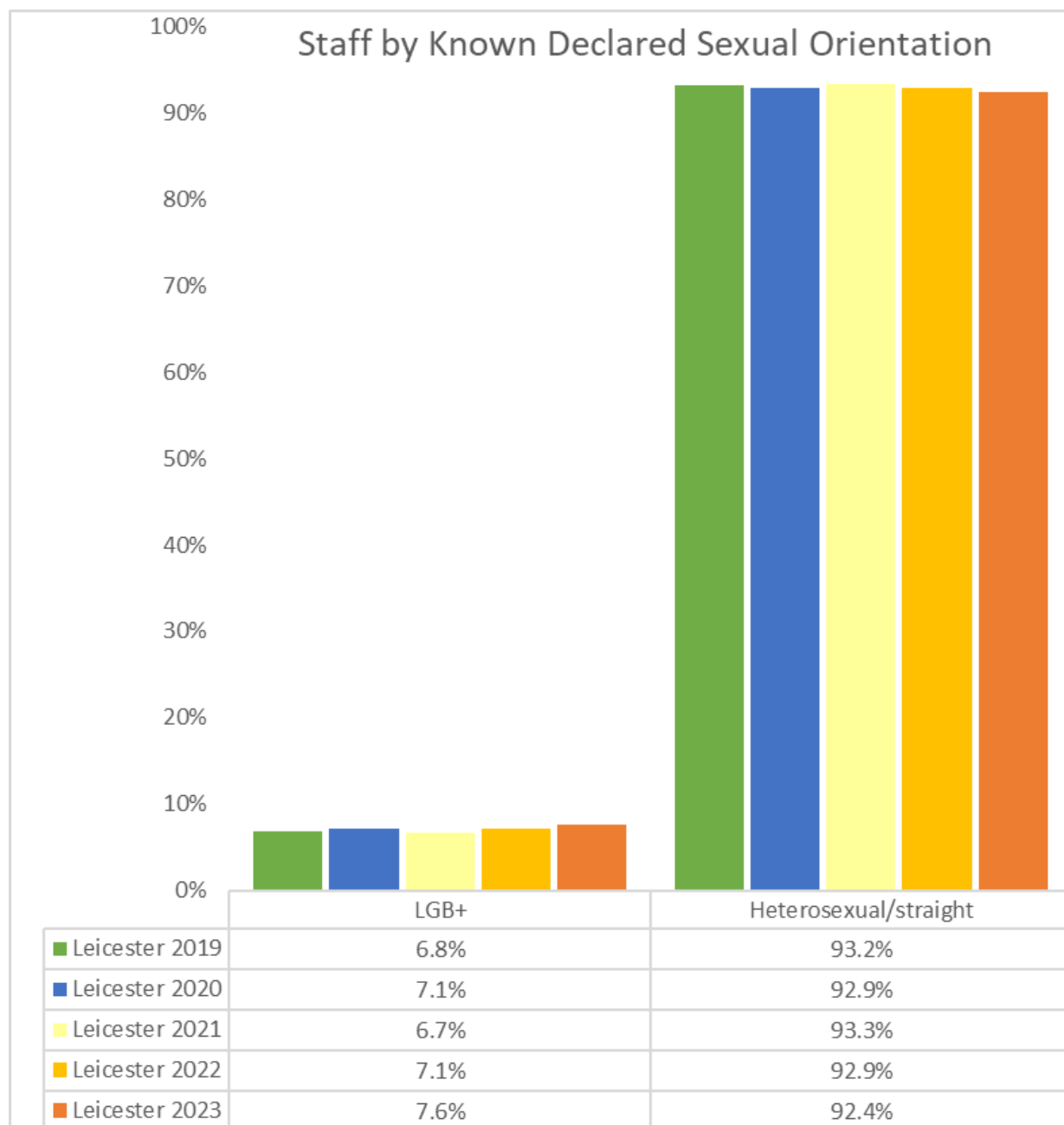


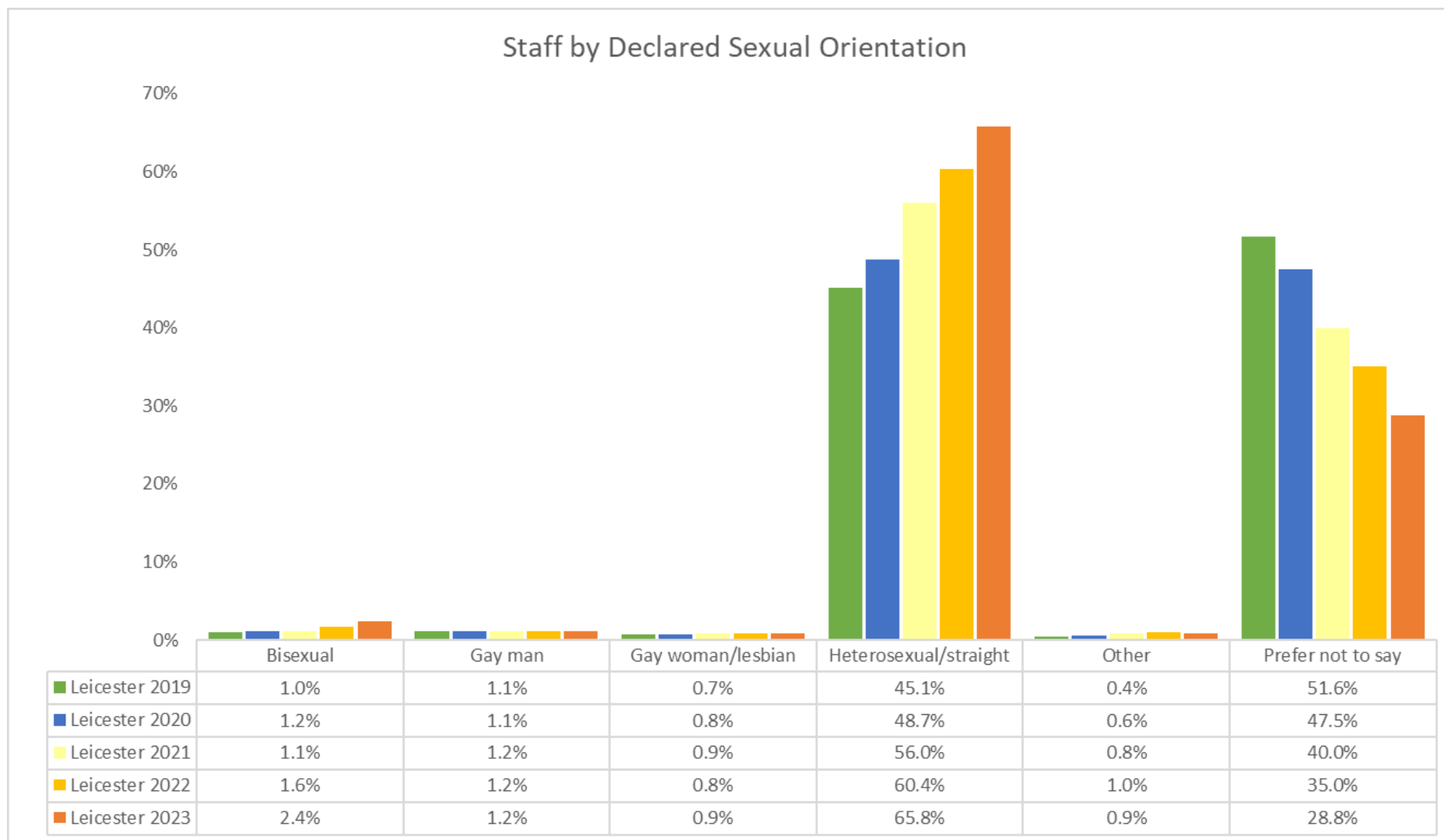
Table 6.3 UoL staff by sexual orientation 2019 to 2023

Sexual Orientation	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Bisexual	2.4%	100	1.6%	61	1.1%	43	1.2%	45	1.0%	38
Gay man	1.2%	48	1.2%	43	1.2%	45	1.1%	44	1.1%	44
Gay woman/lesbian	0.9%	36	0.8%	30	0.9%	33	0.8%	30	0.7%	28
Heterosexual/straight	65.8%	2688	60.4%	2238	56.0%	2120	48.7%	1882	45.1%	1739
Other	0.9%	37	1.0%	38	0.8%	31	0.6%	25	0.4%	17
Prefer not to say	28.8%	1179	35.0%	1298	40.0%	1514	47.5%	1835	51.6%	1989
Grand Total	100%	4088	100%	3708	100%	3786	100%	3861	100%	3855

Table 6.4 UoL Staff by known sexual orientation 2019 to 2023

Sexual Orientation	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Bisexual	3.4%	100	2.5%	61	1.9%	43	2.2%	45	2.0%	38
Gay man	1.7%	48	1.8%	43	2.0%	45	2.2%	44	2.4%	44
Gay woman/lesbian	1.2%	36	1.2%	30	1.5%	33	1.5%	30	1.5%	28
Heterosexual/straight	92.4%	2688	92.9%	2238	93.3%	2120	92.9%	1882	93.2%	1739
Other	1.3%	37	1.6%	38	1.4%	31	1.2%	25	0.9%	17
Grand Total	100%	2909	100%	2410	100%	2272	100%	2026	100%	1866

Graph 6.3 UoL staff by sexual orientation 2019 to 2023



Graph 6.4 UoL Staff by known sexual orientation 2019 to 2023

