

## Publication of Staff Diversity Data

1 January 2017

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.

University figures are given in two tables; staff (less atypical staff) and results of the Staff Survey 2016 where appropriate. The UK HEI figures are based on data provided by the Equality Challenge Unit which provides representations of the protected characteristics for all staff in UK HEI's.

### Notes:

Where figures are given for UK HEI's (Higher Education Institutes), these are for the Academic Year 2014/15 which are the latest available.

The percentages in brackets indicate last year's representation at the University of Leicester produced in January 2016 and UK HEI's for academic year 2013/14.

The staff survey results are based on data from the staff survey between February and March 2016. There were 2,689 completed staff survey questionnaires from 4,051 employees invited to participate; the figures in the report relate to these 66%.

For more information regarding the options for disclosure in relation to ethnicity, sexual orientation, disability and religion/belief, please click [here](#).

The ECU provides a detailed breakdown of the representations of protected characteristics across the Higher Education workforce in the UK. More details can be accessed [here](#).

## Age

Count	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total
<=25	33 (48)	29 (26)	27 (33)	124 (113)	213 (220)
26-30	98 (105)	52 (50)	108 (123)	161 (144)	419 (421)
31-35	131 (146)	71 (83)	151 (152)	207 (190)	560 (571)
36-40	142 (163)	72 (70)	141 (128)	208 (178)	563 (539)
41-45	138 (135)	65 (59)	120 (125)	206 (202)	529 (521)
46-50	129 (128)	75 (80)	139 (133)	190 (199)	533 (540)
51-55	115 (137)	63 (57)	85 (80)	231 (225)	494 (499)
56-60	92 (84)	44 (44)	71 (76)	159 (166)	366 (370)
61-65	36 (32)	24 (26)	43 (36)	96 (83)	199 (177)
66=>	11 (12)	6 (7)	16 (20)	23 (25)	56 (64)
<b>Grand Total</b>	<b>925 (990)</b>	<b>501 (502)</b>	<b>901 (906)</b>	<b>1605 (1525)</b>	<b>3932 (3922)</b>

Percentage	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total	UK HEIs
<=25	3.6% (5%)	5.8% (5%)	3% (4%)	7.7% (7%)	5.4% (6%)	5.8% (6%)
26-30	10.6% (11%)	10.4% (10%)	12% (14%)	10% (9%)	10.7% (11%)	11% (10.9%)
31-35	14.2% (15%)	14.2% (17%)	16.8% (17%)	12.9% (12%)	14.2% (15%)	14.7% (14.4%)
36-40	15.4% (16%)	14.4% (14%)	15.6% (14%)	13% (12%)	14.3% (14%)	12.9% (12.8%)
41-45	14.9% (14%)	13% (12%)	13% (14%)	12.8% (13%)	13.5% (13%)	13% (13.1%)
46-50	13.9% (13%)	15% (16%)	15.4% (15%)	11.8% (13%)	13.6% (14%)	13.2% (13.4%)
51-55	12.4% (14%)	12.6% (11%)	9.4% (9%)	14.4% (15%)	12.6% (13%)	12.2% (12.3%)
56-60	9.9% (8%)	8.8% (9%)	7.9% (8%)	9.9% (11%)	9.3% (9%)	9.8% (9.9%)
61-65	3.9% (3%)	4.8% (5%)	4.8% (4%)	6% (5%)	5.1% (5%)	5.4% (5.4%)
66=>	1.2% (1%)	1.2% (1%)	1.8% (2%)	1.4% (2%)	1.4% (2%)	2.1% (1.9%)
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## Disability

Count	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total
Declared disability	34 (41)	28 (27)	34 (35)	91 (81)	187 (184)
No disability declared	478	252	371	876	1977
Prefer not to say	69 (58)	27 (19)	41 (22)	26 (18)	163 (117)
Not known	344	194	455	612	1605
<b>Grand Total</b>	<b>925 (990)</b>	<b>501 (502)</b>	<b>901 (906)</b>	<b>1605 (1525)</b>	<b>3932 (3923)</b>

Percentage	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total	UK HEIs	Staff Survey
Declared disability	3.7% (4.1%)	5.6% (5.4%)	3.8% (3.9%)	5.7% (5.3%)	4.8% (4.7%)	4.5% (4.2%)	4%
No disability declared	51.7%	50.3%	41.2%	54.6%	50.3%	95.5% (95.8%) *	90%
Prefer not to say	7.5% (5.9%)	5.4% (3.8%)	4.6% (2.4%)	1.6% (1.2)	4.1% (3%)		6%
Not known	37.2%	38.7%	50.5%	38.1%	40.8%		-
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

\* In the UK HEI data all those who have not declared a disability (i.e. No disability declared, Prefer not to say and Not known) are grouped as one.

## Disability

Last year the figures for 'No disability declared' and 'Not known' were combined as 'No known disability', see figures below:

Previous comparison group *	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Total
No known disability	822 (891)	446 (456)	826 (849)	1488 (1426)	3582 (3622)
	88.9% (90%)	89% (90.8%)	91.7% (93.7%)	92.7% (93.5%)	91.1% (92.4%)

\* In the data set from last year we were unable to disaggregate the figures between 'No disability declared' and 'Not known'. These were combined as 'No known disability'. Therefore we have included these in a separate table.

## Gender

Count	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total
Female	525 (566)	159 (154)	504 (493)	914 (872)	2102 (2085)
Male	400 (424)	342 (348)	397 (413)	691 (653)	1830 (1838)
<b>Grand Total</b>	<b>925 (990)</b>	<b>501 (502)</b>	<b>901 (906)</b>	<b>1605 (1525)</b>	<b>3932 (3923)</b>

Percentage	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total	UK HEIs
Female	56.8% (57.2%)	31.7% (30.7%)	55.9% (54.4%)	56.9% (57.2%)	53.5% (53.1%)	54% (53.8%)
Male	43.2% (42.8%)	68.3% (69.3%)	44.1% (45.6%)	43.1% (42.8%)	46.5% (46.9%)	46% (46.2%)
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

NB We have not included the staff survey results for gender as we have 100% disclosure in the staff record.

## Sexual Orientation

Count	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total
Non heterosexual	10 (8)	6 (5)	17 (14)	45 (31)	78 (58)
Heterosexual/straight	306 (200)	149 (112)	224 (143)	631 (432)	1310 (887)
Prefer not to say	76 (69)	60 (40)	87 (46)	86 (76)	309 (231)
Not known	533 (713)	286 (345)	573 (703)	843 (986)	2235 (2747)
<b>Grand Total</b>	<b>925 (990)</b>	<b>501 (502)</b>	<b>901 (906)</b>	<b>1605 (1525)</b>	<b>3932 (3923)</b>

Percentage	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total	UK HEIs	Staff Survey
Non heterosexual	1.1% (0.8%)	1.2% (1%)	1.8% (1.5%)	2.8% (2%)	2% (1.5%)	1.7% (1.2%)	6%
Heterosexual/straight	33.1% (20.2%)	29.7% (22.3%)	24.9% (15.8%)	39.3% (28.3%)	33.3% (22.6%)	28.4% (22.2%)	81%
Prefer not to say	8.2% (7%)	12% (8%)	9.7% (5.1%)	5.4% (5%)	7.9% (5.9%)	10.8% (9.9%)	14%
Not known	57.6% (72%)	57.1% (68.7%)	63.6% (77.6%)	52.5% (64.7%)	56.8% (70%)	59.2% (66.8%)	-
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>101% *</b>

\* NB Rounding causes the survey to add to more than 100%

## Ethnicity

Count	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total
Black & Minority Ethnic	179 (181)	56 (50)	103 (88)	294 (245)	632 (564)
White	663 (677)	387 (378)	661 (650)	1155 (1070)	2866 (2275)
Prefer not to say	42 (38)	23 (11)	39 (13)	31 (22)	135 (84)
Not known	41 (94)	35 (63)	98 (155)	125 (188)	299 (500)
<b>Grand Total</b>	<b>925 (990)</b>	<b>501 (502)</b>	<b>901 (906)</b>	<b>1605 (1525)</b>	<b>3932 (3923)</b>

Percentage	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total	UK HEIs	Staff Survey
Black & Minority Ethnic	19.4% (18.3%)	11.2% (10%)	11.4% (9.7%)	18.3% (16.1%)	16.1% (14.4%)	12.4% (11.1%)	12%
White	71.7% (68.4%)	77.2% (75.3%)	73.4% (71.7%)	72% (70.2%)	72.9% (70.7%)	82.2% (83.2%)	77%
Prefer not to say	4.5% (3.8%)	4.6% (2.2%)	4.3% (1.4%)	1.9% (1.4%)	3.4% (2.1%)	5.3% (5.7%) *	11%
Not known	4.4% (9.5%)	7% (12.6%)	10.9% (17.1%)	7.8% (12.3%)	7.6% (12.7%)		-
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

\* In the UK HEI data all those other than those that are Black & Minority Ethnic or White (i.e. Prefer not to say and Not known) are grouped as one.

## Religious Belief

Count	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total
Declared Religion or Belief	242 (192)	96 (78)	138 (87)	504 (409)	980 (766)
No religion or Belief	176 (150)	100 (84)	153 (118)	298 (230)	727 (582)
Prefer not to say	84 (77)	57 (37)	72 (42)	110 (81)	323 (237)
Not known	423 (571)	248 (303)	538 (659)	693 (805)	1902 (2338)
<b>Grand Total</b>	<b>925 (990)</b>	<b>501 (502)</b>	<b>901 (906)</b>	<b>1605 (1525)</b>	<b>3932 (3923)</b>

Percentage	Medicine, Biological Sciences and Psychology	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total	UK HEIs	Staff Survey
Declared Religion or Belief	26.2% (19.4%)	19.1% (15.5%)	15.3% (9.6%)	31.3% (26.8%)	24.9% (19.5%)	15.5% (12.6%)	42%
No religion or Belief	19% (15.2%)	20% (16.7%)	17% (13%)	18.6% (15.1%)	18.5% (14.8%)	14.2% (10.8%)	42%
Prefer not to say	9.1% (7.8%)	11.4% (7.4%)	8% (4.6%)	6.9% (5.3%)	8.2% (6%)	11.2% (9%)	15%
Not known	45.7% (57.7%)	49.5% (60.4%)	59.7% (72.7%)	43.2% (25.8%)	48.4% (59.6%)	58.1% (66.8%)	-
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>99% *</b>

\* NB Rounding causes the survey to add to less than 100%