University of Leicester Equality Information

Staff Data

Staff at the University of Leicester 2020

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 (2020, 2019, 2018). Please note that where figures are given for UK HEI's (Higher Education Institutions), these are for the Academic Year 2017/18 which are the latest available. The UK HEI figures are HESA figures from Heidi Plus.

Key
BAME- Black, Asian and Minority Ethnic
CLS- College of Life Sciences
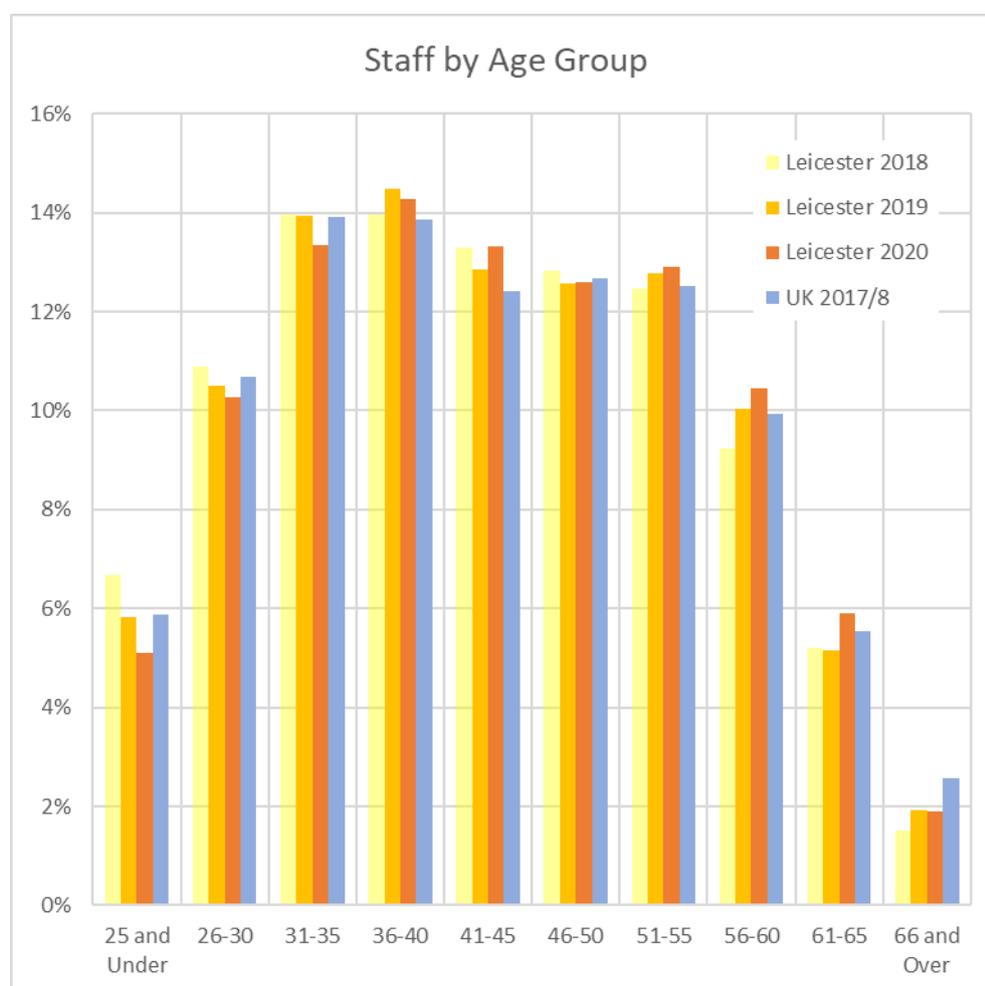CSEN- College of Science and Engineering
CSSAH- College of Social Sciences, Arts and Humanities
UoL- University of Leicester

1. Age

1.1 All UoL staff by age group 2018-2020

Age	UK 2017/8	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
25 and Under	5.9%	5.1%	198	5.8%	224	6.7%	263
26-30	10.7%	10.3%	399	10.5%	405	10.9%	429
31-35	13.9%	13.3%	518	13.9%	537	14.0%	551
36-40	13.9%	14.3%	554	14.5%	558	14.0%	551
41-45	12.4%	13.3%	517	12.8%	495	13.3%	524
46-50	12.7%	12.6%	489	12.6%	484	12.8%	506
51-55	12.5%	12.9%	501	12.8%	492	12.5%	491
56-60	9.9%	10.5%	406	10.0%	387	9.2%	364
61-65	5.6%	5.9%	229	5.2%	199	5.2%	205
66 and Over	2.6%	1.9%	74	1.9%	74	1.5%	59
Total	**100%**	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**

Staff by Age Group

1.2 Corporate Services staff by age group 2018-2020

Corporate Services	2020	#	2019	#	2018	#
25 and Under	6.8%	103	8.0%	118	9.5%	148
26-30	9.6%	145	9.4%	138	10.2%	159
31-35	12.3%	187	13.1%	193	12.8%	200
36-40	13.7%	207	13.1%	193	12.8%	200
41-45	12.9%	196	12.9%	189	12.9%	201
46-50	11.3%	171	11.2%	165	10.7%	167
51-55	12.9%	196	14.0%	205	14.0%	218
56-60	12.5%	190	11.2%	164	10.3%	160
61-65	6.6%	100	5.9%	87	5.8%	90
66 and Over	1.3%	20	1.2%	17	1.1%	17
Total	**100%**	**1515**	**100%**	**1469**	**100%**	**1560**

Corporate Services Staff by Age Group
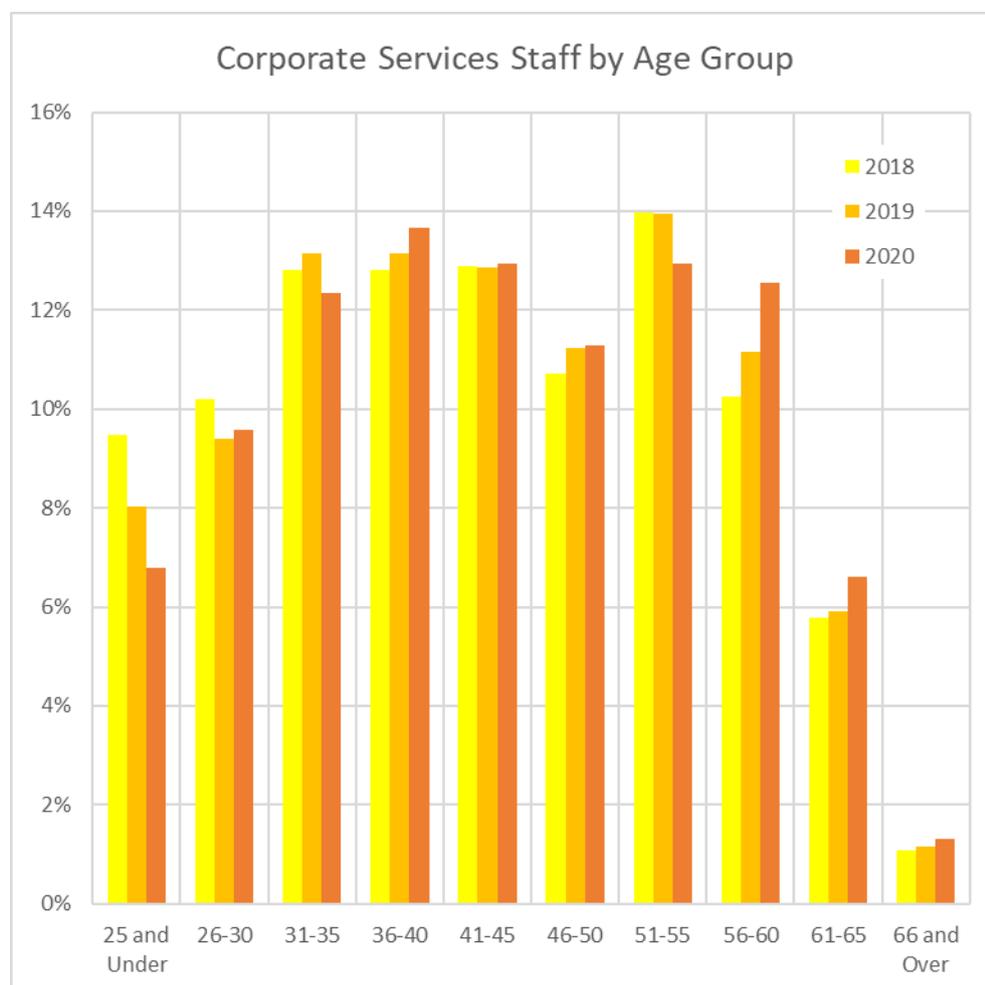
1.3 College of Life Sciences staff by age group 2018-2020

Life Sciences	2020	#	2019	#	2018	#
25 and Under	4.5%	47	4.8%	50	4.9%	50
26-30	12.7%	134	11.5%	120	11.2%	114
31-35	12.7%	134	13.4%	140	13.7%	140
36-40	14.0%	147	15.4%	161	15.3%	156
41-45	14.0%	147	14.0%	146	15.6%	159
46-50	13.3%	140	12.5%	130	12.6%	129
51-55	11.1%	117	10.7%	112	10.6%	108
56-60	10.7%	113	11.2%	117	10.2%	104
61-65	5.2%	55	4.7%	49	4.7%	48
66 and Over	1.8%	19	1.8%	19	1.4%	14
Total	**100%**	**1053**	**100%**	**1044**	**100%**	**1022**

Life Sciences Staff by Age Group
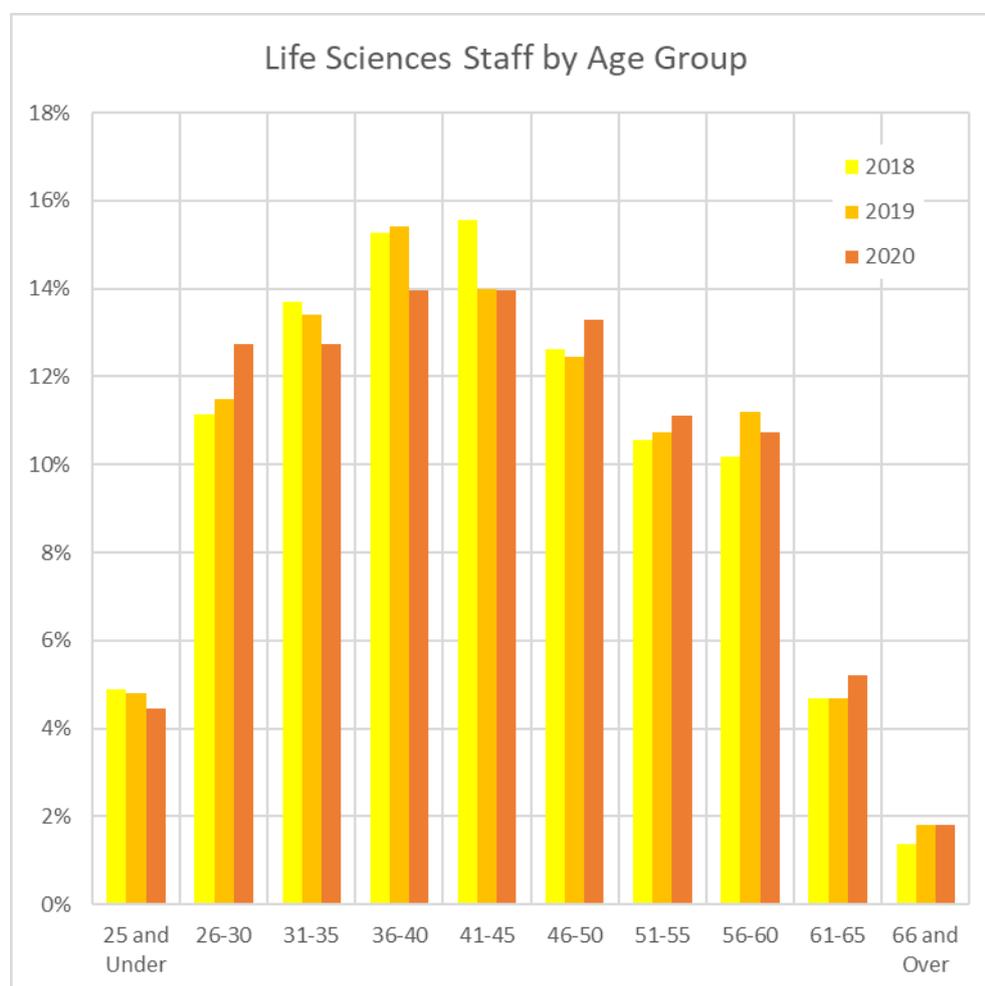
1.4 College of Science and Engineering by age group 2018-2020

Science & Engineering	2020	#	2019	#	2018	#
25 and Under	4.8%	25	5.8%	30	6.2%	31
26-30	11.1%	58	12.4%	64	11.0%	55
31-35	14.0%	73	14.5%	75	14.2%	71
36-40	15.7%	82	14.3%	74	14.4%	72
41-45	10.9%	57	9.3%	48	11.2%	56
46-50	11.1%	58	13.3%	69	14.0%	70
51-55	14.4%	75	14.1%	73	13.8%	69
56-60	9.4%	49	9.3%	48	8.4%	42
61-65	6.1%	32	4.6%	24	5.2%	26
66 and Over	2.5%	13	2.5%	13	1.6%	8
Total	**100%**	**522**	**100%**	**518**	**100%**	**500**
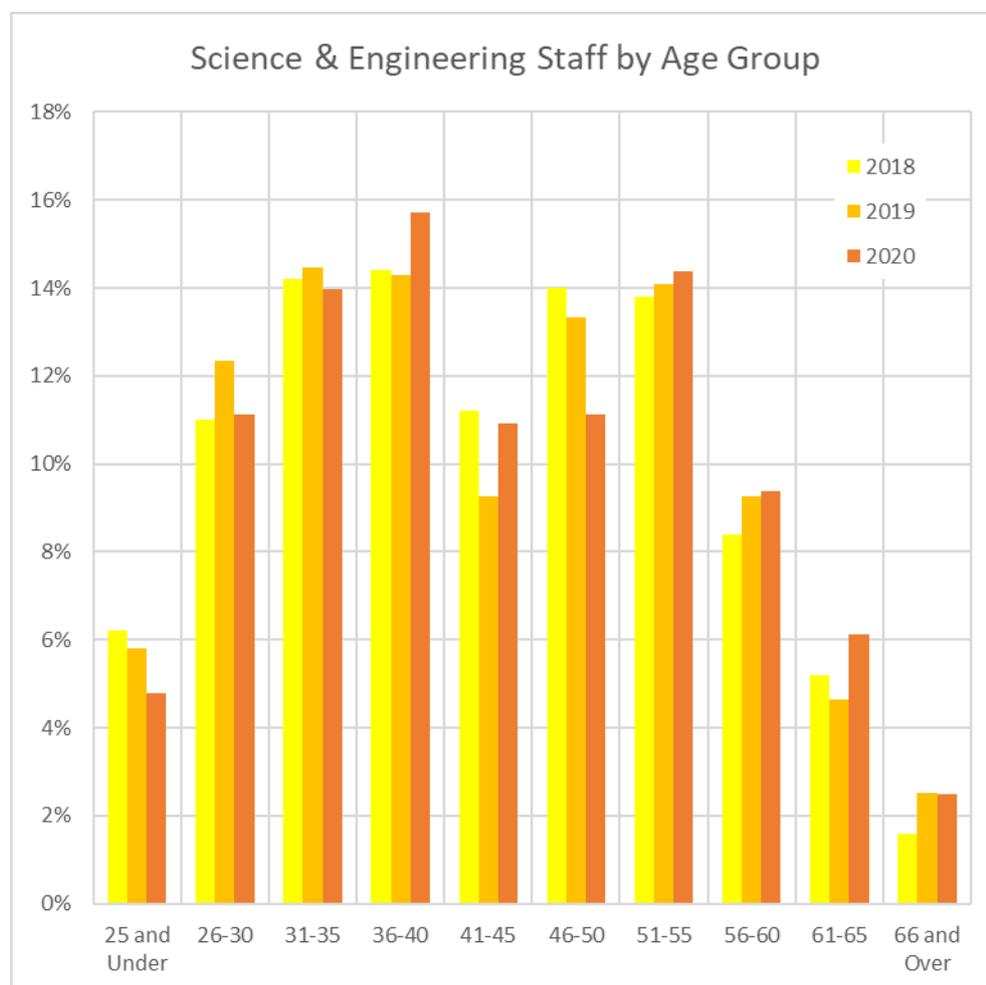
1.5 College of Social Sciences, Arts and Humanities by age group 2018-2020

Social Sciences, Arts & Humanities	2020	#	2019	#	2018	#
25 and Under	2.9%	23	3.2%	26	3.9%	34
26-30	7.7%	61	10.1%	83	11.7%	101
31-35	15.4%	121	15.7%	129	16.3%	140
36-40	14.8%	117	15.8%	130	14.3%	123
41-45	14.8%	117	13.6%	112	12.5%	108
46-50	15.2%	120	14.6%	120	16.3%	140
51-55	14.1%	111	12.4%	102	11.1%	96
56-60	6.9%	54	7.0%	58	6.7%	58
61-65	5.3%	42	4.7%	39	4.8%	41
66 and Over	2.8%	22	3.0%	25	2.3%	20
Total	**100%**	**788**	**100%**	**824**	**100%**	**861**
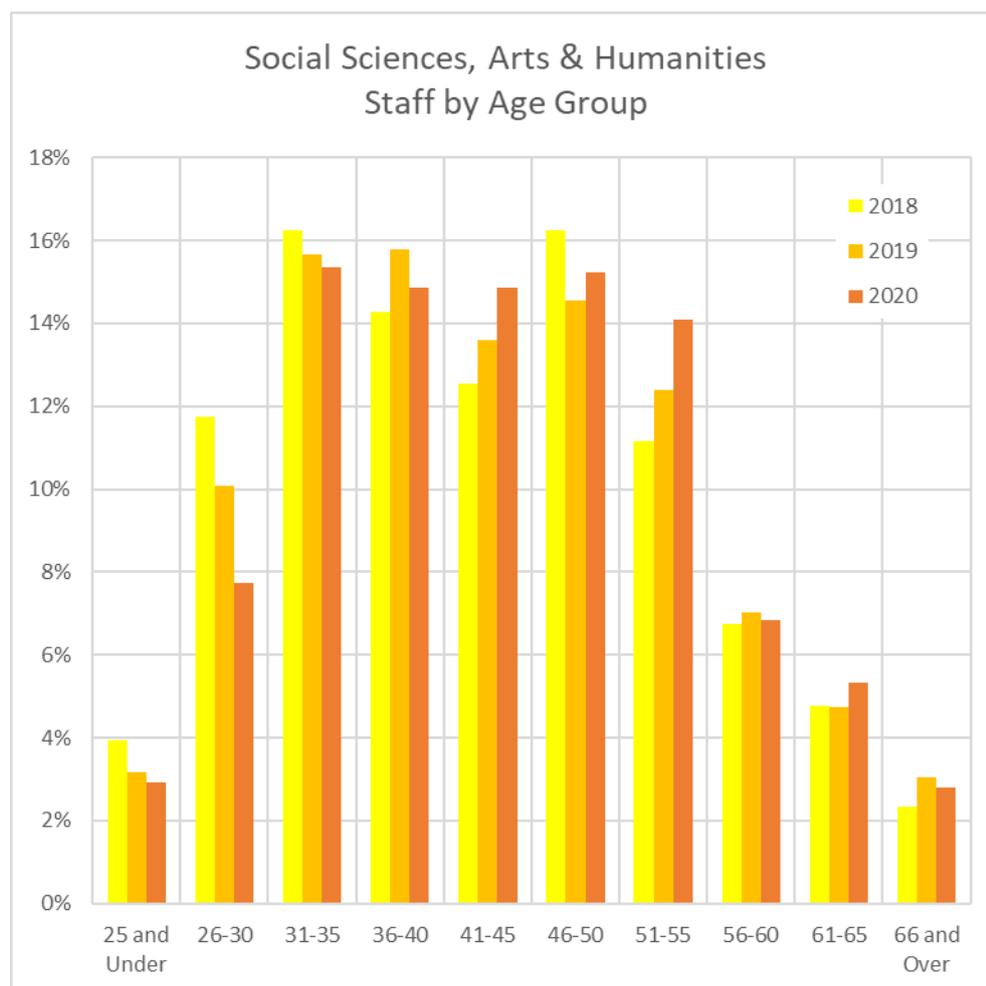
2. Disability

2.1 UoL staff by declared disability 2018-2020

Disability	UK 2017/8	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Declared a disability	5.2%	5.5%	213	5.3%	203	5.2%	206
None declared	94.8%	94.5%	3672	94.7%	3652	94.8%	3737
Total	**100%**	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**
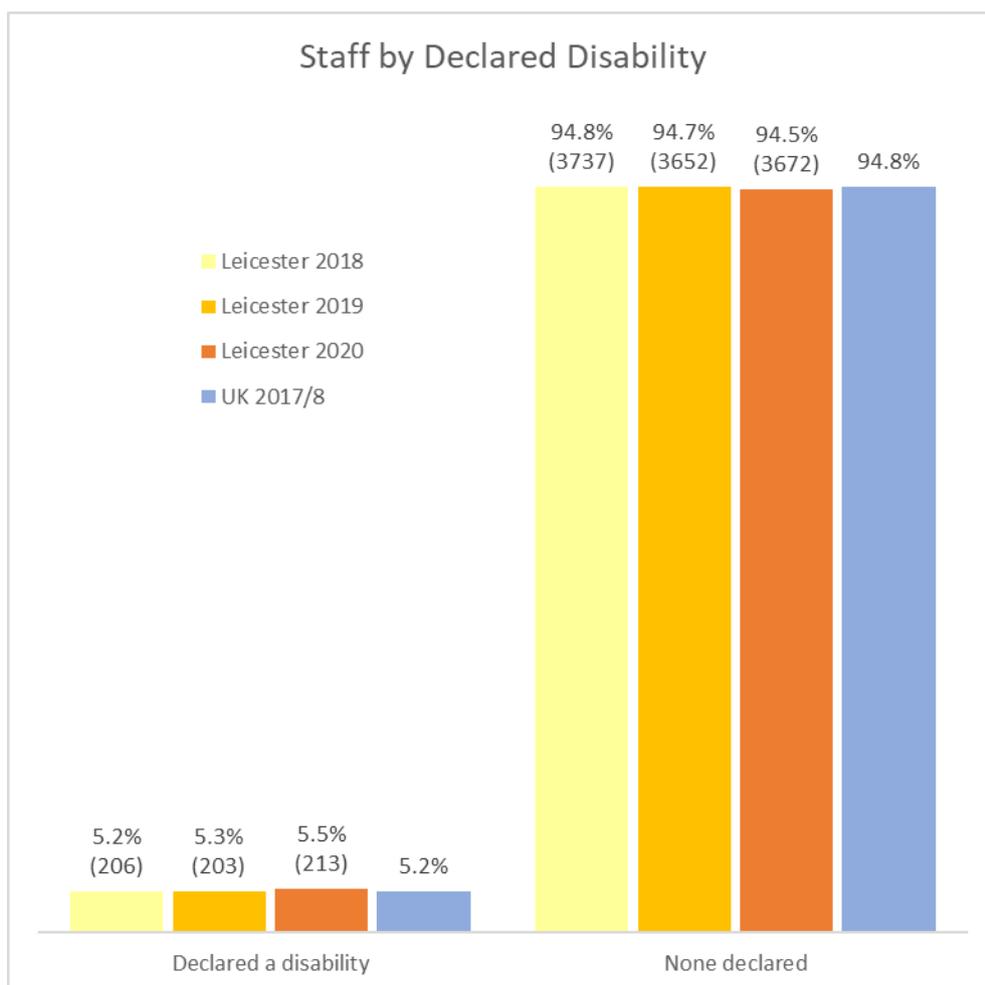
3. Ethnicity

3.1 UoL staff by ethnicity 2018-2020

Ethnic Origin	UK 2017/8	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Asian or Asian British	7.0%	12.7%	495	12.2%	471	11.8%	464
Black or Black British	2.3%	1.8%	68	1.5%	57	1.4%	56
White	80.6%	68.9%	2678	70.3%	2710	71.5%	2821
Other and mixed	3.2%	3.3%	128	2.9%	113	2.8%	110
Not declared	6.9%	13.3%	516	13.1%	504	12.5%	492
Total	**100%**	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**

Staff by Declared Ethnic Origin

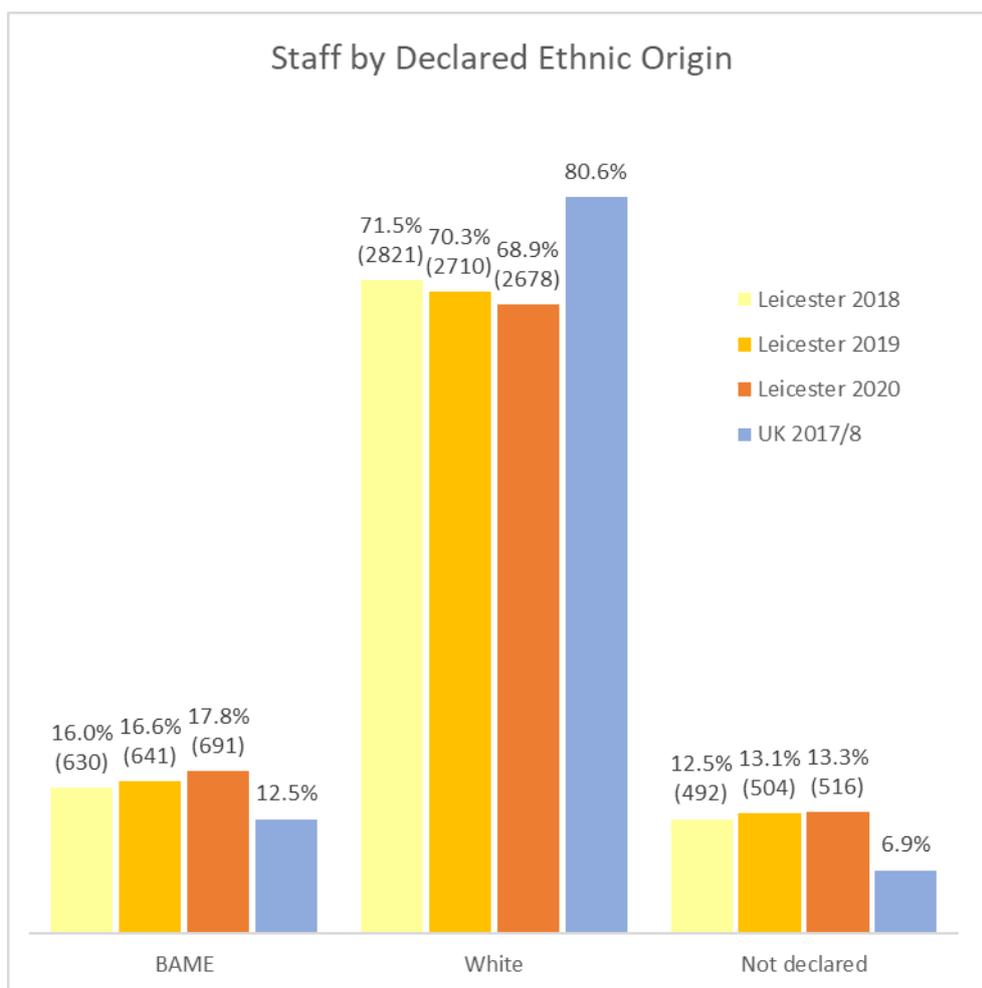|	Asian or Asian British	Black or Black British	White	Other and mixed	Not declared
Leicester 2018	11.8%	1.4%	71.5%	2.8%	12.5%
Leicester 2019	12.2%	1.5%	70.3%	2.9%	13.1%
Leicester 2020	12.7%	1.8%	68.9%	3.3%	13.3%
UK 2017/8	7.0%	2.3%	80.6%	3.2%	6.9%
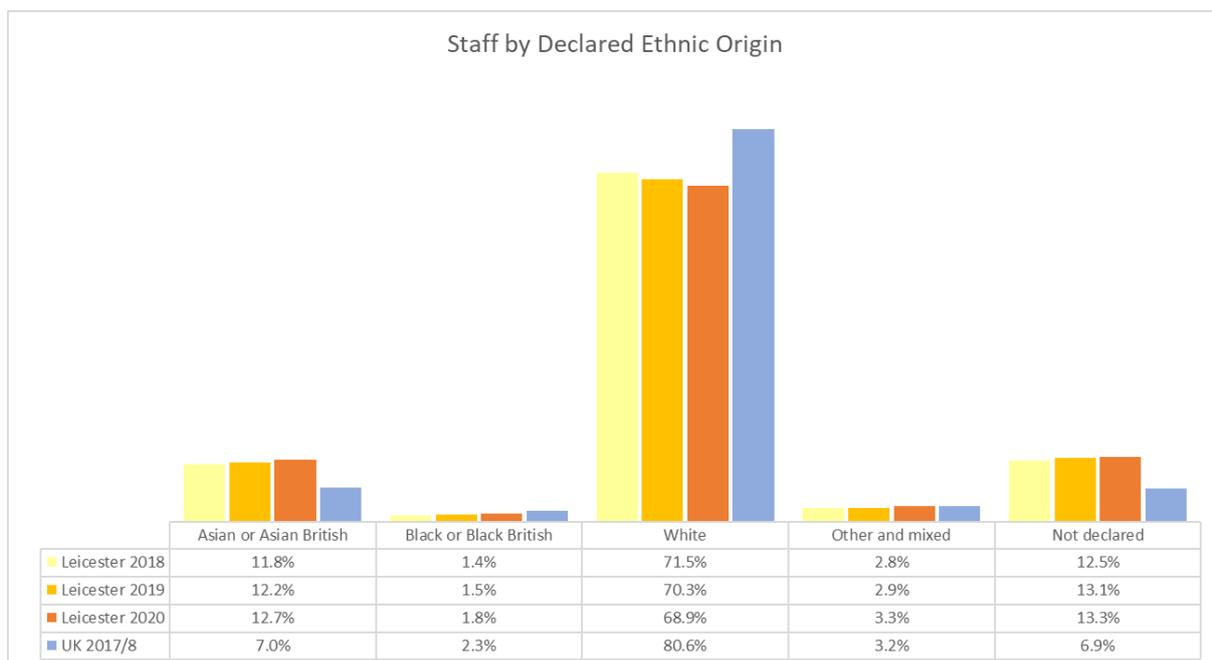
3.2 UoL staff by known declared ethnic origin 2018-2020

Ethnic Origin	UK 2017/8	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Asian or Asian British	7.5%	14.7%	495	14.1%	471	13.4%	464
Black or Black British	2.5%	2.0%	68	1.7%	57	1.6%	56
White	86.6%	79.5%	2678	80.9%	2710	81.7%	2821
Other and mixed	3.4%	3.8%	128	3.4%	113	3.2%	110
Total	**100%**	**100%**	**3369**	**100%**	**3351**	**100%**	**3451**

Staff by Known Declared Ethnic Origin

	Asian or Asian British	Black or Black British	White	Other and mixed
Leicester 2018	13.4%	1.6%	81.7%	3.2%
Leicester 2019	14.1%	1.7%	80.9%	3.4%
Leicester 2020	14.7%	2.0%	79.5%	3.8%
UK 2017/8	7.5%	2.5%	86.6%	3.4%
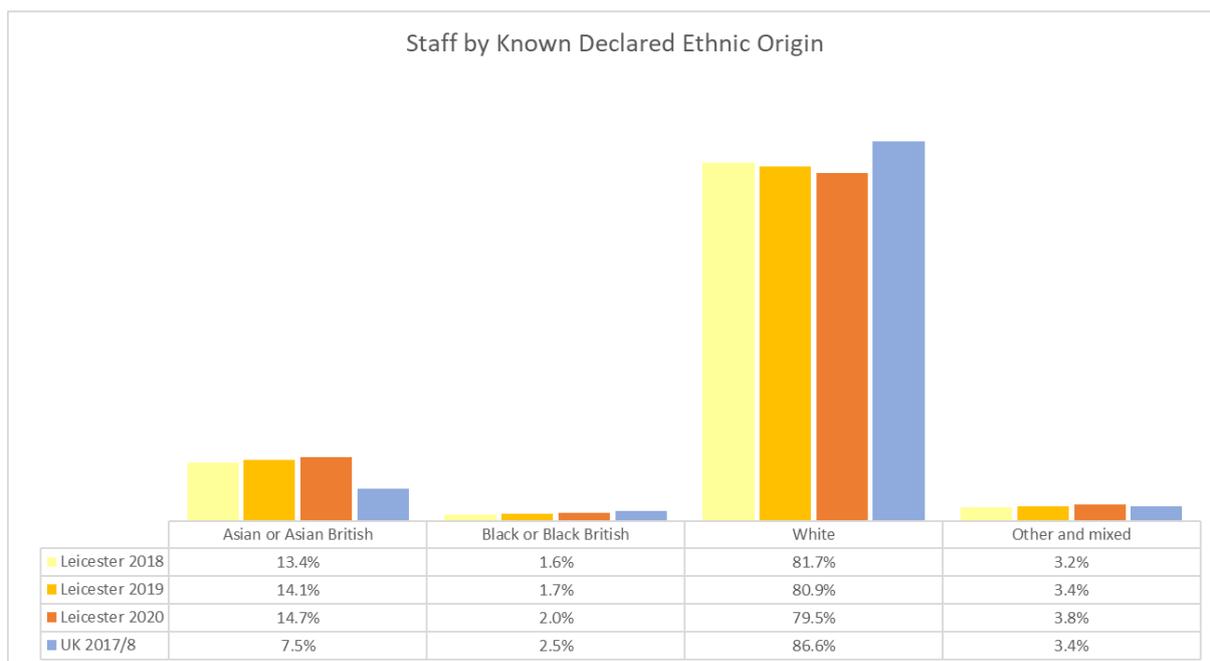
3.3 UoL staff by ethnic origin- grouped 2018-2020

Ethnic Origin	UK 2017/8	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
BAME	12.5%	17.8%	691	16.6%	641	16.0%	630
White	80.6%	68.9%	2678	70.3%	2710	71.5%	2821
Not declared	6.9%	13.3%	516	13.1%	504	12.5%	492
Total	**100%**	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**

3.4 UoL staff by known declared ethnic origin- grouped 2018-2020

Ethnic Origin	UK 2017/8	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
BAME	13.4%	20.5%	691	19.1%	641	18.3%	630
White	86.6%	79.5%	2678	80.9%	2710	81.7%	2821
Total	100%	100%	3369	100%	3351	100%	3451

Staff by Known Declared Ethnic Origin

Legend:
- Leicester 2018
- Leicester 2019
- Leicester 2020
- UK 2017/8

BAME:
- 18.3% (630)
- 19.1% (641)
- 20.5% (691)
- 13.4%

White:
- 81.7% (2821)
- 80.9% (2710)
- 79.5% (2678)
- 86.6%
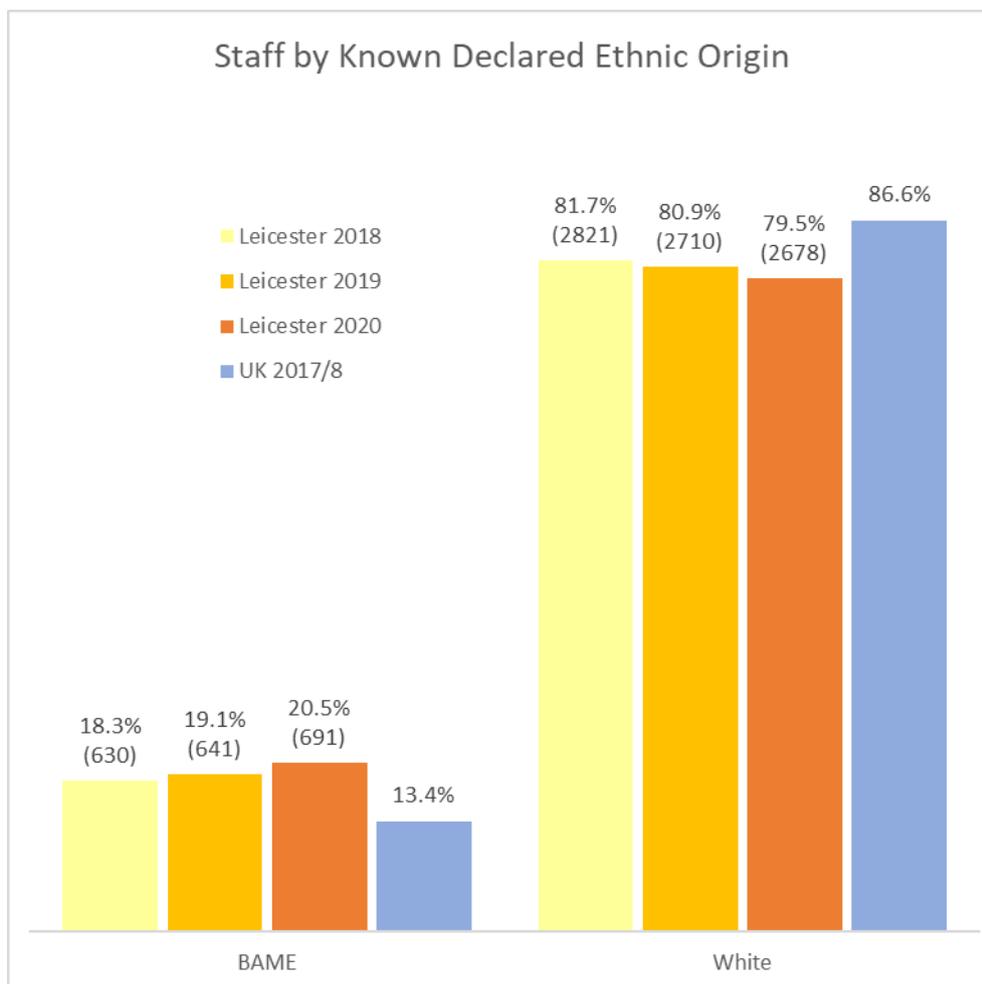
4. Religion or Belief

4.1 UoL staff by religion or belief 2018-2020

Religion or Belief	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Buddhist	0.4%	14	0.4%	15	0.3%	13
Christian	19.0%	738	18.8%	723	18.9%	745
Hindu	3.7%	142	3.3%	127	3.2%	128
Jewish	0.2%	8	0.2%	6	0.2%	9
Muslim	3.2%	126	2.7%	104	2.4%	94
Sikh	1.2%	45	1.1%	42	1.0%	40
Spiritual	0.7%	26	0.5%	20	0.6%	25
Any other religion or belief	1.3%	49	1.1%	44	1.2%	46
No religion	26.8%	1041	24.7%	951	22.9%	901
Prefer not to say	43.7%	1696	47.3%	1823	49.2%	1942
Grand Total	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**

Staff by Declared Religion or Belief

|	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Spiritual	Any other religion or belief	No religion	Prefer not to say
Leicester 2018	0.3%	18.9%	3.2%	0.2%	2.4%	1.0%	0.6%	1.2%	22.9%	49.2%
Leicester 2019	0.4%	18.8%	3.3%	0.2%	2.7%	1.1%	0.5%	1.1%	24.7%	47.3%
Leicester 2020	0.4%	19.0%	3.7%	0.2%	3.2%	1.2%	0.7%	1.3%	26.8%	43.7%

4.2 UoL staff by known declared religion or belief 2018-2020

Religion or Belief	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Buddhist	0.6%	14	0.7%	15	0.6%	13
Christian	33.7%	738	35.6%	723	37.2%	745
Hindu	6.5%	142	6.3%	127	6.4%	128
Jewish	0.4%	8	0.3%	6	0.4%	9
Muslim	5.8%	126	5.1%	104	4.7%	94
Sikh	2.1%	45	2.1%	42	2.0%	40
Spiritual	1.2%	26	1.0%	20	1.2%	25
Any other religion or belief	2.2%	49	2.2%	44	2.3%	46
No religion	47.6%	1041	46.8%	951	45.0%	901
Grand Total	**100%**	**2189**	**100%**	**2032**	**100%**	**2001**

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Spiritual	Any other religion or belief	No religion
Leicester 2018	0.6%	37.2%	6.4%	0.4%	4.7%	2.0%	1.2%	2.3%	45.0%
Leicester 2019	0.7%	35.6%	6.3%	0.3%	5.1%	2.1%	1.0%	2.2%	46.8%
Leicester 2020	0.6%	33.7%	6.5%	0.4%	5.8%	2.1%	1.2%	2.2%	47.6%

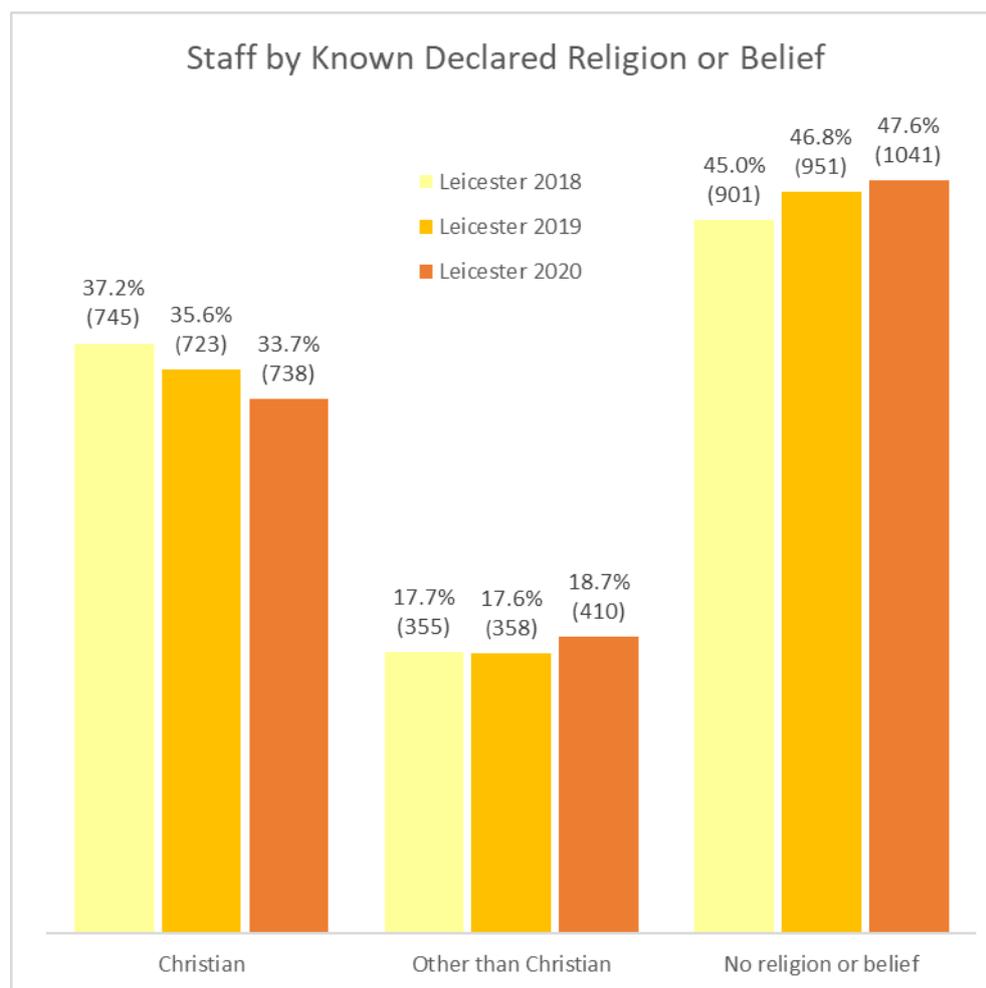Staff by Known Declared Religion or Belief
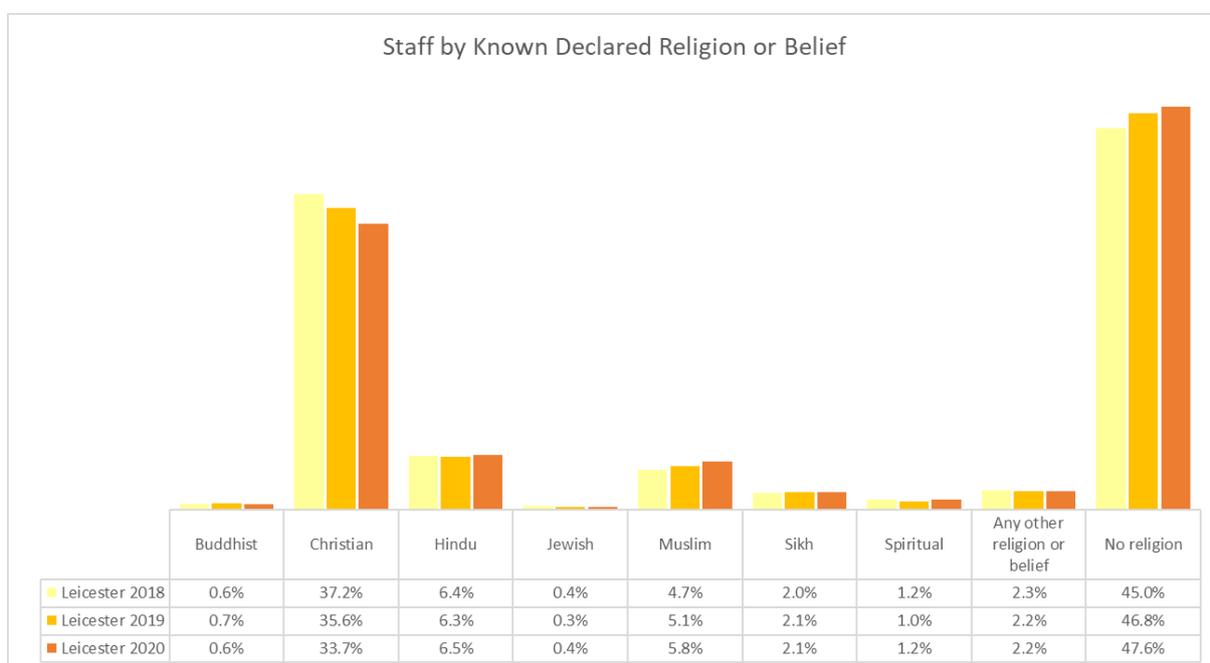
4.3 UoL staff by known declared religion or belief: declared religion or belief or no religion or belief 2018-2020

Religion or Belief	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Declared religion or belief	29.5%	1148	28.0%	1081	27.9%	1100
No religion or belief	26.8%	1041	24.7%	951	22.9%	901
Not Declared	43.7%	1696	47.3%	1823	49.3%	1942
Total	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**


Staff by Declared Religion or Belief
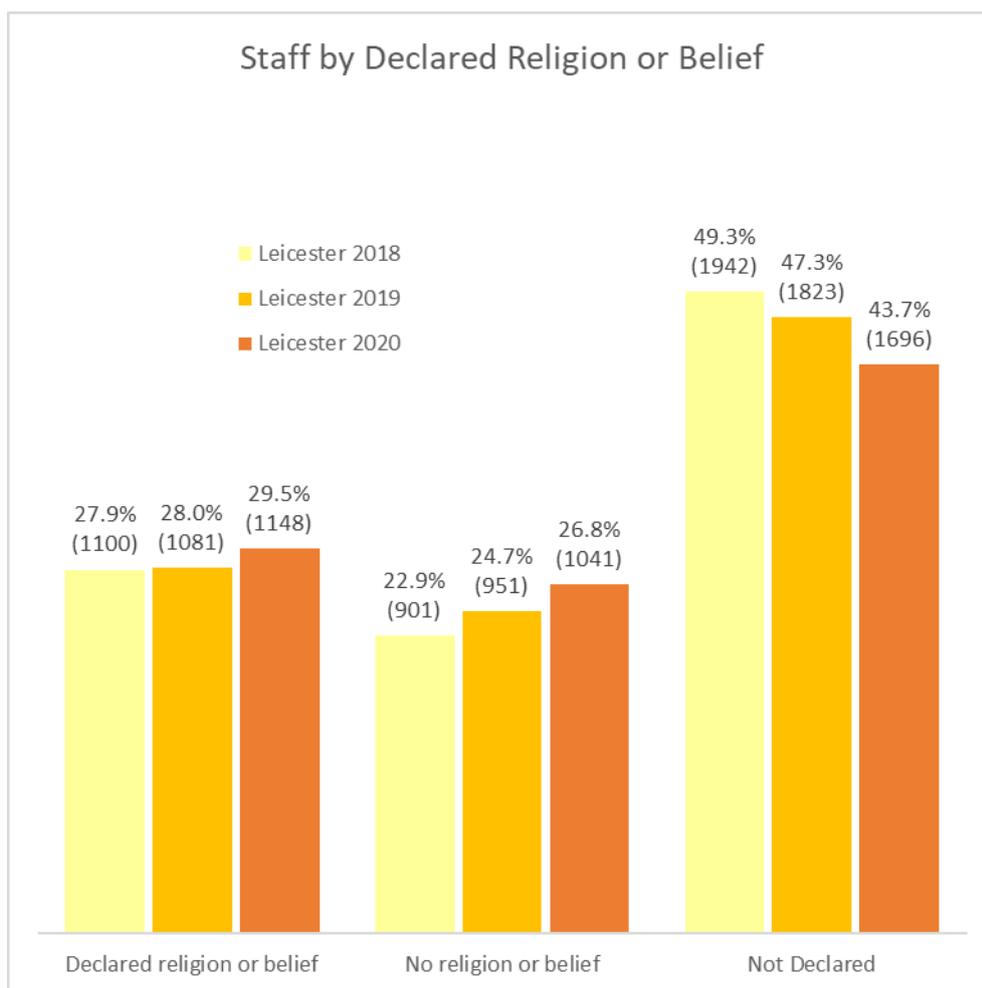
4.4 UoL staff by known declared religion or belief: Christian, other than Christian or No religion or belief 2018-2020

Religion or Belief	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Christian	33.7%	738	35.6%	723	37.2%	745
Other than Christian	18.7%	410	17.6%	358	17.7%	355
No religion or belief	47.6%	1041	46.8%	951	45.0%	901
Grand Total	100%	2189	100%	2032	100%	2001

4.5 UoL staff by declared religion or belief 2018-2020

Religion or Belief	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Declared religion or belief	52.4%	1148	53.2%	1081	55.0%	1100
No religion or belief	47.6%	1041	46.8%	951	45.0%	901
Total	**100%**	**2189**	**100%**	**2032**	**100%**	**2001**
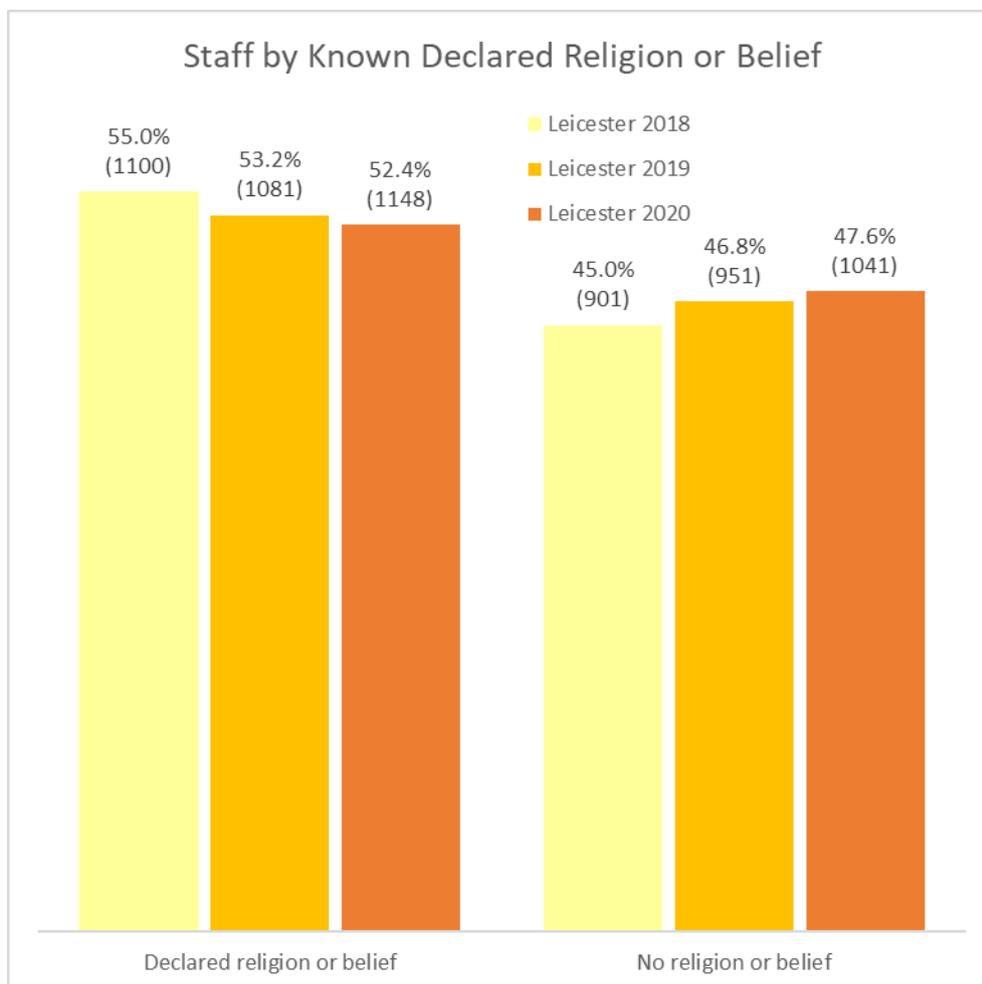
Sex

5.1 UoL staff by sex 2018-2020

Sex	UK 2017/8	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Male	45.1%	46.4%	1804	47.2%	1819	47.1%	1858
Female	54.9%	53.6%	2081	52.8%	2036	52.9%	2085
Total	**100%**	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**
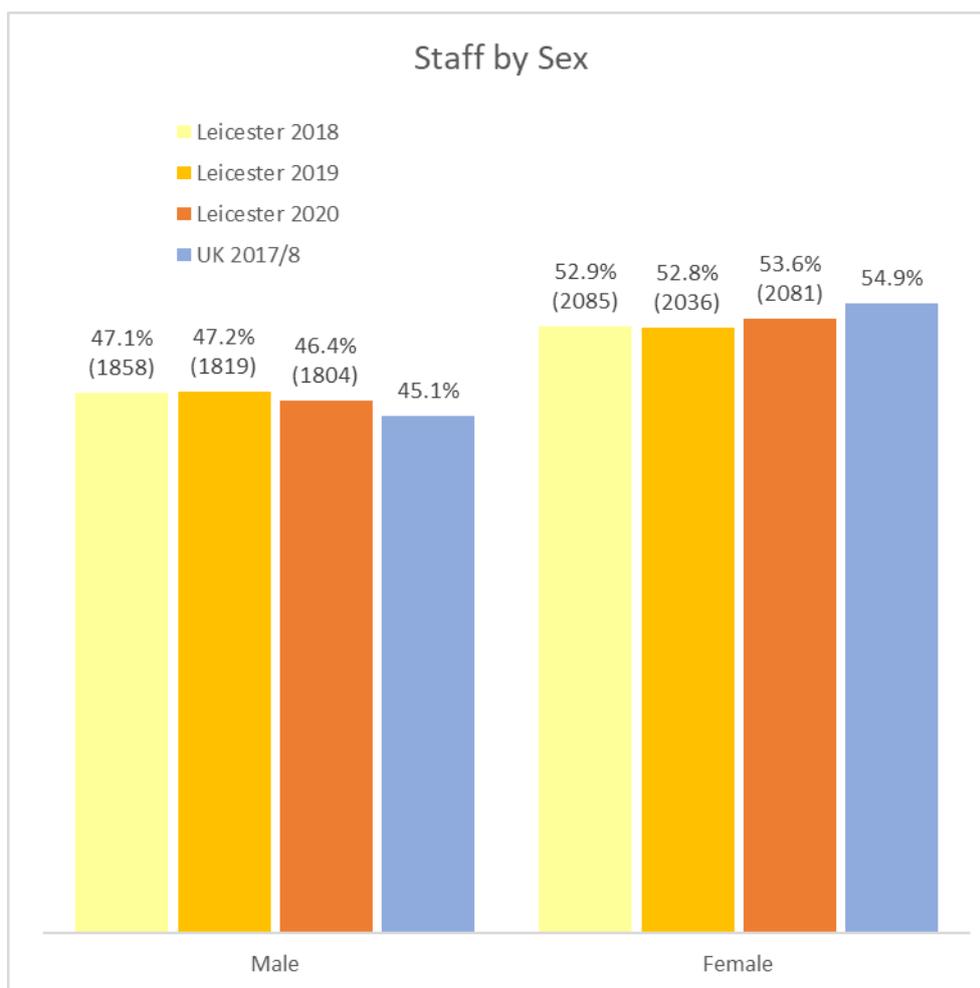
5.2 UoL staff by sex, term and contract 2018-2020

Contract	Term	Sex	2020	#	2019	#	2018	#
Full time	Open Ended	Male	35.1%	1363	35.1%	1355	35.0%	1381
		Female	29.0%	1125	28.3%	1091	27.5%	1084
	Fixed Term	Male	5.0%	195	5.6%	215	5.2%	205
		Female	5.3%	207	5.4%	207	5.6%	219
Part time	Open Ended	Male	4.3%	166	4.1%	159	4.0%	157
		Female	15.3%	595	15.2%	586	14.7%	581
	Fixed Term	Male	2.1%	80	2.3%	90	2.9%	115
		Female	4.0%	154	3.9%	152	5.1%	201
Total			100%	3885	100%	3855	100%	3943

		Open Ended		Fixed Term		Open Ended		Fixed Term	
		Male	Female	Male	Female	Male	Female	Male	Female
		Full time				Part time			
2018		35.0%	27.5%	5.2%	5.6%	4.0%	14.7%	2.9%	5.1%
2019		35.1%	28.3%	5.6%	5.4%	4.1%	15.2%	2.3%	3.9%
2020		35.1%	29.0%	5.0%	5.3%	4.3%	15.3%	2.1%	4.0%

Staff by Sex, Term and Contract

5.3 UoL staff by sex and college/division 2018-2020

College or Corporate Services	Sex	2020 #	%	2019 #	%	2018 #	%
Corporate Services	Male	651	43.0%	645	43.9%	686	44.0%
	Female	864	57.0%	824	56.1%	874	56.0%
Corporate Services Total		**1515**	**100%**	**1469**	**100.0%**	**1560**	**100.0%**
Life Sciences	Male	444	42.2%	450	43.1%	450	44.0%
	Female	609	57.8%	594	56.9%	572	56.0%
Life Sciences Total		**1053**	**100%**	**1044**	**100.0%**	**1022**	**100.0%**
Science and Engineering	Male	361	69.2%	361	69.7%	350	70.0%
	Female	161	30.8%	157	30.3%	150	30.0%
Science and Engineering Total		**522**	**100%**	**518**	**100.0%**	**500**	**100.0%**
Social Sciences, Arts and Humanities	Male	348	44.2%	363	44.1%	372	43.2%
	Female	440	55.8%	461	55.9%	489	56.8%
Social Sciences, Arts and Humanities Total		**788**	**100%**	**824**	**100.0%**	**861**	**100.0%**
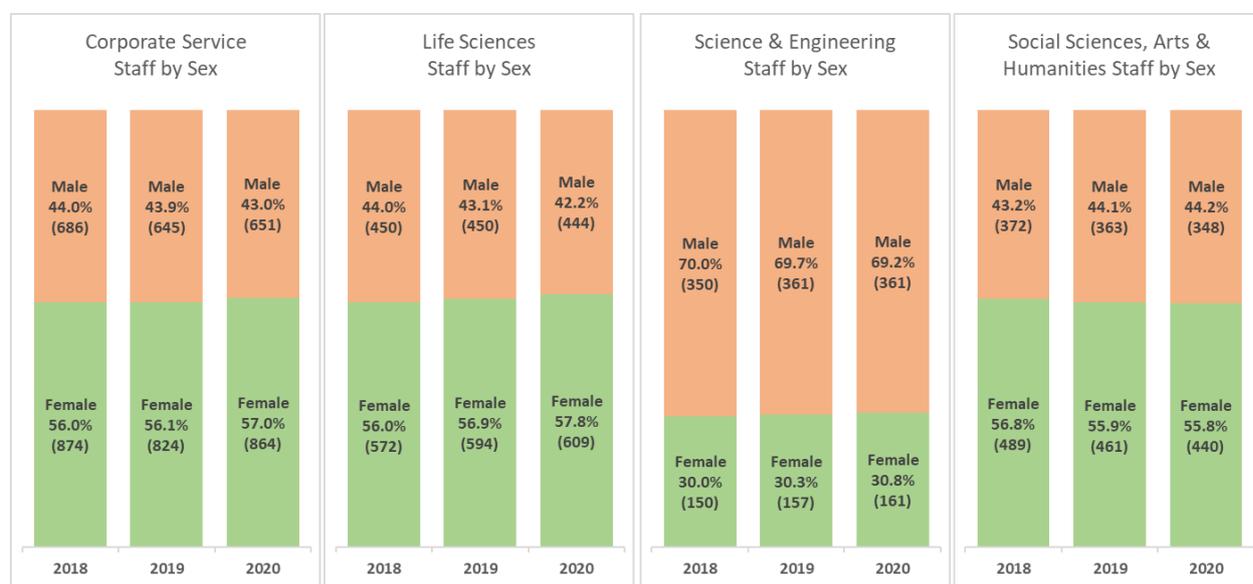
5. Sexual Orientation

6.1 UoL staff by sexual orientation 2018-2020

Sexual Orientation	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Bisexual	1.1%	44	1.0%	38	0.8%	30
Gay man	1.1%	44	1.1%	44	0.9%	37
Gay woman/lesbian	0.7%	29	0.7%	28	0.7%	28
Heterosexual/straight	48.3%	1878	45.1%	1739	42.6%	1680
Other	0.6%	25	0.4%	17	0.5%	20
Prefer not to say	48.0%	1865	51.6%	1989	54.5%	2148
Grand Total	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**
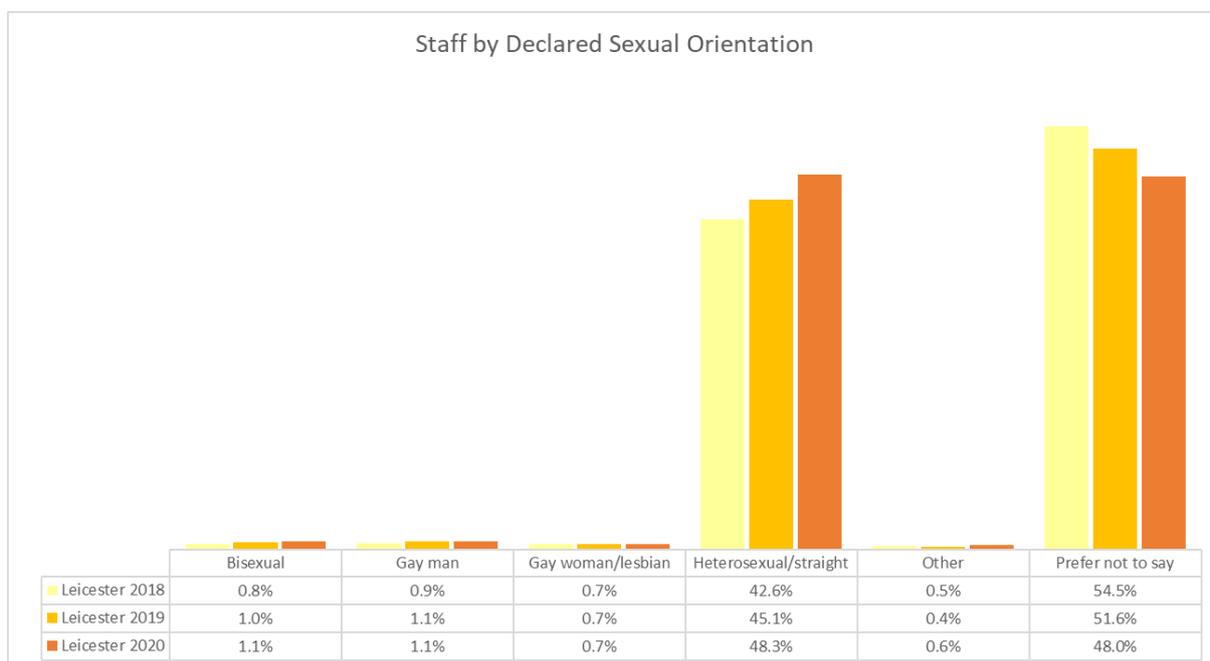
Staff by Declared Sexual Orientation

|	Bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say
Leicester 2018	0.8%	0.9%	0.7%	42.6%	0.5%	54.5%
Leicester 2019	1.0%	1.1%	0.7%	45.1%	0.4%	51.6%
Leicester 2020	1.1%	1.1%	0.7%	48.3%	0.6%	48.0%

5.2 UoL staff by known declared sexual orientation 2018-2020

Sexual Orientation	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
Bisexual	2.2%	44	2.0%	38	1.7%	30
Gay man	2.2%	44	2.4%	44	2.1%	37
Gay woman/lesbian	1.4%	29	1.5%	28	1.6%	28
Heterosexual/straight	93.0%	1878	93.2%	1739	93.6%	1680
Other	1.2%	25	0.9%	17	1.1%	20
Grand Total	**100%**	**2020**	**100%**	**1866**	**100%**	**1795**
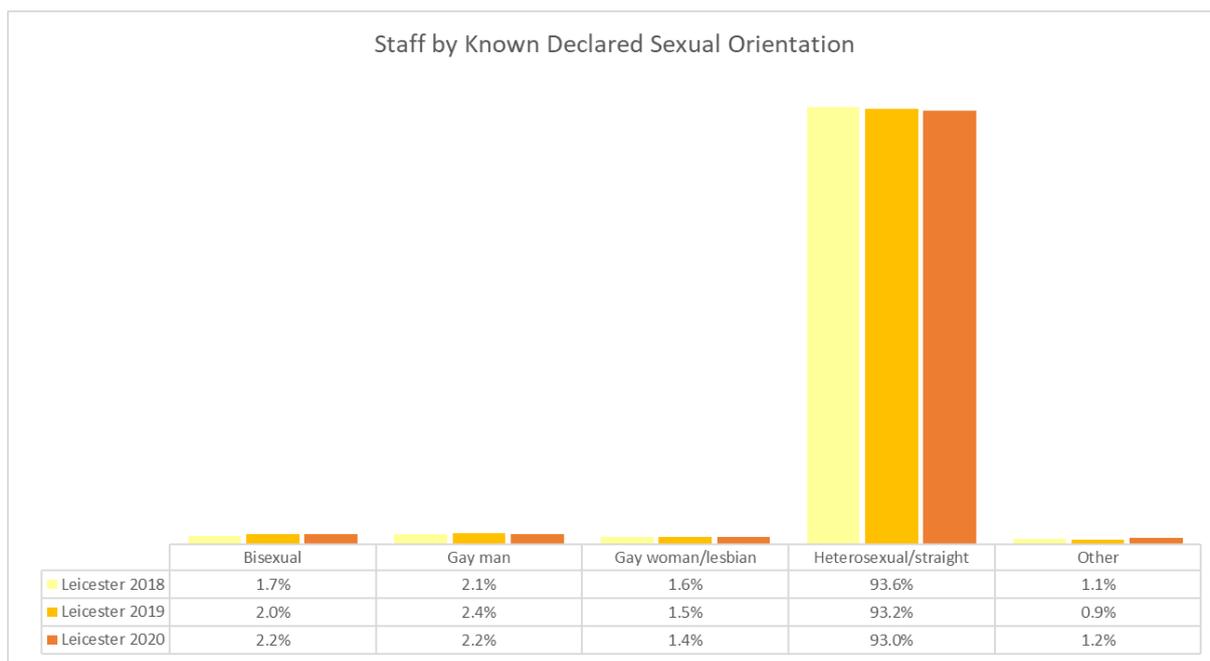
Staff by Known Declared Sexual Orientation

	Bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other
Leicester 2018	1.7%	2.1%	1.6%	93.6%	1.1%
Leicester 2019	2.0%	2.4%	1.5%	93.2%	0.9%
Leicester 2020	2.2%	2.2%	1.4%	93.0%	1.2%

5.3 UoL staff by declared sexual orientation 2018-2020

Sexual Orientation	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
LGB+	3.7%	142	3.3%	127	2.9%	115
Heterosexual/straight	48.3%	1878	45.1%	1739	42.6%	1680
Not declared	48.0%	1865	51.6%	1989	54.5%	2148
Total	**100%**	**3885**	**100%**	**3855**	**100%**	**3943**
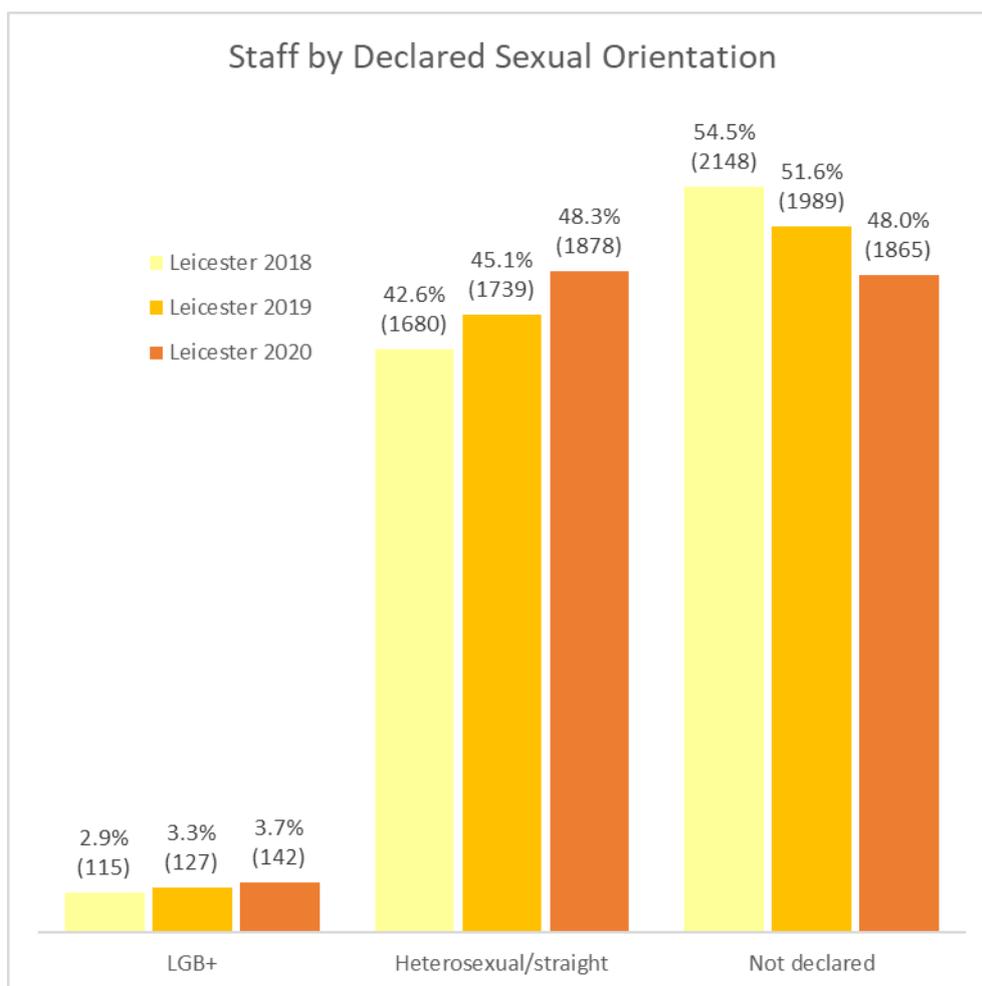
Staff by Declared Sexual Orientation

5.4 UoL staff by known declared sexual orientation 2018-2020

Sexual Orientation	Leicester 2020	#	Leicester 2019	#	Leicester 2018	#
LGB+	7.0%	142	6.8%	127	6.4%	115
Heterosexual/straight	93.0%	1878	93.2%	1739	93.6%	1680
Total	**100%**	**2020**	**100%**	**1866**	**100%**	**1795**