Publication of Staff Diversity Data

1 January 2016

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.

Please note that where figures are given for UK HEI's (Higher Education Institutes), these are for the Academic Year 2013/14 which are the latest available. 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:

The percentages in brackets indicate last year's representation, produced 12 January 2015 for University of Leicester and Academic year 2012/2013 for UK representations.

For the purposes of any comparative analysis based on previous year's equality data published by the University, it is worth noting that the College of Social Science and the College of Arts, Humanities and Law have now been merged to form a new college of Social Science, Arts and Humanities. Corporate Services has been renamed to Professional Services.

For the purposes of any comparative analysis related to the percentage representation, it is worth noting that in last year's publication of equality data percentages were rounded to a whole number.

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*

College/Professional Service	Headcount										
	<25	**26-30**	**31-35**	**26-40**	**41-45**	**46-50**	**51-55**	**56-60**	**61-65**	**>66**	**Grand Total**
Medicine, Biological Science and Psychology	48	105	146	163	135	128	137	84	32	12	990
Professional Services	113	144	190	178	202	199	225	166	83	25	1525
Science and Engineering	26	50	83	70	59	80	57	44	26	7	502
Social Science, Arts and Humanities	33	123	152	128	125	133	80	76	36	20	906
University of Leicester	220	421	571	539	521	540	499	370	177	64	3922

College/Professional Service	Representation									
	<25	**26-30**	**31-35**	**26-40**	**41-45**	**46-50**	**51-55**	**56-60**	**61-65**	**>66**
Medicine, Biological Science and Psychology	5%	11%	15%	16%	14%	13%	14%	8%	3%	1%
Professional Services	7%	9%	12%	12%	13%	13%	15%	11%	5%	2%
Science and Engineering	5%	10%	17%	14%	12%	16%	11%	9%	5%	1%
Social Science, Arts and Humanities	4%	14%	17%	14%	14%	15%	9%	8%	4%	2%
University of Leicester	6%	11%	15%	14%	13%	14%	13%	9%	5%	2%
UK HEI's	6% (6%)	10.9% (11%)	14.4% (14%)	12.8% (13%)	13.1% (13%)	13.4% (14%)	12.3% (12%)	9.9% (10%)	5.4% (6%)	1.9% (2%)

* In order to understand the University's position in relation to the wider HEI workforce, this year we have changed our age brackets to correlate to the age brackets used by the ECU.

Disability

College/Professional Service	Headcount				Representation		
	Declared Disability	No Known Disability*	Prefer Not to Say	Grand Total	Declared Disability	No Known Disability*	Prefer Not to Say
Medicine, Biological Science and Psychology	41	891	58	990	4.1% (4%)	90% (94%)	5.9%
Professional Services	81	1426	18	1525	5.3% (6%)	93.5% (93%)	1.2%
Science and Engineering	27	456	19	502	5.4% (5%)	90.8% (93%)	3.8%
Social Science, Arts and Humanities	35	849	22	906	3.9% (4%)	93.7% (95%)	2.4%
University of Leicester	184	3622	117	3923	4.7% (5%)	92.4% (94%)	3.0% (1%)
UK HEI's					4.2% (4%)	95.8% (96%)	

* No Known Disability includes those who have declared that they do not have a disability and those of whom data is not known.

Gender

College/Professional Service	Headcount			Representation	
	Female	Male	Grand Total	Female	Male
Medicine, Biological Science and Psychology	566	424	990	57.2% (58%)	42.8% (42%)
Professional Services	872	653	1525	57.2% (58%)	42.8% (42%)
Science and Engineering	154	348	502	30.7% (31%)	69.3% (69%)
Social Science, Arts and Humanities	493	413	906	54.4% (54%)	45.6% (46%)
University of Leicester	2085	1838	3923	53.1% (53%)	46.9% (47%)
UK HEI's				53.8%	46.2%

Sexual Orientation

College/Professional Service	Headcount				
	Non Heterosexual*	Heterosexual/Straight	Prefer not to say	Not Known	Grand Total
Medicine, Biological Science and Psychology	8	200	69	713	990
Professional Services	31	432	76	986	1525
Science and Engineering	5	112	40	345	502
Social Science, Arts and Humanities	14	143	46	703	906
University of Leicester	58	887	231	2747	3923

College/Professional Service	Representation			
	Non Heterosexual	Heterosexual/Straight	Prefer not to say	Not Known
Medicine, Biological Science and Psychology	0.8% (1%)	20.2% (17%)	7.0% (5%)	72.0% (78%)
Professional Services	2.0% (2%)	28.3% (25%)	5.0% (5%)	64.7% (68%)
Science and Engineering	1.0% (1%)	22.3% (16%)	8.0% (7%)	68.7% (76%)
Social Science, Arts and Humanities	1.5% (2%)	15.8% (14%)	5.1% (5%)	77.6% (79%)
University of Leicester	1.5% (2%)	22.6% (19%)	5.9% (5%)	70.0% (74%)
UK HEI's	1.2% (1%)	22.2% (16%)	9.9% (9%)	66.8% (74%)

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Ethnicity

College/Professional Service	Headcount					Representation			
	BME*	White	Prefer not to say	Not known	Grand Total	BME*	White	Prefer not to say	Not known
Medicine, Biological Science and Psychology	181	677	38	94	990	18.3% (17%)	68.4% (69%)	3.8% (2%)	9.5% (13%)
Professional Services	245	1070	22	188	1525	16.1% (15%)	70.2% (72%)	1.4% (1%)	12.3% (12%)
Science and Engineering	50	378	11	63	502	10.0% (10%)	75.3% (75%)	2.2% (2%)	12.6% (14%)
Social Science, Arts and Humanities	88	650	13	155	906	9.7% (10%)	71.7% (71%)	1.4% (1%)	17.1% (18%)
University of Leicester	564	2775	84	500	3923	14.4% (13%)	70.7% (72%)	2.1% (1%)	12.7% (14%)
UK HEI'S						11.1% (11%)	83.2% (84%)		5.7% (5%)

*Abbreviation for Black Minority Ethnic.

Religious Belief

College/Professional Service	Headcount				
	Declared Religion*	No religion	Prefer not to say	Not known	Grand total
Medicine, Biological Science and Psychology	192	150	77	571	990
Professional Services	409	230	81	805	1525
Science and Engineering	78	84	37	303	502
Social Science, Arts and Humanities	87	118	42	659	906
University of Leicester	766	582	237	2338	3923

College/Professional Service	Representation			
	Declared Religion*	No religion	Prefer not to say	Not known
Medicine, Biological Science and Psychology	19.4% (15%)	15.2% (12%)	7.8% (4%)	57.7% (69%)
Professional Services	26.8% (24%)	15.1% (12%)	5.3% (5%)	52.8% (60%)
Science and Engineering	15.5% (12%)	16.7% (13%)	7.4% (6%)	60.4% (69%)
Social Science, Arts and Humanities	9.6% (11%)	13% (12%)	4.6% (3%)	72.7% (70%)
University of Leicester	19.5% (17%)	14.8% (12%)	6% (5%)	59.6% (67%)
UK HEI's	12.6%	10.8%	9%	66.8%

Produced by The Equalities Team.