

University of Leicester Staff Equality, Diversity and Inclusion Data

Staff at the University of Leicester 1st January 2022

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, sex, disability, sexual orientation, ethnic origin, and religion or belief.

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 staff demographic, and support all staff. It will allow us to identify specific issues and barriers, and take targeted action.
- Assess the impact of proposed policies and initiatives on different staff 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 staff groups.

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

Data Note

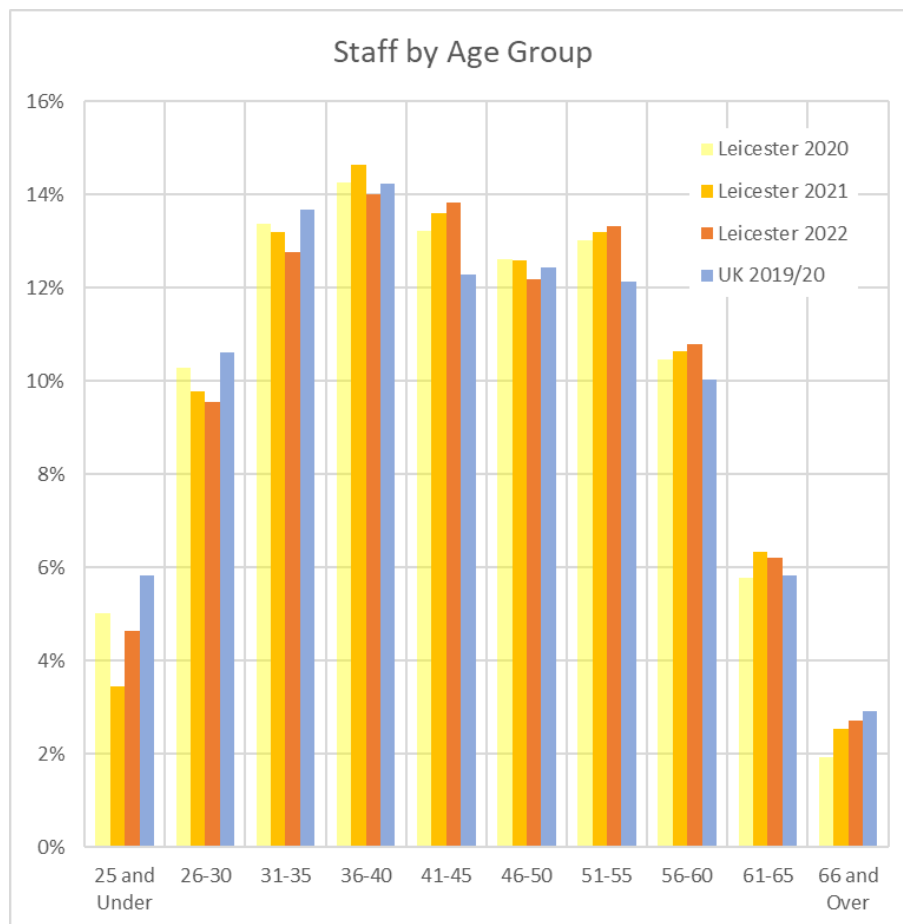
The staff data provided is based on a snapshot of data captured annually on 1st January (2022, 2021 and 2020). Please note that where figures are given for UK HEI's (Higher Education Institutions) these are for the Academic Year 2019/20 which are the latest available from Heidi Plus (HESA UK HEI figures).

To view further national data please see [Advance HE's 2020 statistical report on staff in higher education.](#)

1. Age

1.1. All UoL staff by age group 2020-2022

Age	UK 2019/20	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
25 and Under	5.8%	4.6%	172	3.5%	131	5.0%	194
26-30	10.6%	9.5%	354	9.8%	370	10.3%	397
31-35	13.7%	12.8%	473	13.2%	500	13.4%	516
36-40	14.2%	14.0%	519	14.6%	554	14.3%	551
41-45	12.3%	13.8%	513	13.6%	515	13.2%	511
46-50	12.4%	12.2%	452	12.6%	477	12.6%	487
51-55	12.1%	13.3%	494	13.2%	500	13.0%	503
56-60	10.0%	10.8%	400	10.6%	403	10.5%	404
61-65	5.8%	6.2%	230	6.3%	240	5.8%	223
66 and Over	2.9%	2.7%	101	2.5%	96	1.9%	75
Total	100%	100%	3708	100%	3786	100%	3861

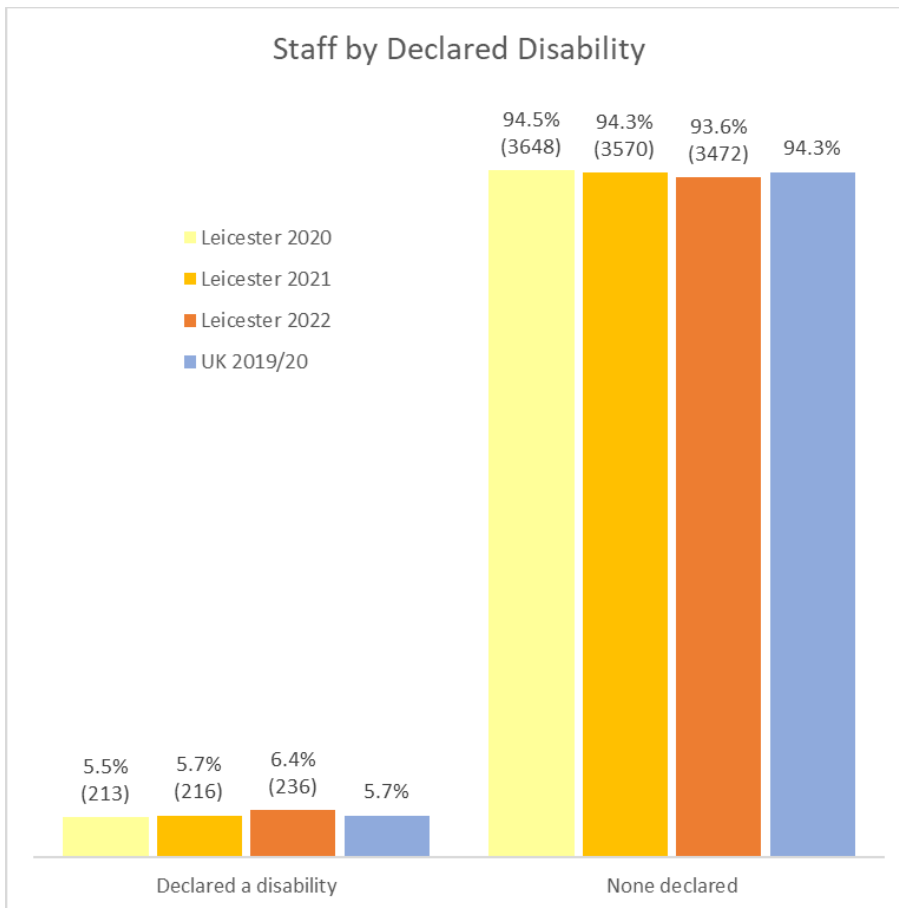


Only 14.1% are aged 30 and under. In 2022 66.3% of staff were between the ages of 31-55, this has remained fairly static over the last three years. This data is in line with the national picture.

2. Disability

2.1. UoL staff by disability 2020-2022

Disability	UK 2019/20	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Declared a disability	5.7%	6.4%	236	5.7%	216	5.5%	213
None declared	94.3%	93.6%	3472	94.3%	3570	94.5%	3648
Total	100%	100%	3708	100%	3786	100%	3861

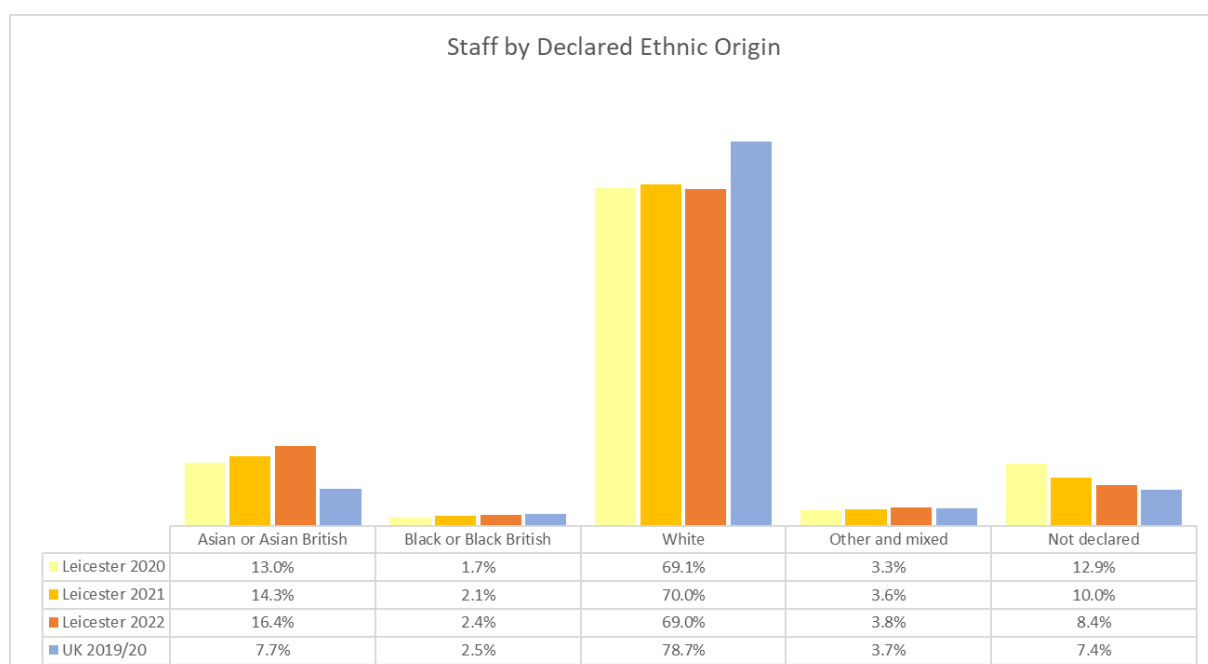


Disability disclosure rates among staff working in HEIs have consistently increased over the last decade, the proportion of staff disclosing a disability at the University of Leicester has slightly increased from 2020 to 2022. Overall, 5.7% of staff working in UK HEIs disclosed as disabled in 2019/20.

3. Ethnic Origin

3.1. UoL staff by ethnic origin 2020-2022

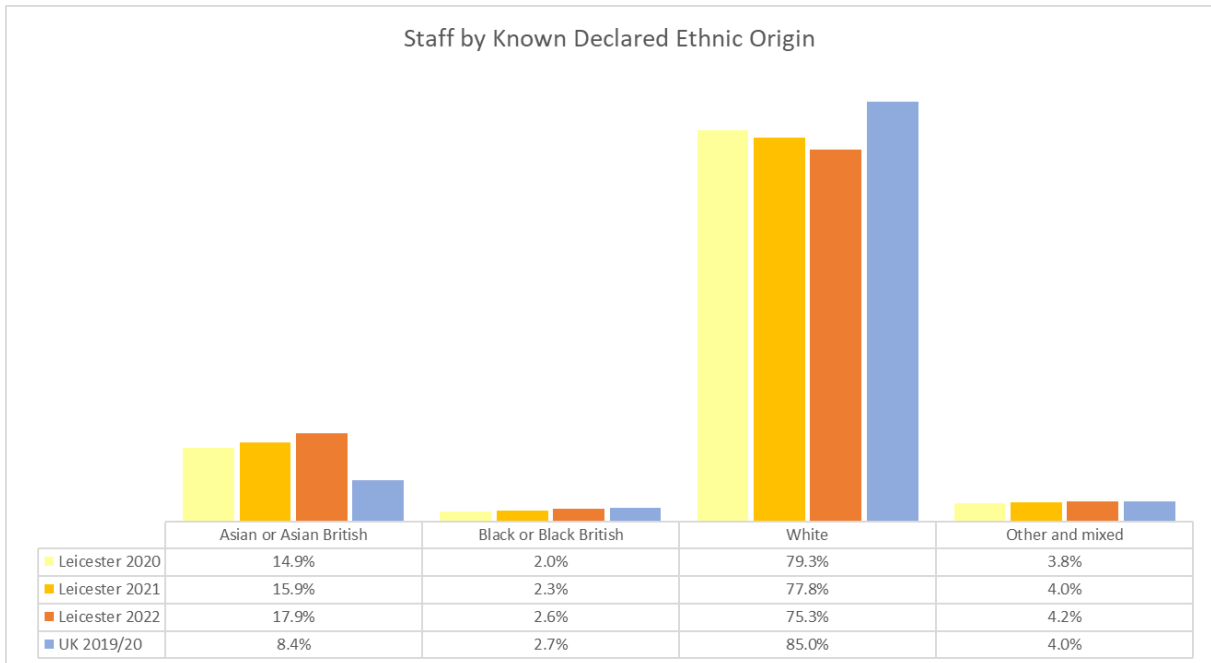
Ethnic Origin	UK 2019/20	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Asian or Asian British	7.7%	16.4%	609	14.3%	543	13.0%	501
Black or Black British	2.5%	2.4%	88	2.1%	78	1.7%	67
White	78.7%	69.0%	2557	70.0%	2650	69.1%	2669
Other and mixed	3.7%	3.8%	141	3.6%	135	3.3%	127
Not declared	7.4%	8.4%	313	10.0%	380	12.9%	497
Total	100%	100%	3708	100%	3786	100%	3861



In 2022, 22.6% of UoL staff identified as BAME, 69% as white and 8.4% of staff did not declare their ethnicity. The proportion of BAME staff at UoL has increased since 2020 (18%) and is significantly higher than the UK figure in 2019/20 (13.9%).

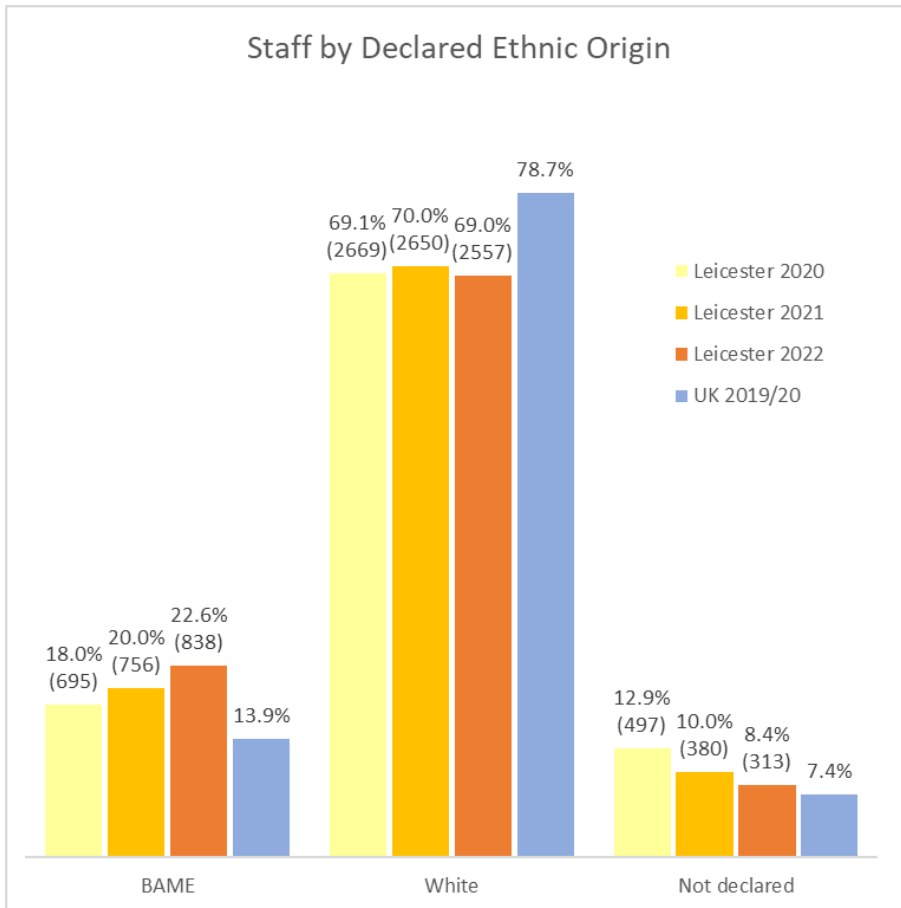
3.2. UoL staff by known ethnic origin 2020-2022

Ethnic Origin	UK 2019/20	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Asian or Asian British	8.4%	17.9%	609	15.9%	543	14.9%	501
Black or Black British	2.7%	2.6%	88	2.3%	78	2.0%	67
White	85.0%	75.3%	2557	77.8%	2650	79.3%	2669
Other and mixed	4.0%	4.2%	141	4.0%	135	3.8%	127
Total	100%	100%	3395	100%	3406	100%	3364



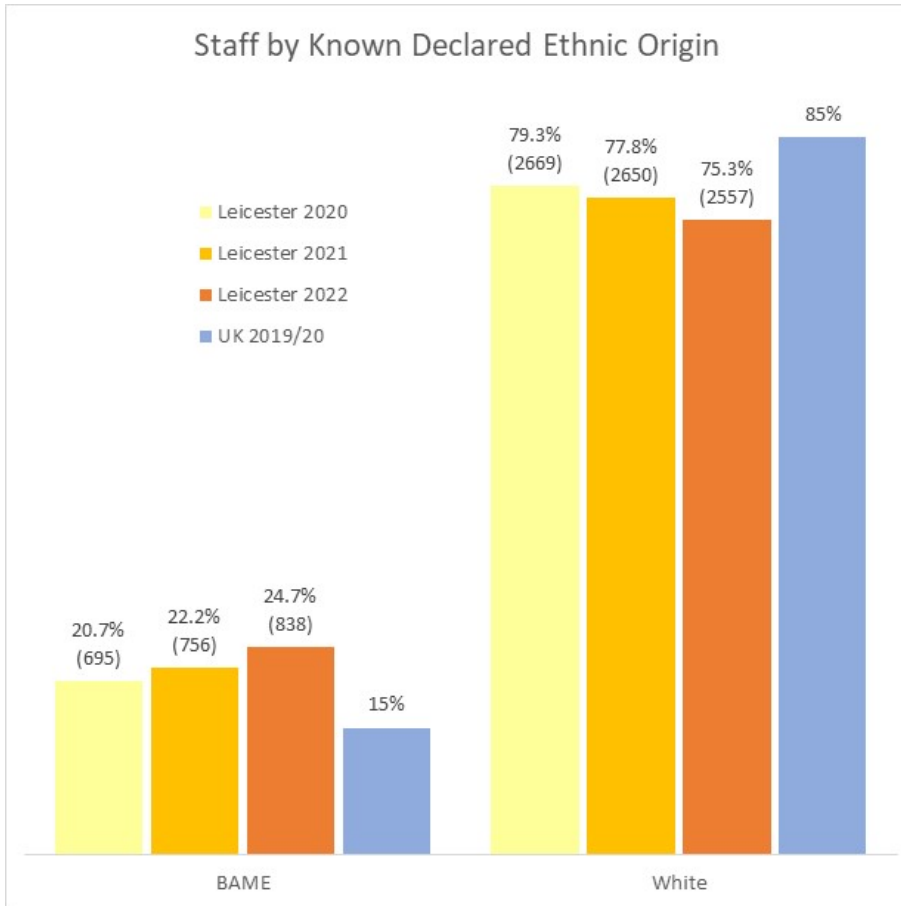
3.3. UoL staff by grouped ethnic origin 2020-2022

Ethnic Origin	UK 2019/20	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
BAME	13.9%	22.6%	838	20.0%	756	18.0%	695
White	78.7%	69.0%	2557	70.0%	2650	69.1%	2669
Not declared	7.4%	8.4%	313	10.0%	380	12.9%	497
Total	100%	100%	3708	100%	3786	100%	3861



3.4. UoL staff by known grouped ethnic origin 2020-2022

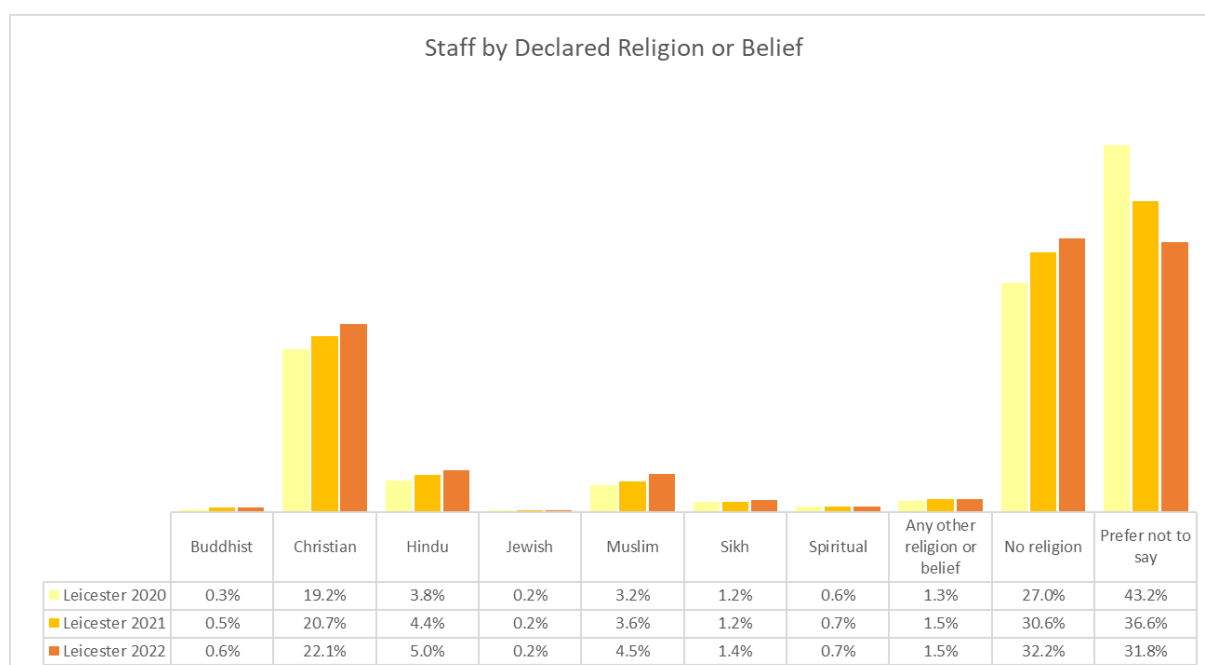
Ethnic Origin	UK 2019/20	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
BAME	15%	24.7%	838	22.2%	756	20.7%	695
White	85%	75.3%	2557	77.8%	2650	79.3%	2669
Total	100%	100%	3395	100%	3406	100%	3364



4. Religion or Belief

4.1. UoL staff by religion or belief 2020-2022

Religion or Belief	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Buddhist	0.6%	22	0.5%	19	0.3%	13
Christian	22.1%	820	20.7%	784	19.2%	741
Hindu	5.0%	185	4.4%	166	3.8%	145
Jewish	0.2%	9	0.2%	8	0.2%	8
Muslim	4.5%	166	3.6%	137	3.2%	125
Sikh	1.4%	52	1.2%	47	1.2%	45
Spiritual	0.7%	26	0.7%	26	0.6%	24
Any other religion or belief	1.5%	56	1.5%	57	1.3%	50
No religion	32.2%	1194	30.6%	1158	27.0%	1042
Prefer not to say	31.8%	1178	36.6%	1384	43.2%	1668
Grand Total	100%	3708	100%	3786	100%	3861

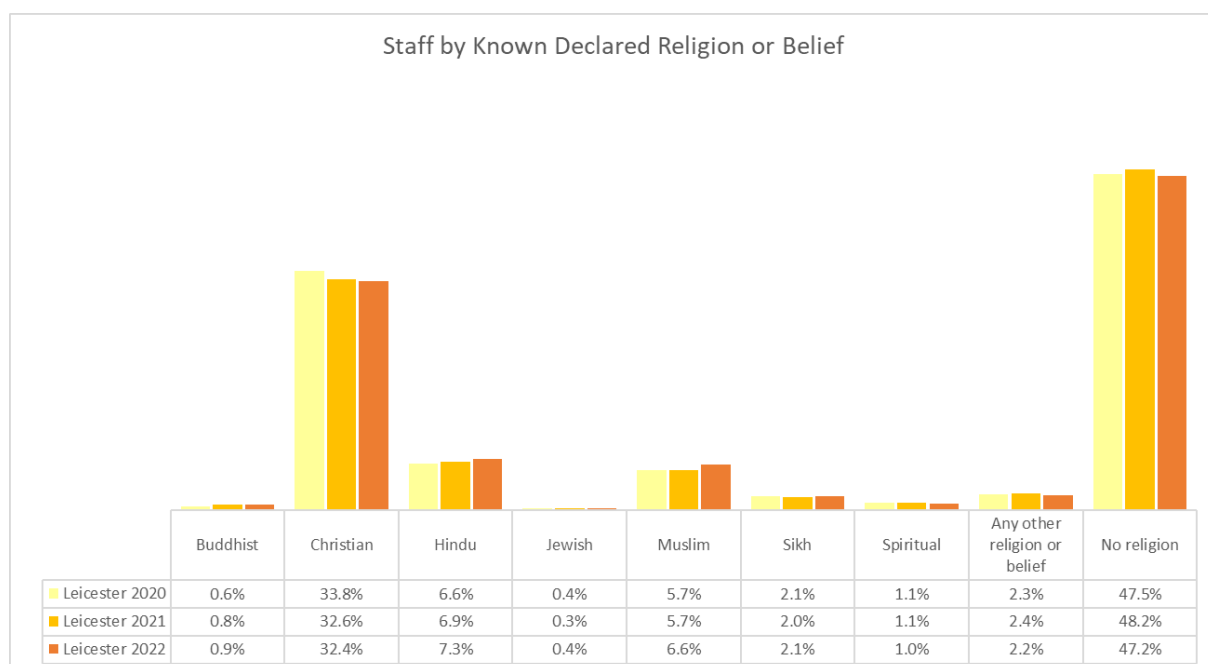


The religion and belief groups with the highest proportion of staff in 2022 included: 31.8% of UoL staff declared prefer not to say, 32.2% no religion or belief and 21.1% Christian.

The proportion of staff who declared prefer not to say has decreased from 43.2% in 2020 to 31.8% in 2022.

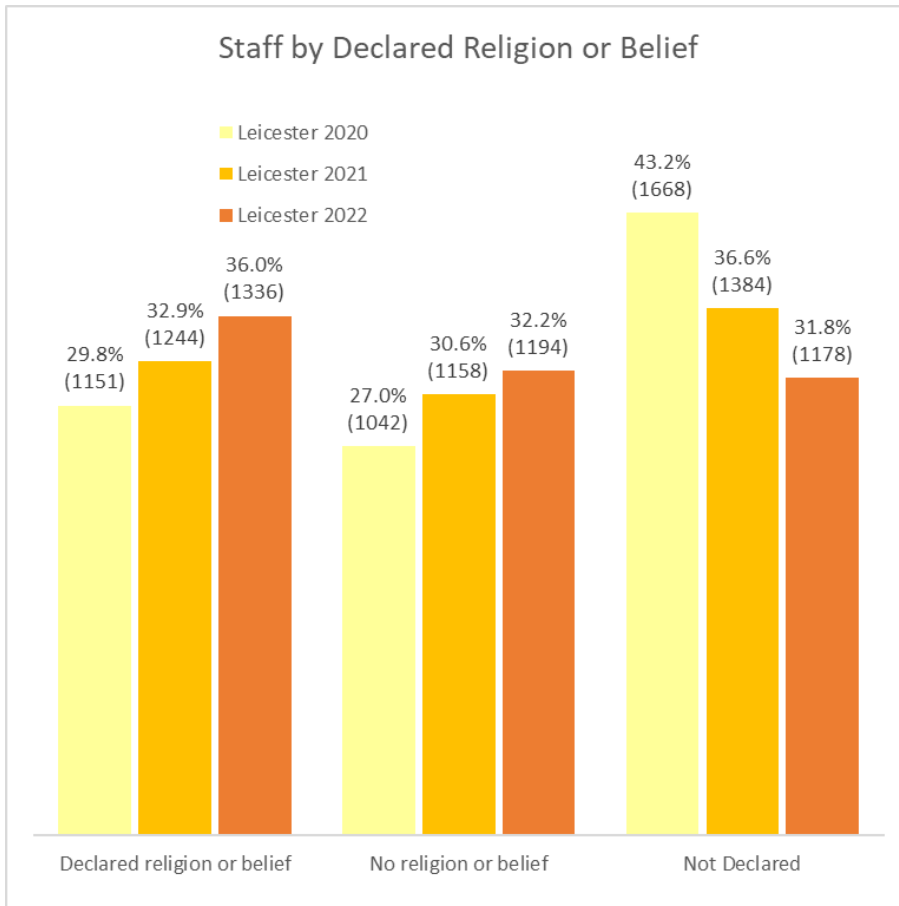
4.2. UoL staff by known religion or belief 2020-2022

Religion or Belief	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Buddhist	0.9%	22	0.8%	19	0.6%	13
Christian	32.4%	820	32.6%	784	33.8%	741
Hindu	7.3%	185	6.9%	166	6.6%	145
Jewish	0.4%	9	0.3%	8	0.4%	8
Muslim	6.6%	166	5.7%	137	5.7%	125
Sikh	2.1%	52	2.0%	47	2.1%	45
Spiritual	1.0%	26	1.1%	26	1.1%	24
Any other religion or belief	2.2%	56	2.4%	57	2.3%	50
No religion	47.2%	1194	48.2%	1158	47.5%	1042
Grand Total	100%	2530	100%	2402	100%	2193



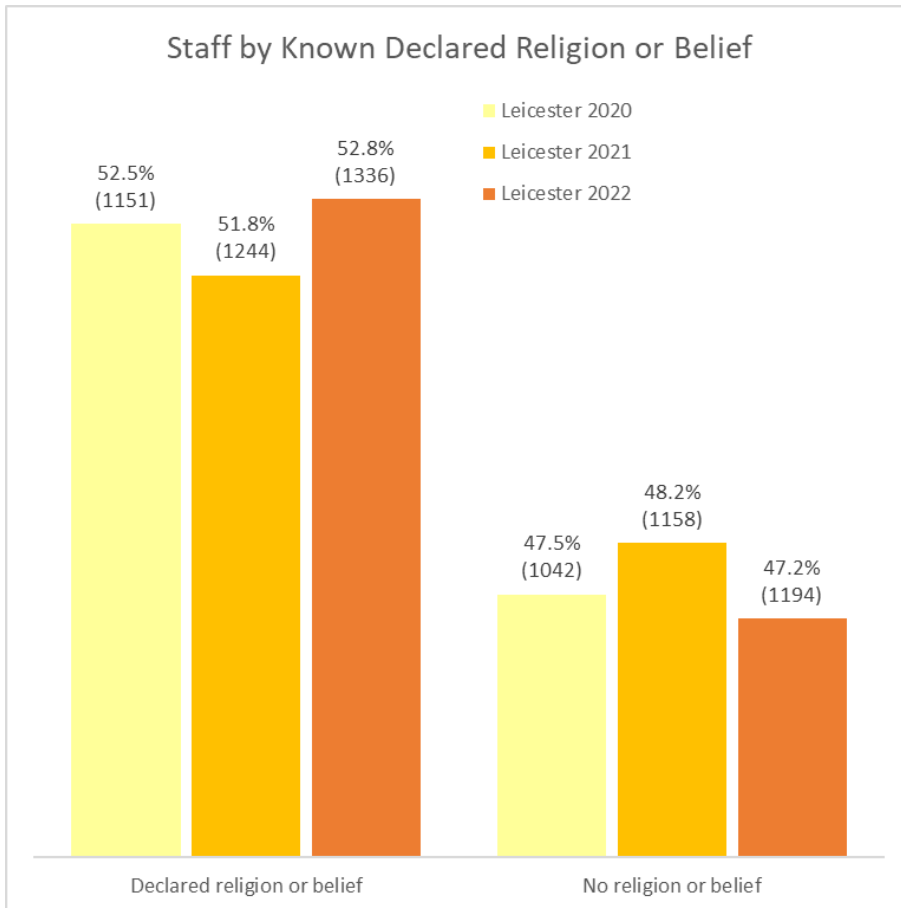
4.3. UoL staff by grouped religion or belief 2020-2022

Religion or Belief	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Declared religion or belief	36.0%	1336	32.9%	1244	29.8%	1151
No religion or belief	32.2%	1194	30.6%	1158	27.0%	1042
Not Declared	31.8%	1178	36.6%	1384	43.2%	1668
Total	100%	3708	100%	3786	100%	3861



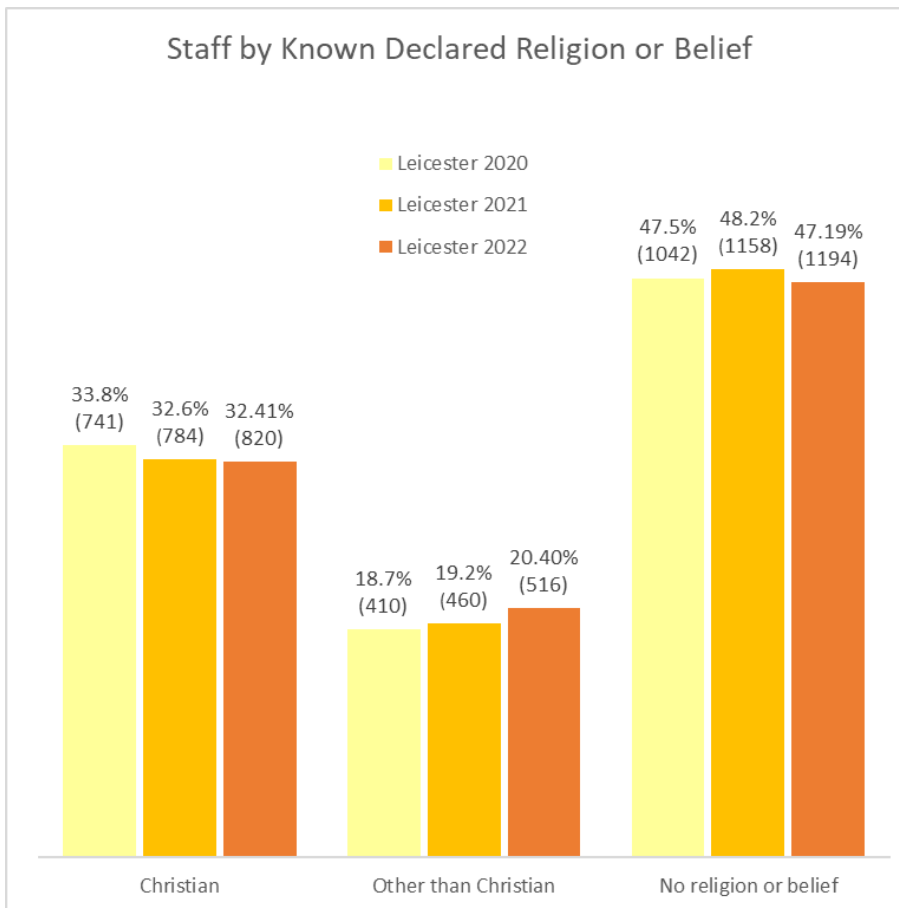
4.4. UoL staff by known grouped religion or belief 2020-2022

Religion or Belief	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Declared religion or belief	52.8%	1336	51.8%	1244	52.5%	1151
No religion or belief	47.2%	1194	48.2%	1158	47.5%	1042
Total	100%	2530	100%	2402	100%	2193



4.5. UoL staff by known religion or belief split by Christian, other than Christian or No religion or belief 2020-2022

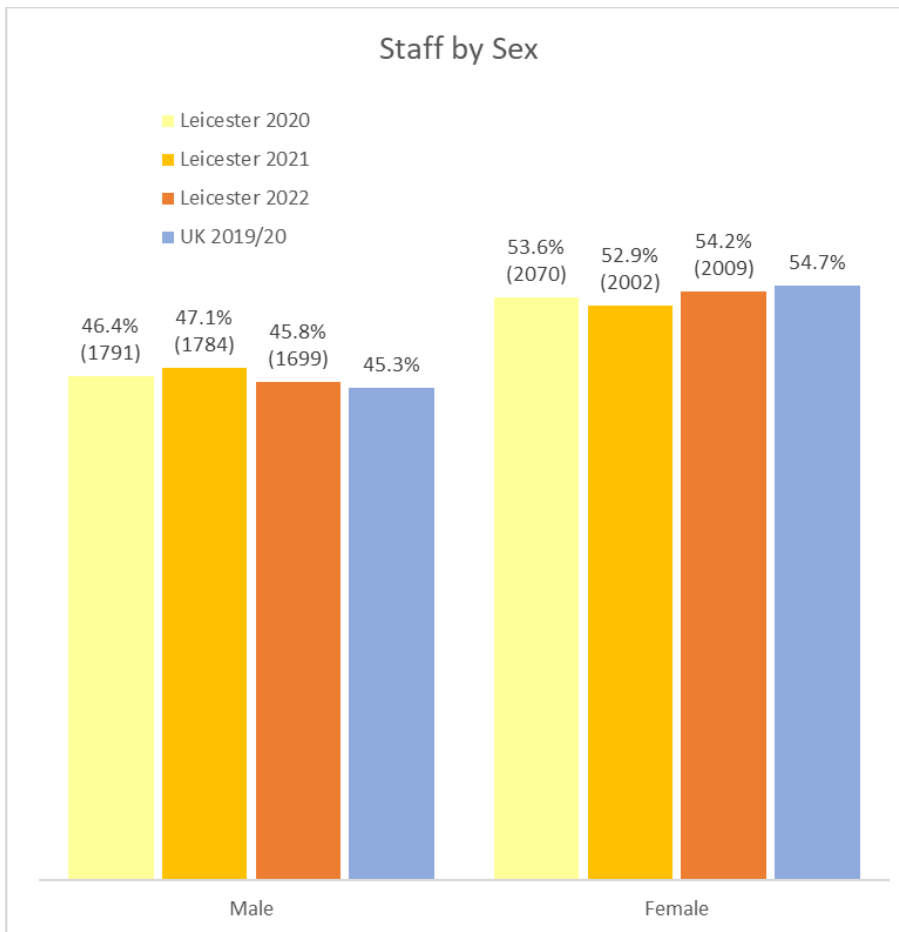
Religion or Belief	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Christian	32.41%	820	32.6%	784	33.8%	741
Other than Christian	20.40%	516	19.2%	460	18.7%	410
No religion or belief	47.19%	1194	48.2%	1158	47.5%	1042
Grand Total	100%	2530	100%	2402	100%	2193



5. Sex

5.1. UoL staff by sex 2020-2022

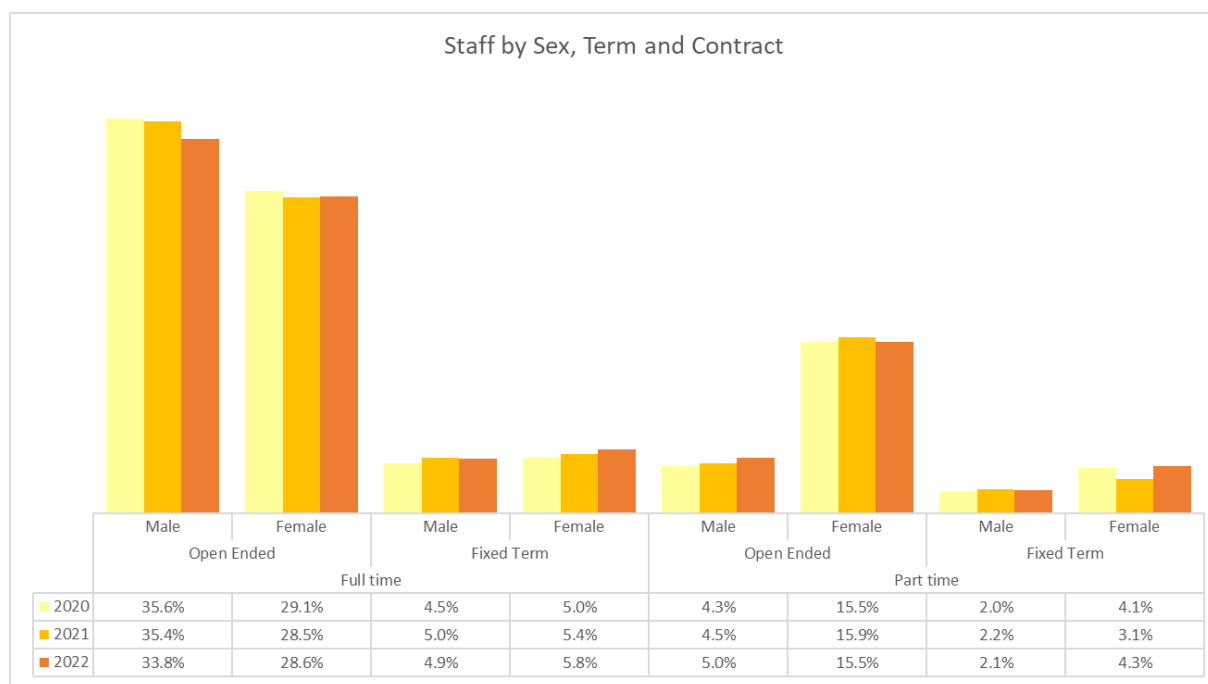
Sex	UK 2019/20	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Male	45.3%	45.8%	1699	47.1%	1784	46.4%	1791
Female	54.7%	54.2%	2009	52.9%	2002	53.6%	2070
Total	100%	100%	3708	100%	3786	100%	3861



In 2022 54.2% of UoL staff were female and 45.8% male, this is similar to the UK average in 2019/20 (54.7% female and 45.3% male).

5.2. UoL staff by sex, term and contract 2020-2022

Contract	Term	Sex	2022	#	2021	#	2020	#
Full time	Open Ended	Male	33.8%	1252	35.4%	1340	35.6%	1376
		Female	28.6%	1060	28.5%	1080	29.1%	1123
	Fixed Term	Male	4.9%	183	5.0%	189	4.5%	174
		Female	5.8%	215	5.4%	204	5.0%	193
Part time	Open Ended	Male	5.0%	186	4.5%	172	4.3%	165
		Female	15.5%	575	15.9%	602	15.5%	597
	Fixed Term	Male	2.1%	78	2.2%	83	2.0%	76
		Female	4.3%	159	3.1%	116	4.1%	157
Total			100%	3708	100%	3786	100%	3861

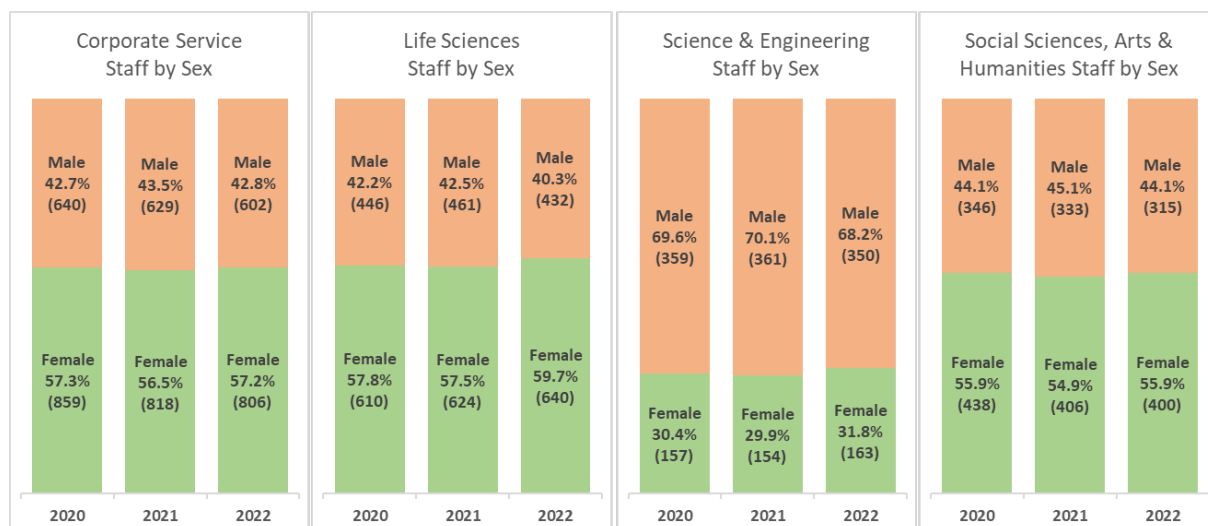


In 2022, of all staff, 33.8% of staff were male, full-time and on an open-ended contract, compared to 28.6% of female. 4.9% of staff were male, full-time and on a fixed term contract, compared to 5.8% female.

Of all staff, 5% of staff were male, part-time and on an open ended contract, compared to 15.5% female, part-time staff on an open ended contract. 2.1% of staff were part-time, fixed term staff and male, compared to 4.3% part-time, fixed term, female staff.

5.3. UoL staff by sex and area 2020-2022

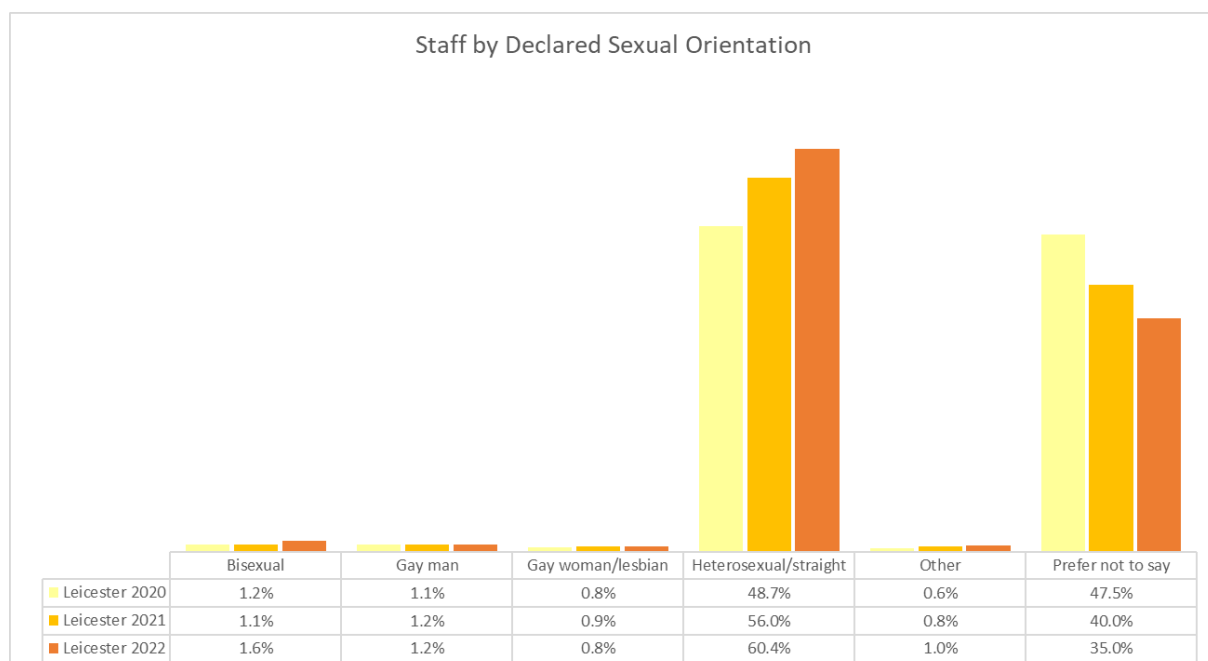
Area	Sex	2022		2021		2020	
		#	%	#	%	#	%
Corporate Services	Male	602	42.8%	629	43.5%	640	42.7%
	Female	806	57.2%	818	56.5%	859	57.3%
Corporate Services Total		1408	100%	1447	100%	1499	100%
Life Sciences	Male	432	40.3%	461	42.5%	446	42.2%
	Female	640	59.7%	624	57.5%	610	57.8%
Life Sciences Total		1072	100%	1085	100%	1056	100%
Science and Engineering	Male	350	68.2%	361	70.1%	359	69.6%
	Female	163	31.8%	154	29.9%	157	30.4%
Science and Engineering Total		513	100%	515	100%	516	100%
Social Sciences, Arts and Humanities	Male	315	44.1%	333	45.1%	346	44.1%
	Female	400	55.9%	406	54.9%	438	55.9%
Social Sciences, Arts and Humanities Total		715	100%	739	100%	784	100%



6. Sexual Orientation

6.1. UoL staff by sexual orientation 2020-2022

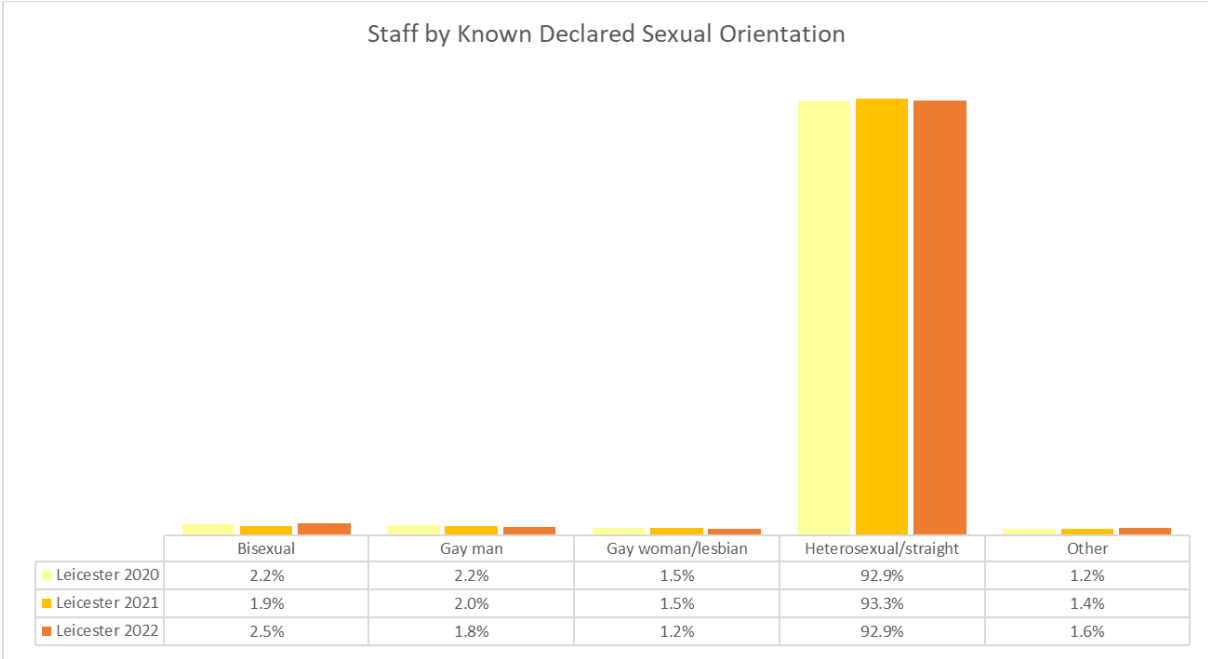
Sexual Orientation	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Bisexual	1.6%	61	1.1%	43	1.2%	45
Gay man	1.2%	43	1.2%	45	1.1%	44
Gay woman/lesbian	0.8%	30	0.9%	33	0.8%	30
Heterosexual/straight	60.4%	2238	56.0%	2120	48.7%	1882
Other	1.0%	38	0.8%	31	0.6%	25
Prefer not to say	35.0%	1298	40.0%	1514	47.5%	1835
Grand Total	100%	3708	100%	3786	100%	3861



4.6% of UoL staff were LGB+ (Bisexual, Gay man, Gay woman/Lesbian, Other), 60.4% heterosexual/straight and 35% prefer not to say. The proportion of staff declaring prefer not to say has steadily decreased since 2020 (47.5%) and the proportion of staff declaring their sexual orientation as LGB+ has increased from 3.7% in 2020.

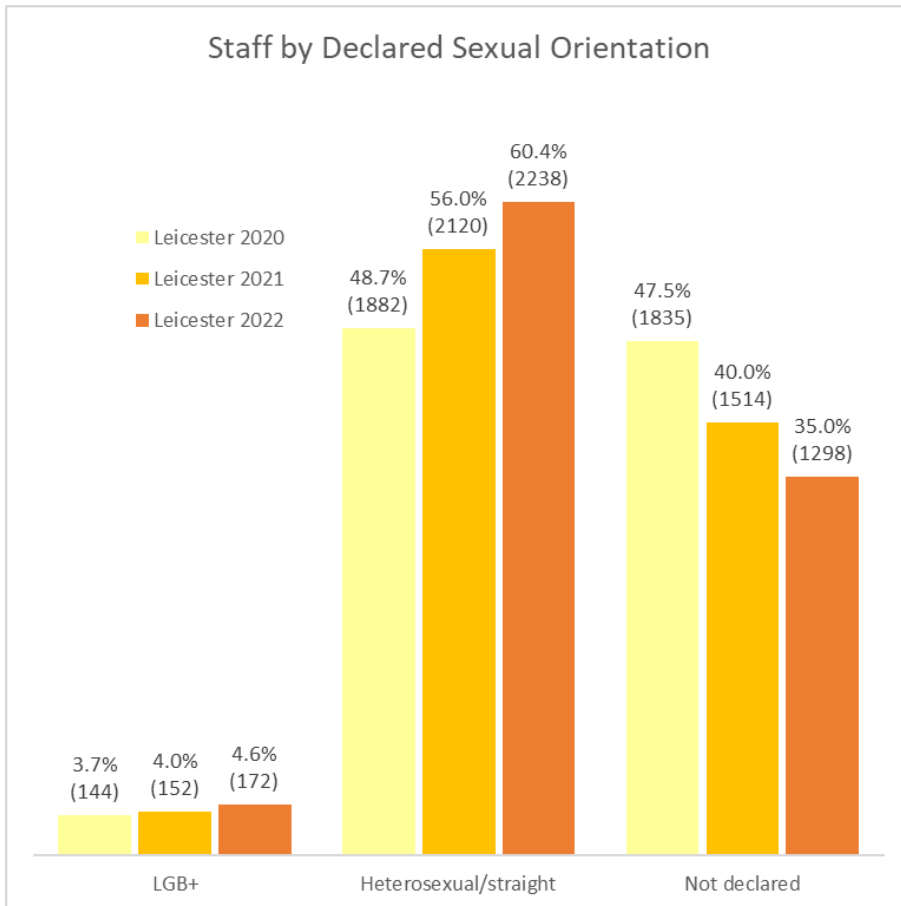
6.2. UoL staff by known sexual orientation 2020-2022

Sexual Orientation	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
Bisexual	2.5%	61	1.9%	43	2.2%	45
Gay man	1.8%	43	2.0%	45	2.2%	44
Gay woman/lesbian	1.2%	30	1.5%	33	1.5%	30
Heterosexual/straight	92.9%	2238	93.3%	2120	92.9%	1882
Other	1.6%	38	1.4%	31	1.2%	25
Grand Total	100%	2410	100%	2272	100%	2026



6.3. UoL staff by grouped sexual orientation 2020-2022

Sexual Orientation	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
LGB+	4.6%	172	4.0%	152	3.7%	144
Heterosexual/straight	60.4%	2238	56.0%	2120	48.7%	1882
Not declared	35.0%	1298	40.0%	1514	47.5%	1835
Total	100%	3708	100%	3786	100%	3861



6.4. UoL staff by known grouped sexual orientation 2020-2022

Sexual Orientation	Leicester 2022	#	Leicester 2021	#	Leicester 2020	#
LGB+	7.1%	172	6.7%	152	7.1%	144
Heterosexual/straight	92.9%	2238	93.3%	2120	92.9%	1882
Total	100%	2410	100%	2272	100%	2026

