

## Equality, Diversity and Inclusion University of Leicester Staff Data

### **Staff at the University of Leicester 2021**

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, gender, 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 staff 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 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**

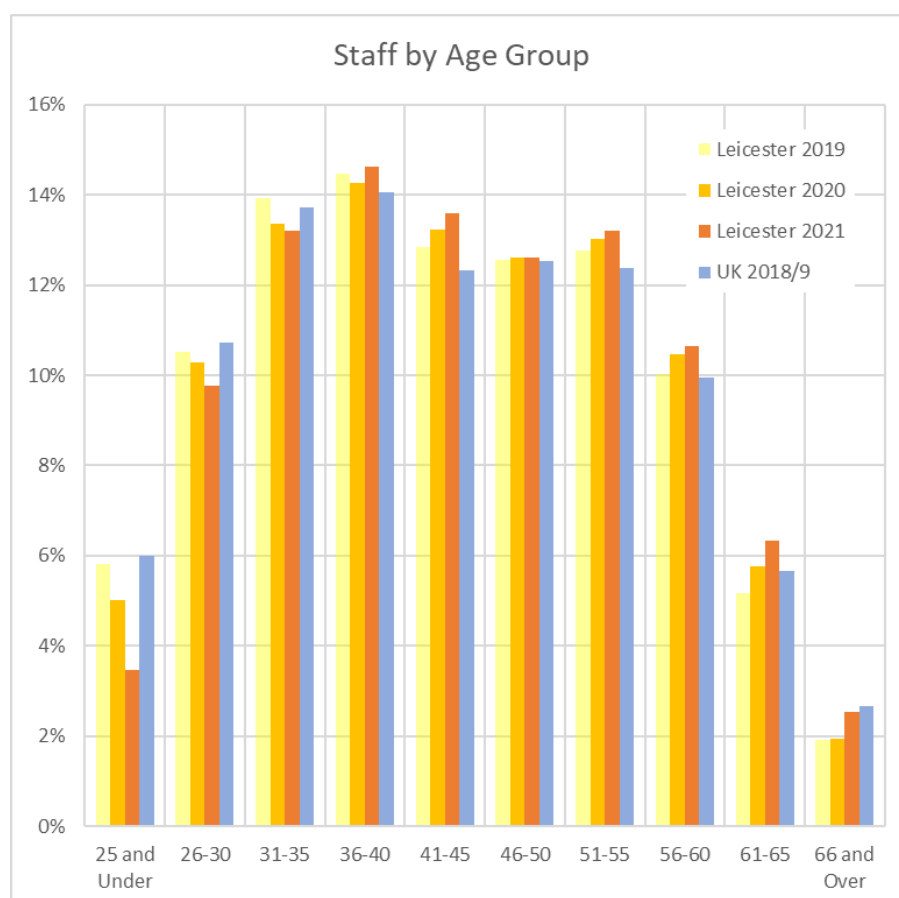
The staff data provided is based on a snapshot of data captured annually on 1<sup>st</sup> January (2021, 2020 and 2019). Please note that where figures are given for UK HEI's (Higher Education Institutions) these are for the Academic Year 2018/19 which are the latest available from Heidi Plus (HESA UK HEI figures).

To see complete data from 2018/19, please see [Advance HE's 2020 statistical report on staff in higher education](#).

## 1. Age

### 1.1 All UoL staff by age group 2019-2021

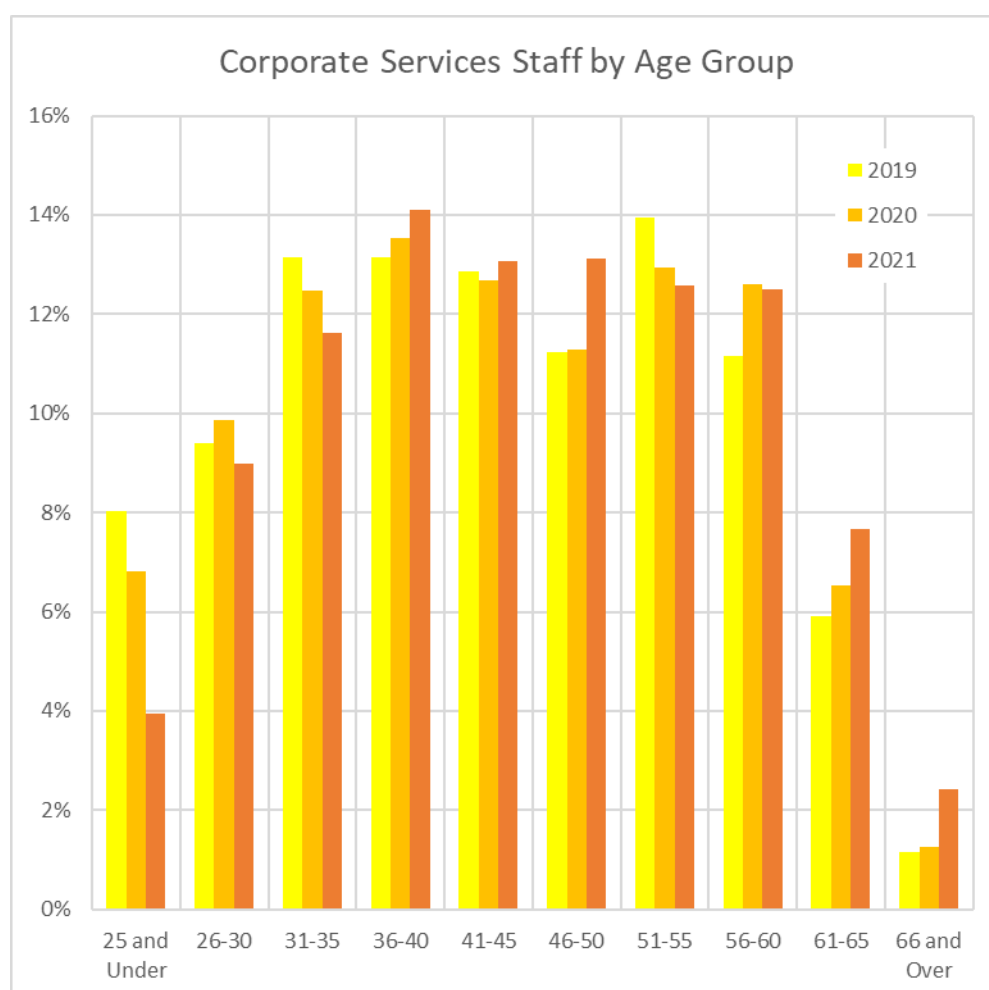
Age	UK 2018/9	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
25 and Under	6.0%	3.5%	131	5.0%	194	5.8%	224
26-30	10.7%	9.8%	370	10.3%	397	10.5%	405
31-35	13.7%	13.2%	500	13.4%	516	13.9%	537
36-40	14.1%	14.6%	554	14.3%	551	14.5%	558
41-45	12.3%	13.6%	515	13.2%	511	12.8%	495
46-50	12.5%	12.6%	477	12.6%	487	12.6%	484
51-55	12.4%	13.2%	500	13.0%	503	12.8%	492
56-60	9.9%	10.6%	403	10.5%	404	10.0%	387
61-65	5.7%	6.3%	240	5.8%	223	5.2%	199
66 and Over	2.7%	2.5%	96	1.9%	75	1.9%	74
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>



The majority of staff employed at UoL were between the ages of 31-55 (67.2%). Only 16.7% were aged 30 and under. This data is in line with the national picture. In 2019 66.6% of staff were between the ages of 31-55, this shows that the proportion has remained fairly static over the last three years.

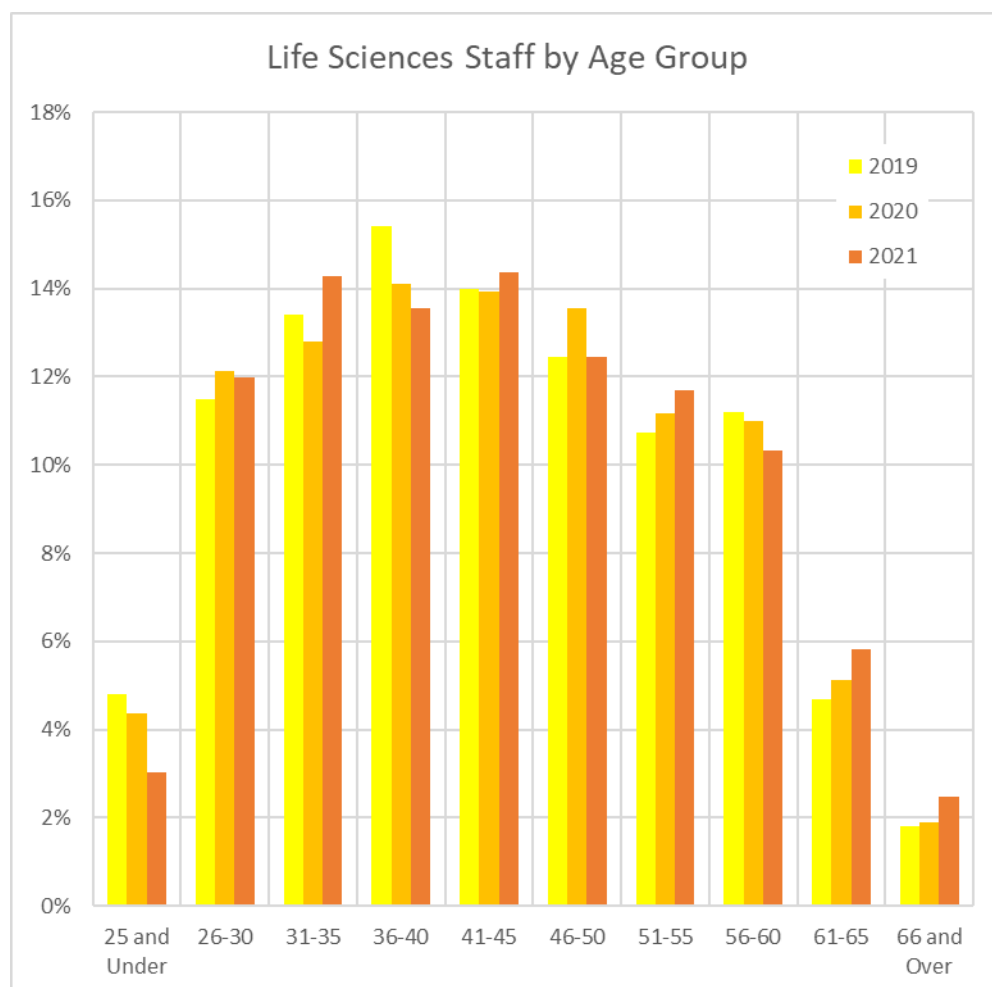
1.2 Corporate Services staff by age group 2019-2021

Corporate Services	2021	#	2020	#	2019	#
25 and Under	3.9%	57	6.8%	102	8.0%	118
26-30	9.0%	130	9.9%	148	9.4%	138
31-35	11.6%	168	12.5%	187	13.1%	193
36-40	14.1%	204	13.5%	203	13.1%	193
41-45	13.1%	189	12.7%	190	12.9%	189
46-50	13.1%	190	11.3%	169	11.2%	165
51-55	12.6%	182	12.9%	194	14.0%	205
56-60	12.5%	181	12.6%	189	11.2%	164
61-65	7.7%	111	6.5%	98	5.9%	87
66 and Over	2.4%	35	1.3%	19	1.2%	17
<b>Total</b>	<b>100%</b>	<b>1447</b>	<b>100%</b>	<b>1499</b>	<b>100%</b>	<b>1469</b>



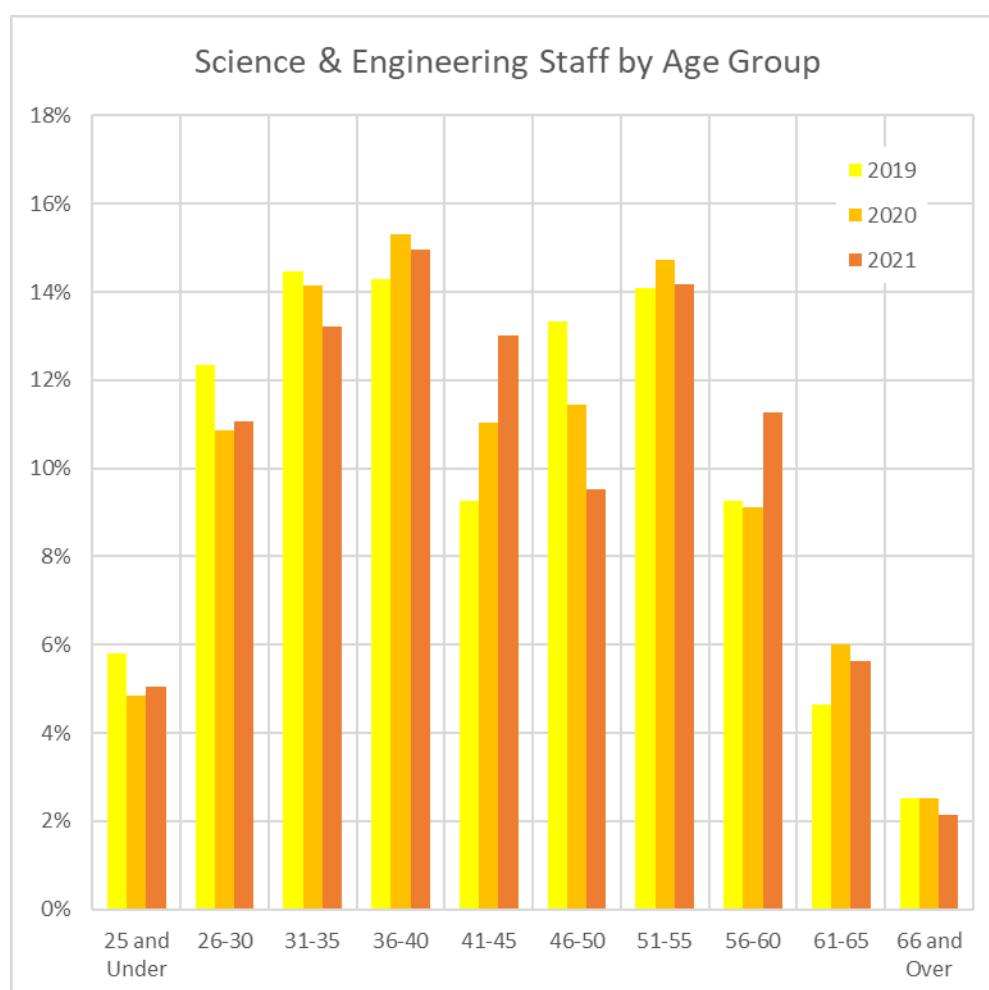
1.3 College of Life Sciences staff by age group 2019-2021

Life Sciences	2021	#	2020	#	2019	#
25 and Under	3.0%	33	4.4%	46	4.8%	50
26-30	12.0%	130	12.1%	128	11.5%	120
31-35	14.3%	155	12.8%	135	13.4%	140
36-40	13.5%	147	14.1%	149	15.4%	161
41-45	14.4%	156	13.9%	147	14.0%	146
46-50	12.4%	135	13.5%	143	12.5%	130
51-55	11.7%	127	11.2%	118	10.7%	112
56-60	10.3%	112	11.0%	116	11.2%	117
61-65	5.8%	63	5.1%	54	4.7%	49
66 and Over	2.5%	27	1.9%	20	1.8%	19
<b>Total</b>	<b>100%</b>	<b>1085</b>	<b>100%</b>	<b>1056</b>	<b>100%</b>	<b>1044</b>



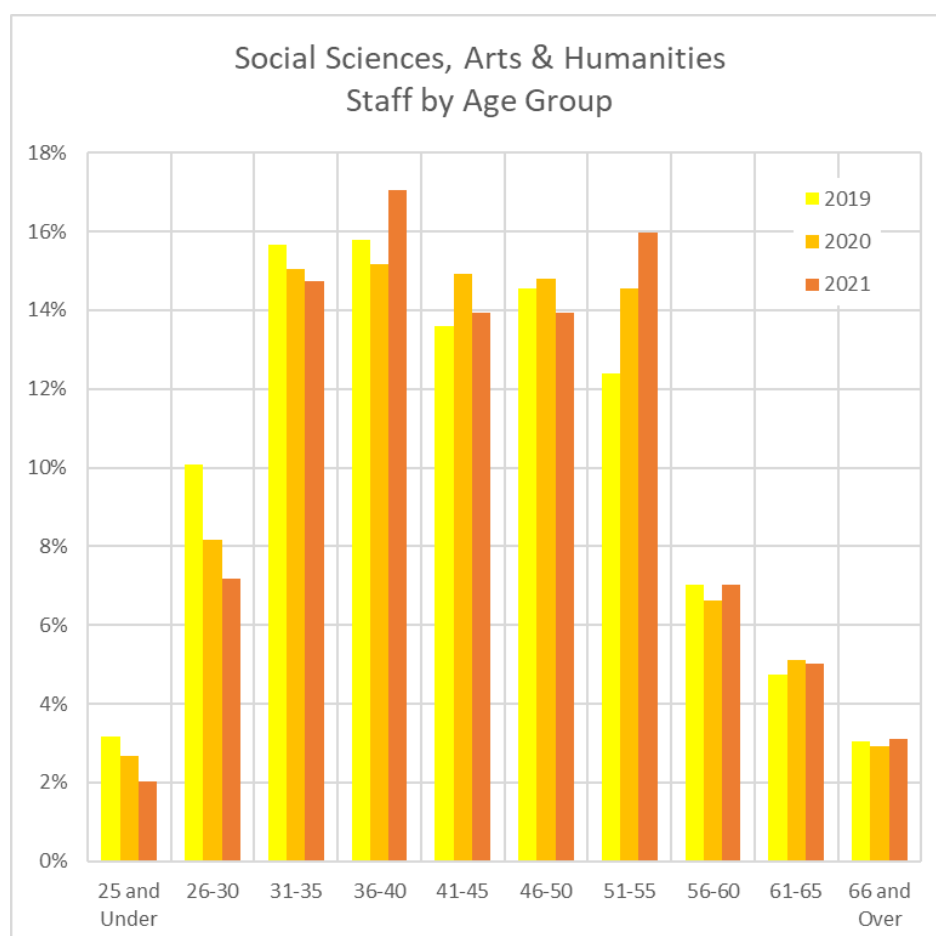
1.4 College of Science and Engineering by age group 2019-2021

Science & Engineering	2021	#	2020	#	2019	#
25 and Under	5.0%	26	4.8%	25	5.8%	30
26-30	11.1%	57	10.9%	56	12.4%	64
31-35	13.2%	68	14.1%	73	14.5%	75
36-40	15.0%	77	15.3%	79	14.3%	74
41-45	13.0%	67	11.0%	57	9.3%	48
46-50	9.5%	49	11.4%	59	13.3%	69
51-55	14.2%	73	14.7%	76	14.1%	73
56-60	11.3%	58	9.1%	47	9.3%	48
61-65	5.6%	29	6.0%	31	4.6%	24
66 and Over	2.1%	11	2.5%	13	2.5%	13
<b>Total</b>	<b>100%</b>	<b>515</b>	<b>100%</b>	<b>516</b>	<b>100%</b>	<b>518</b>



1.5 College of Social Sciences, Arts and Humanities by age group 2019-2021

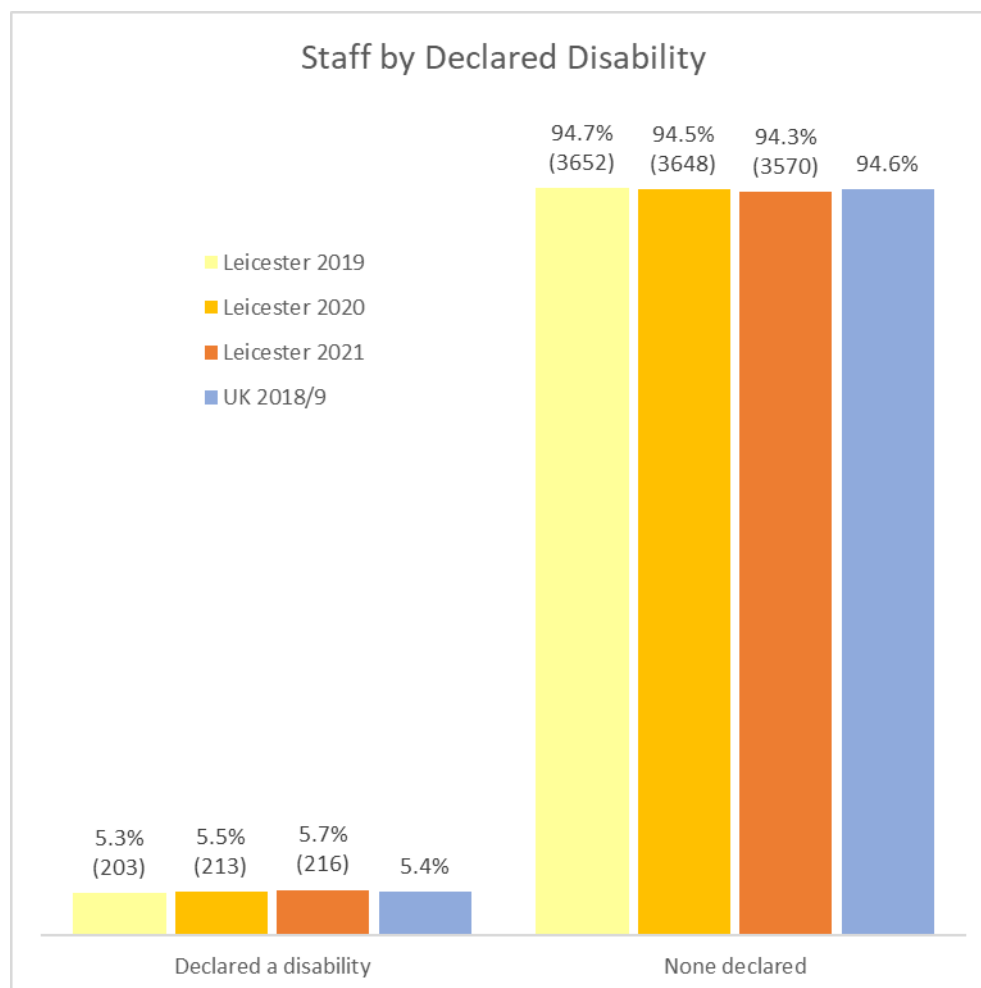
Social Sciences, Arts & Humanities	2021	#	2020	#	2019	#
25 and Under	2.0%	15	2.7%	21	3.2%	26
26-30	7.2%	53	8.2%	64	10.1%	83
31-35	14.7%	109	15.1%	118	15.7%	129
36-40	17.1%	126	15.2%	119	15.8%	130
41-45	13.9%	103	14.9%	117	13.6%	112
46-50	13.9%	103	14.8%	116	14.6%	120
51-55	16.0%	118	14.5%	114	12.4%	102
56-60	7.0%	52	6.6%	52	7.0%	58
61-65	5.0%	37	5.1%	40	4.7%	39
66 and Over	3.1%	23	2.9%	23	3.0%	25
<b>Total</b>	<b>100%</b>	<b>739</b>	<b>100%</b>	<b>784</b>	<b>100%</b>	<b>824</b>



## 2. Disability

### 2.1 UoL staff by declared disability 2019-2021

Disability	UK 2018/9	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Declared a disability	5.4%	5.7%	216	5.5%	213	5.3%	203
None declared	94.6%	94.3%	3570	94.5%	3648	94.7%	3652
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>



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 2019 to 2021.

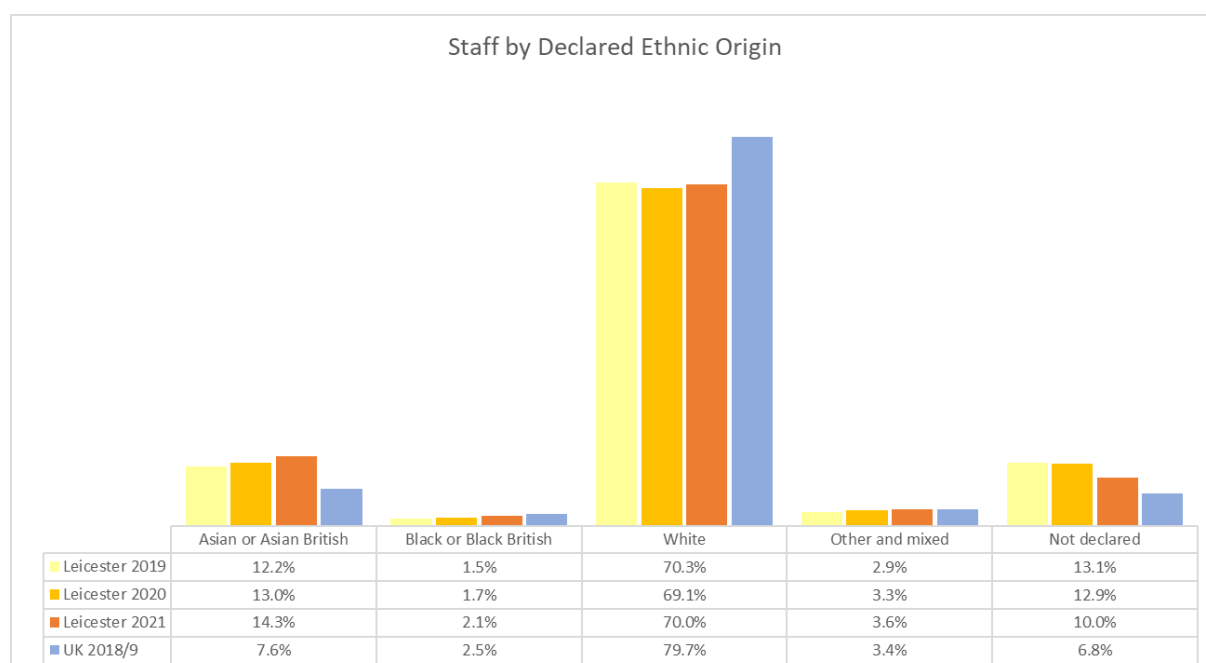
Overall, 5.4% of staff working in HEIs disclosed as disabled in 2018/19, this is similar to UoL where 5.7% of staff disclosed as disabled in 2021, the proportion of staff disclosing a disability at UoL has slightly increased each year since 2019 (5.3%).



### 3. Ethnicity

#### 3.1 UoL staff by ethnicity 2019-2021

Ethnic Origin	UK 2018/9	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Asian or Asian British	7.6%	14.3%	543	13.0%	501	12.2%	471
Black or Black British	2.5%	2.1%	78	1.7%	67	1.5%	57
White	79.7%	70.0%	2650	69.1%	2669	70.3%	2710
Other and mixed	3.4%	3.6%	135	3.3%	127	2.9%	113
Not declared	6.8%	10.0%	380	12.9%	497	13.1%	504
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>

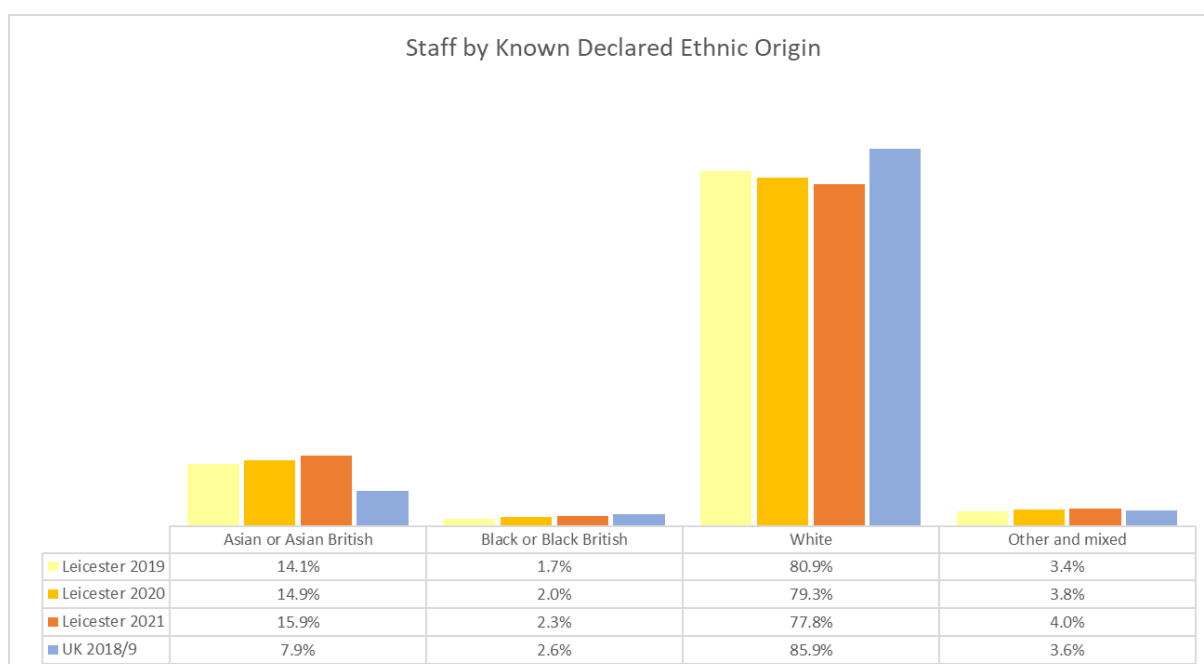


In 2021, 20% of UoL staff identified as BAME, 70% as white and 10% of staff did not declare their ethnicity. The proportion of BAME staff at UoL has increased since 2019 (16.6%) and is significantly higher than the UK figure in 2018/19 (13.5%).

70% of UoL staff were White, 14.3% were Asian, of which 65% are Indian and 15.5% Chinese. 2.1% of UoL Staff are Black of which 56% were from a Black African background.

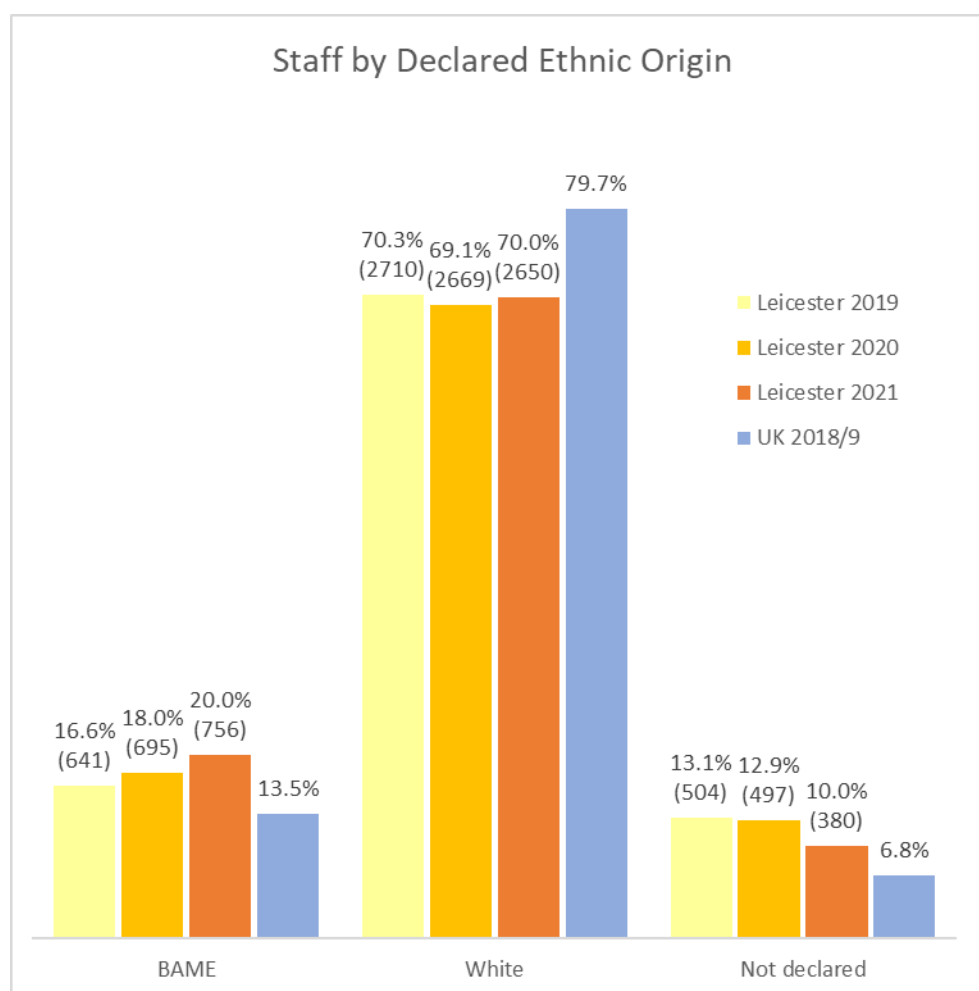
3.2 UoL staff by known declared ethnic origin 2019-2021

Ethnic Origin	UK 2018/9	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Asian or Asian British	7.9%	15.9%	543	14.9%	501	14.1%	471
Black or Black British	2.6%	2.3%	78	2.0%	67	1.7%	57
White	85.9%	77.8%	2650	79.3%	2669	80.9%	2710
Other and mixed	3.6%	4.0%	135	3.8%	127	3.4%	113
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>3406</b>	<b>100%</b>	<b>3364</b>	<b>100%</b>	<b>3351</b>



3.3 UoL staff by ethnic origin- grouped 2019-2021

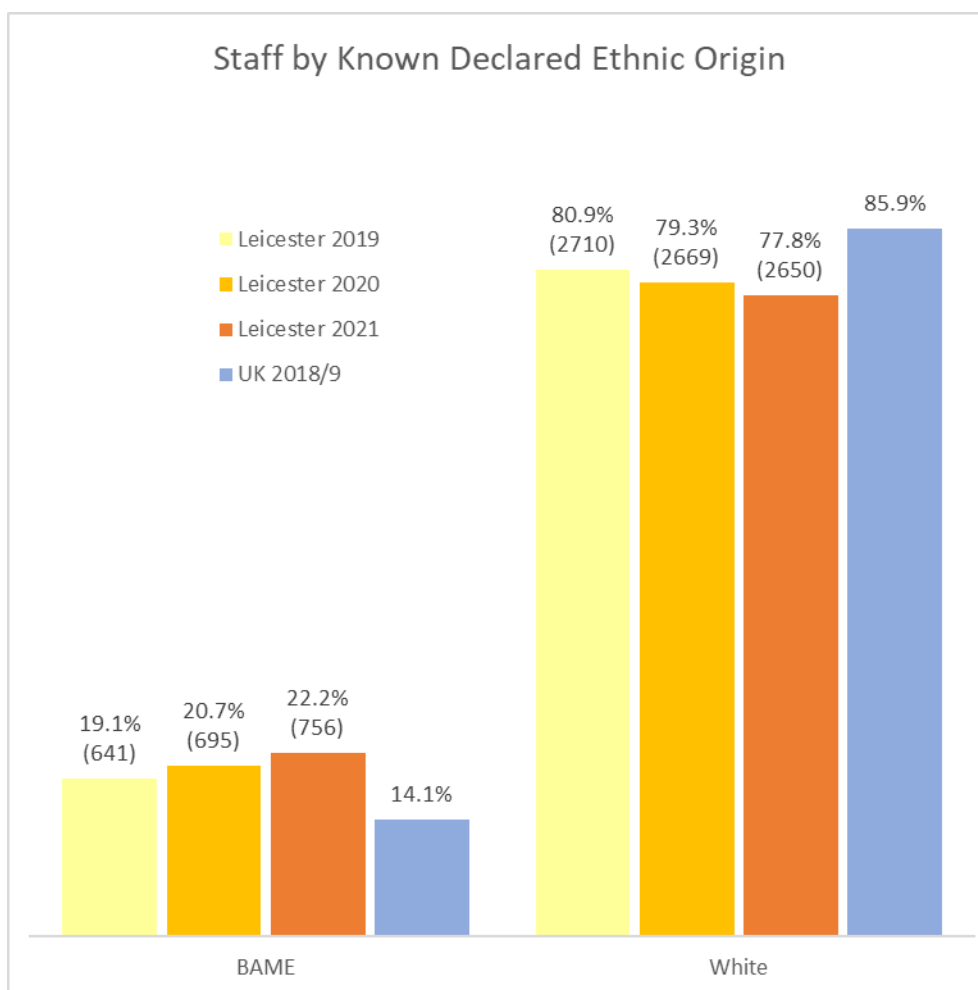
Ethnic Origin	UK 2018/9	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
BAME	13.5%	20.0%	756	18.0%	695	16.6%	641
White	79.7%	70.0%	2650	69.1%	2669	70.3%	2710
Not declared	6.8%	10.0%	380	12.9%	497	13.1%	504
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>



In 2021, 20% of UoL staff identified as BAME, 70% as white and 10% of staff did not declare their ethnicity. The proportion of BAME staff at UoL has increased since 2019 (16.6%) and is significantly higher than the UK figure in 2018/19 (13.5%).

3.4 UoL staff by known declared ethnic origin- grouped 2019-2021

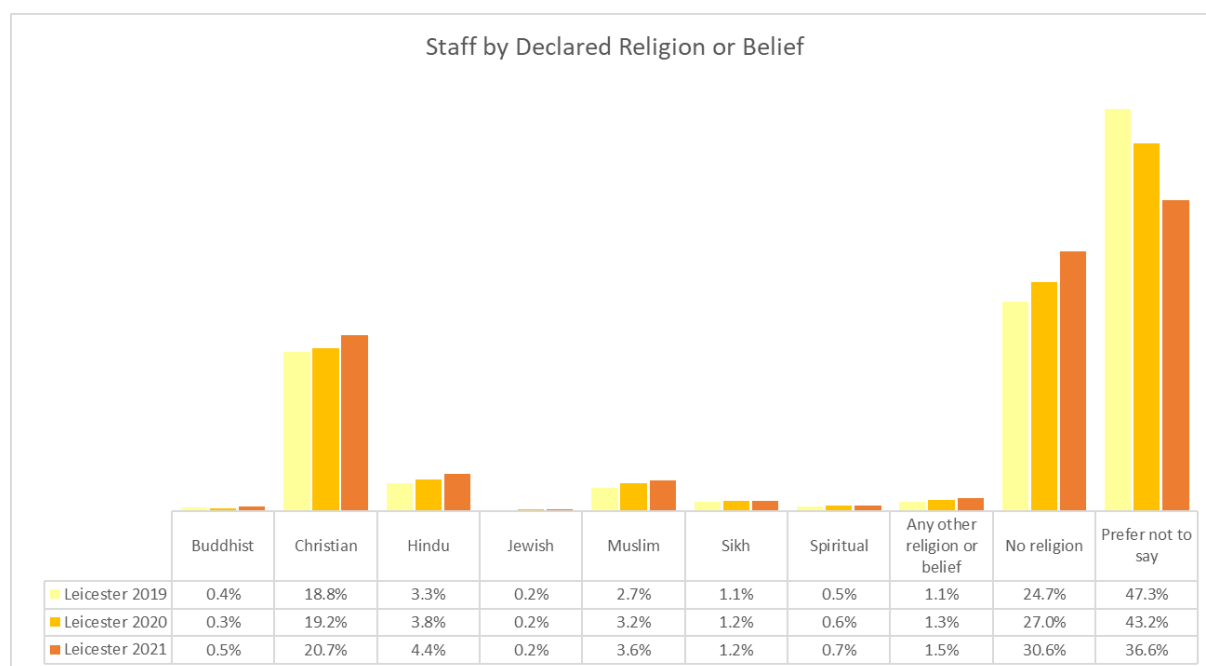
Ethnic Origin	UK 2018/9	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
BAME	14.1%	22.2%	756	20.7%	695	19.1%	641
White	85.9%	77.8%	2650	79.3%	2669	80.9%	2710
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>3406</b>	<b>100%</b>	<b>3364</b>	<b>100%</b>	<b>3351</b>



## 4. Religion or Belief

### 4.1 UoL staff by religion or belief 2019-2021

Religion or Belief	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Buddhist	0.5%	19	0.3%	13	0.4%	15
Christian	20.7%	784	19.2%	741	18.8%	723
Hindu	4.4%	166	3.8%	145	3.3%	127
Jewish	0.2%	8	0.2%	8	0.2%	6
Muslim	3.6%	137	3.2%	125	2.7%	104
Sikh	1.2%	47	1.2%	45	1.1%	42
Spiritual	0.7%	26	0.6%	24	0.5%	20
Any other religion or belief	1.5%	57	1.3%	50	1.1%	44
No religion	30.6%	1158	27.0%	1042	24.7%	951
Prefer not to say	36.6%	1384	43.2%	1668	47.3%	1823
<b>Grand Total</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>

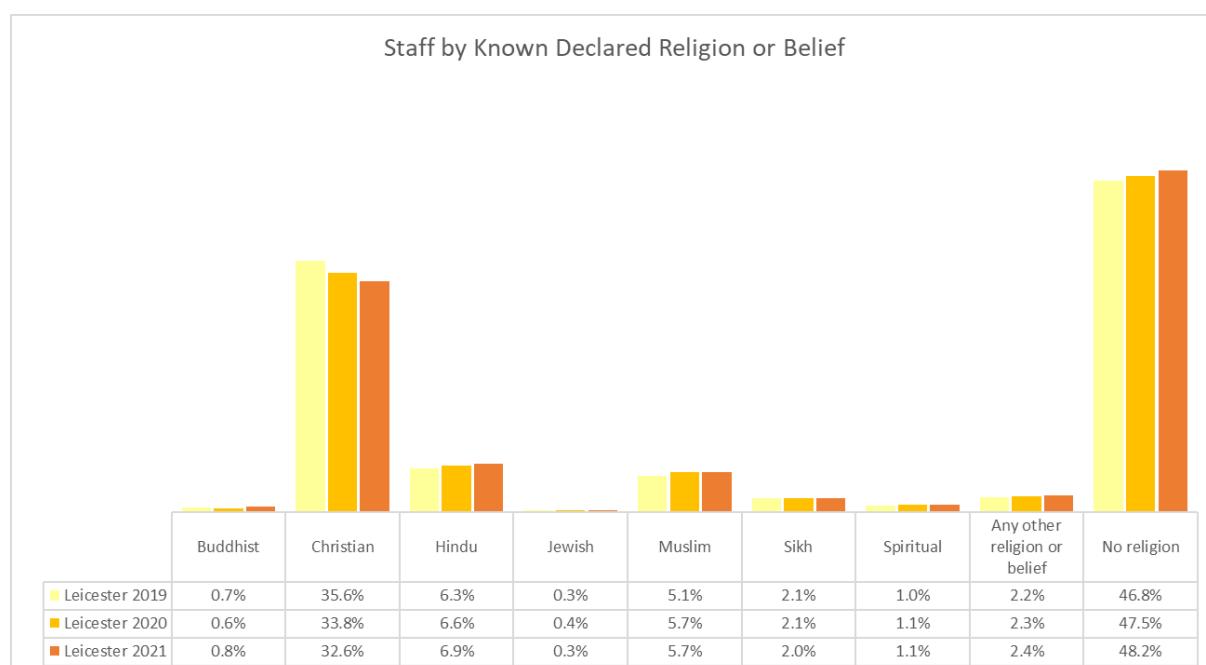


The religion and belief groups with the highest proportion of staff in 2021 included: 36.6% of UoL staff declared prefer not to say, 30.6% no religion or belief, 20.7% Christian, 4.4% Hindu and 3.6% Muslim.

The proportion of staff who declared prefer not to say has decreased from 47.3% in 2019 to 36.6% in 2021.

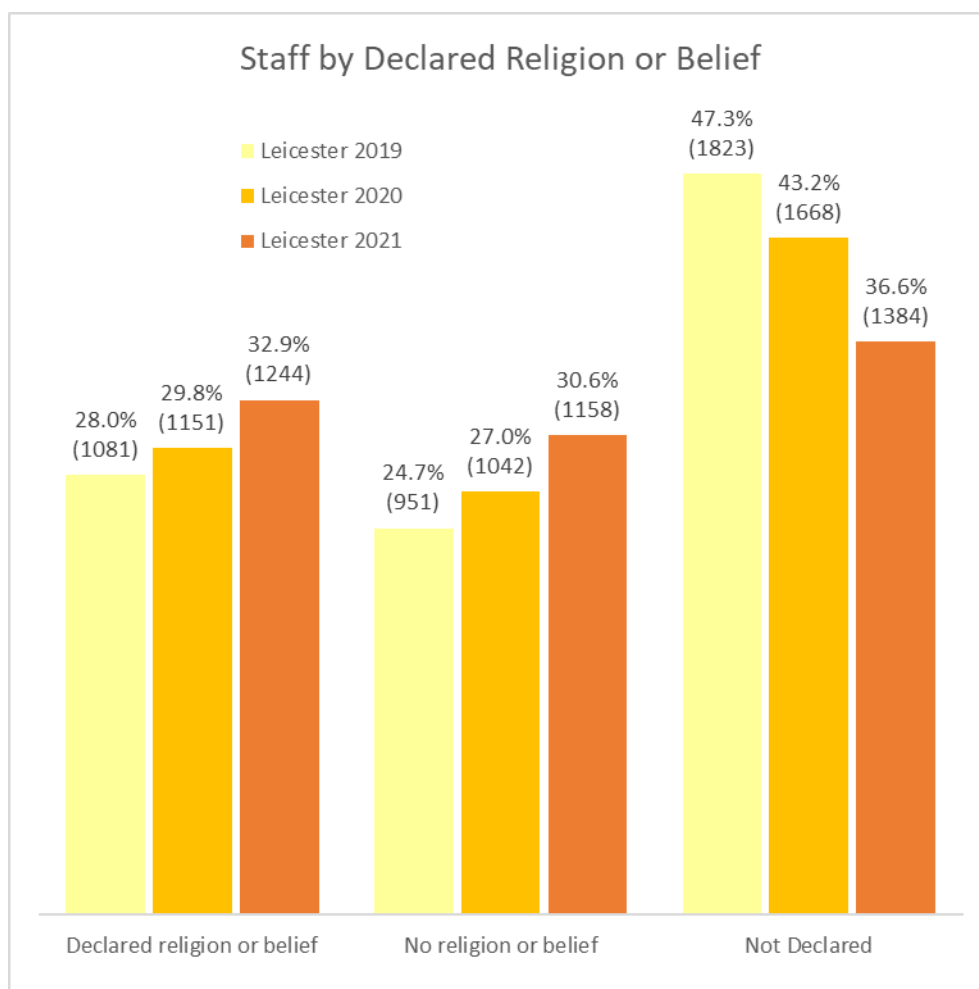
4.2 UoL staff by known declared religion or belief 2019-2021

Religion or Belief	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Buddhist	0.8%	19	0.6%	13	0.7%	15
Christian	32.6%	784	33.8%	741	35.6%	723
Hindu	6.9%	166	6.6%	145	6.3%	127
Jewish	0.3%	8	0.4%	8	0.3%	6
Muslim	5.7%	137	5.7%	125	5.1%	104
Sikh	2.0%	47	2.1%	45	2.1%	42
Spiritual	1.1%	26	1.1%	24	1.0%	20
Any other religion or belief	2.4%	57	2.3%	50	2.2%	44
No religion	48.2%	1158	47.5%	1042	46.8%	951
<b>Grand Total</b>	<b>100%</b>	<b>2402</b>	<b>100%</b>	<b>2193</b>	<b>100%</b>	<b>2032</b>



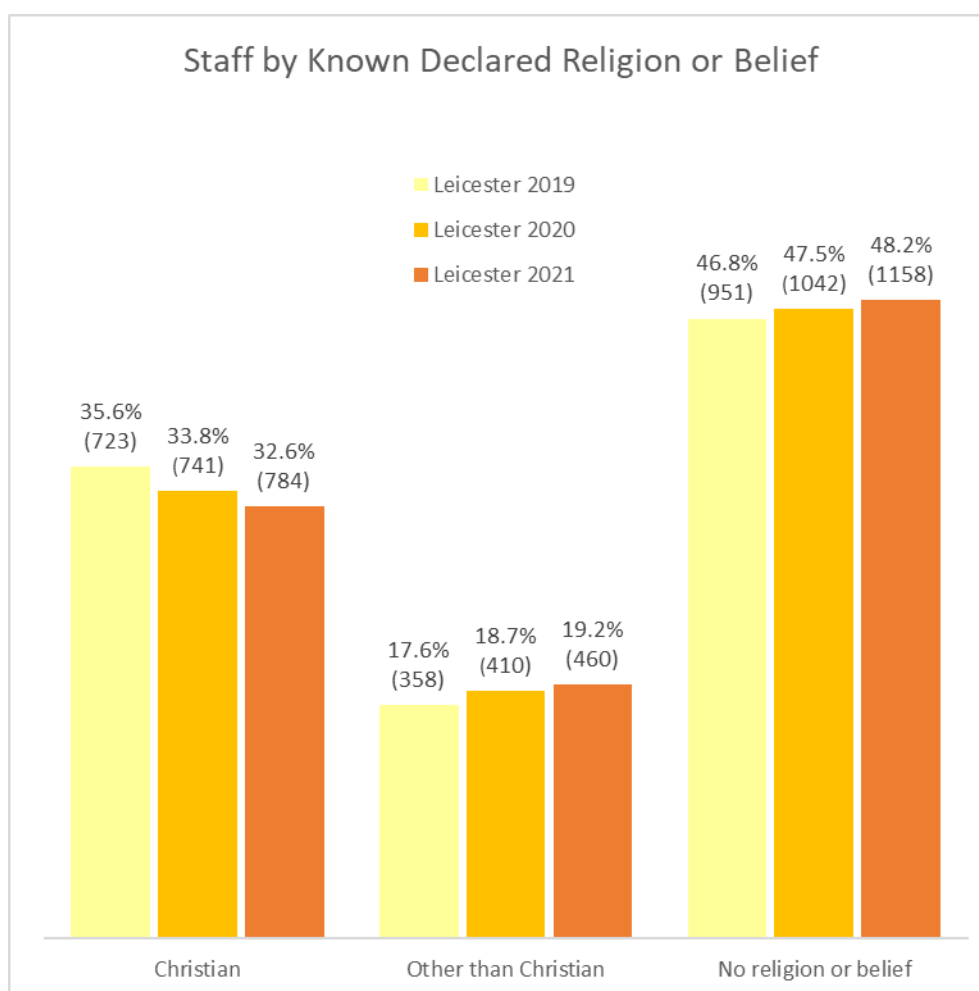
4.3 UoL staff by known declared religion or belief: declared religion or belief or no religion or belief 2019-2021

Religion or Belief	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Declared religion or belief	32.9%	1244	29.8%	1151	28.0%	1081
No religion or belief	30.6%	1158	27.0%	1042	24.7%	951
Not Declared	36.6%	1384	43.2%	1668	47.3%	1823
<b>Total</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>



4.4 UoL staff by known declared religion or belief: Christian, other than Christian or No religion or belief  
 2019-2021

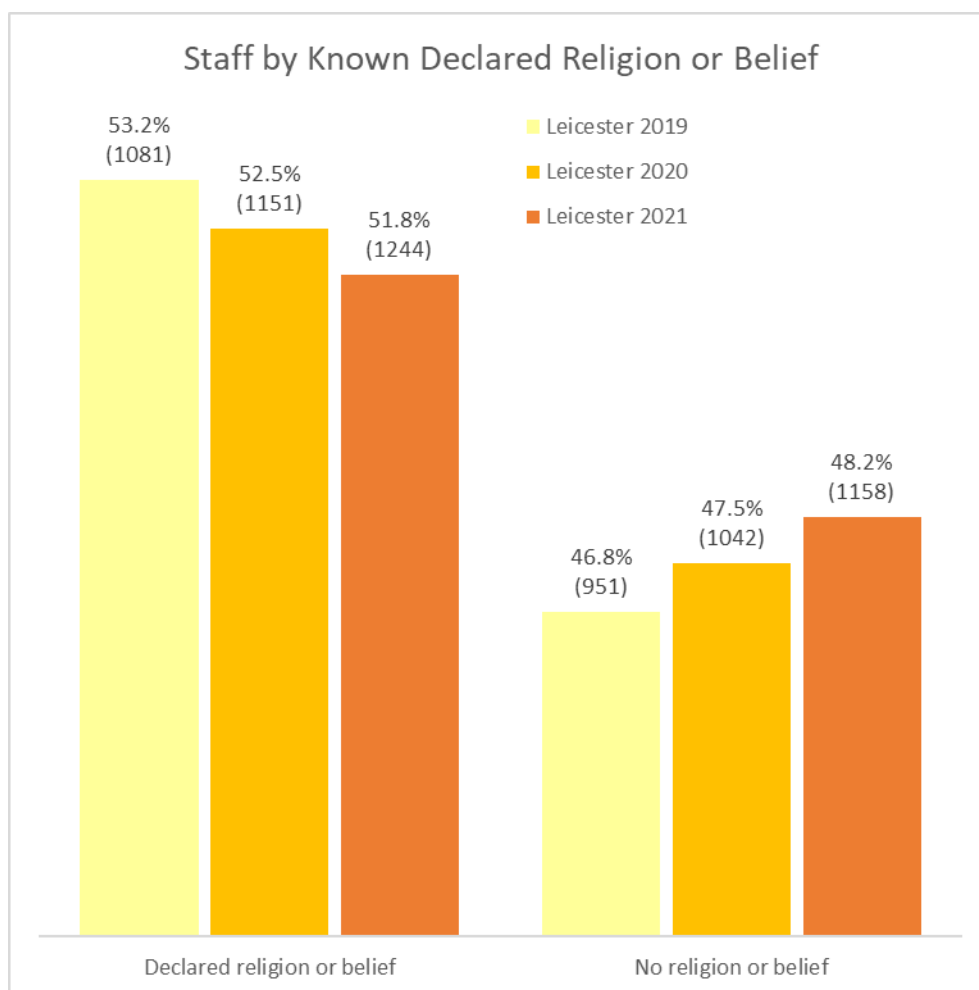
Religion or Belief	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Christian	32.6%	784	33.8%	741	35.6%	723
Other than Christian	19.2%	460	18.7%	410	17.6%	358
No religion or belief	48.2%	1158	47.5%	1042	46.8%	951
<b>Grand Total</b>	<b>100%</b>	<b>2402</b>	<b>100%</b>	<b>2193</b>	<b>100%</b>	<b>2032</b>





4.5 UoL staff by declared religion or belief 2019-2021

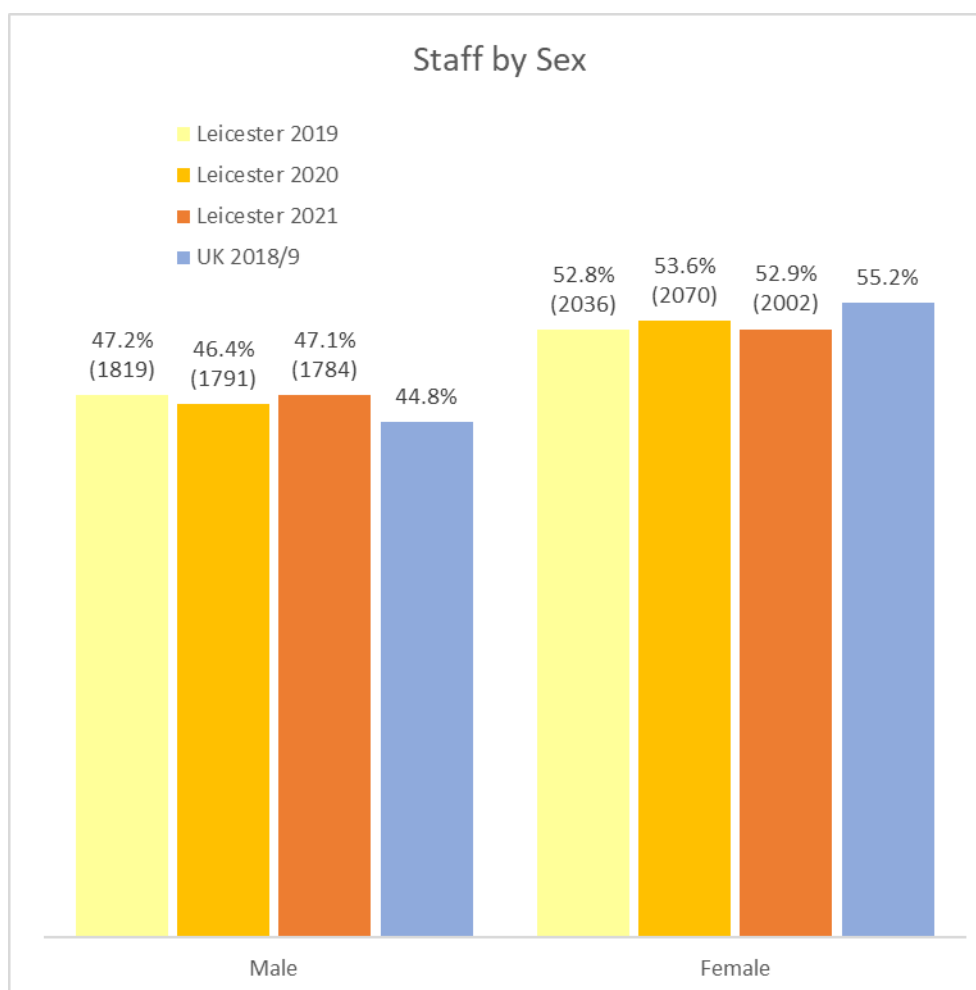
Religion or Belief	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Declared religion or belief	51.8%	1244	52.5%	1151	53.2%	1081
No religion or belief	48.2%	1158	47.5%	1042	46.8%	951
<b>Total</b>	<b>100%</b>	<b>2402</b>	<b>100%</b>	<b>2193</b>	<b>100%</b>	<b>2032</b>



## Sex

### 5.1 UoL staff by sex 2019-2021

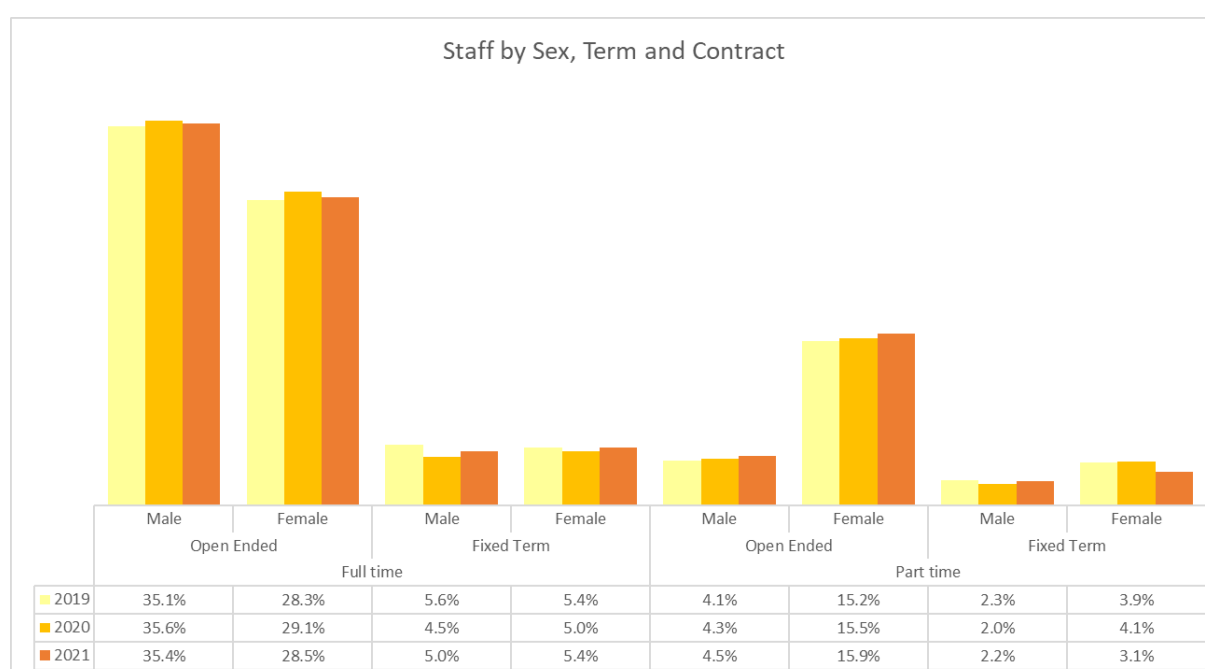
Sex	UK 2018/9	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Male	44.8%	47.1%	1784	46.4%	1791	47.2%	1819
Female	55.2%	52.9%	2002	53.6%	2070	52.8%	2036
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>



In 2021 52.9% of UoL staff identified as female and 52.9% as male, this is similar to the UK average in 2018/19 (55.2% female and 44.8% male). Since 2019 the proportion of female staff has been higher than male staff, however the proportion of female staff has increased each year.

5.2 UoL staff by sex, term and contract 2019-2021

Contract	Term	Sex	2021	#	2020	#	2019	#
Full time	Open	Male	35.4%	1340	35.6%	1376	35.1%	1355
		Female	28.5%	1080	29.1%	1123	28.3%	1091
	Fixed Term	Male	5.0%	189	4.5%	174	5.6%	215
		Female	5.4%	204	5.0%	193	5.4%	207
Part time	Open	Male	4.5%	172	4.3%	165	4.1%	159
		Female	15.9%	602	15.5%	597	15.2%	586
	Fixed Term	Male	2.2%	83	2.0%	76	2.3%	90
		Female	3.1%	116	4.1%	157	3.9%	152
<b>Total</b>			<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>

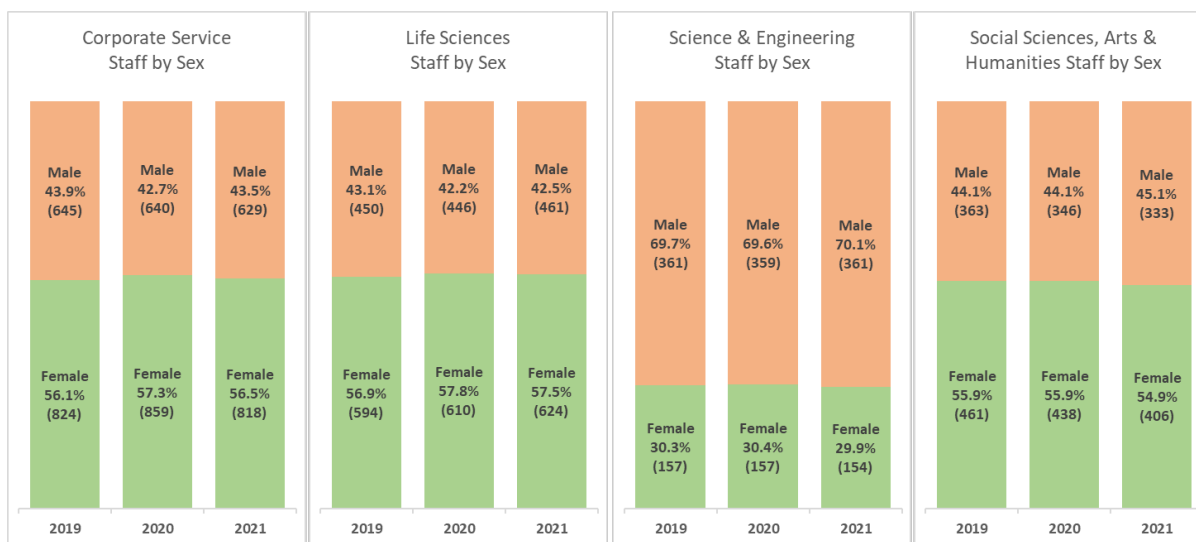


In 2021, of all staff, 35.4% of staff identified as male, full-time and on an open-ended contract, compared to 28.5% of female, full-time staff on an open-ended contract. 5% of staff were male, full-time and on a fixed term contract, compared to 5.4% female, full-time and on a fixed term contract.

Of all staff, 4.5% of staff were male, part-time and on an open ended contract, compared to 15.9% of female, part-time staff on an open ended contract. 2.2% of staff were part-time, fixed term staff and male, compared to 3.1% part-time, fixed term, female staff.

5.3 UoL staff by sex and college/division 2019-2021

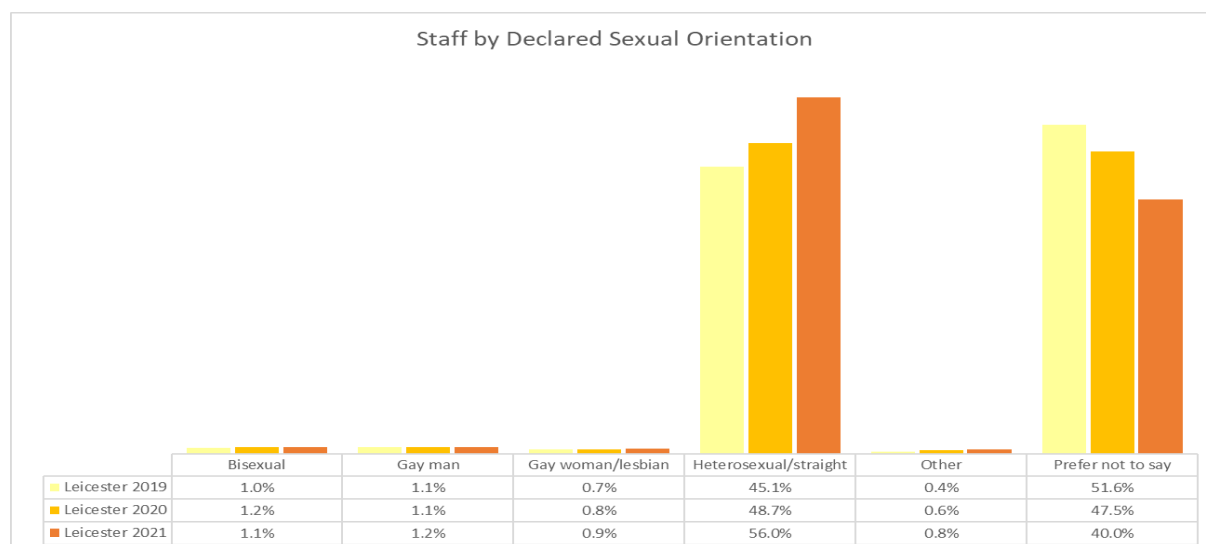
College or Corporate Services	Sex	#	%	#	%	#	%
Corporate Services	Male	629	43.5%	640	42.7%	645	43.9%
	Female	818	56.5%	859	57.3%	824	56.1%
<b>Corporate Services Total</b>		<b>1447</b>	<b>100%</b>	<b>1499</b>	<b>100%</b>	<b>1469</b>	<b>100%</b>
Life Sciences	Male	461	42.5%	446	42.2%	450	43.1%
	Female	624	57.5%	610	57.8%	594	56.9%
<b>Life Sciences Total</b>		<b>1085</b>	<b>100%</b>	<b>1056</b>	<b>100%</b>	<b>1044</b>	<b>100%</b>
Science and Engineering	Male	361	70.1%	359	69.6%	361	69.7%
	Female	154	29.9%	157	30.4%	157	30.3%
<b>Science and Engineering Total</b>		<b>515</b>	<b>100%</b>	<b>516</b>	<b>100%</b>	<b>518</b>	<b>100%</b>
Social Sciences, Arts and Humanities	Male	333	45.1%	346	44.1%	363	44.1%
	Female	406	54.9%	438	55.9%	461	55.9%
<b>Social Sciences, Arts and Humanities Total</b>		<b>739</b>	<b>100%</b>	<b>784</b>	<b>100%</b>	<b>824</b>	<b>100%</b>



## 5. Sexual Orientation

### 6.1 UoL staff by sexual orientation 2019-2021

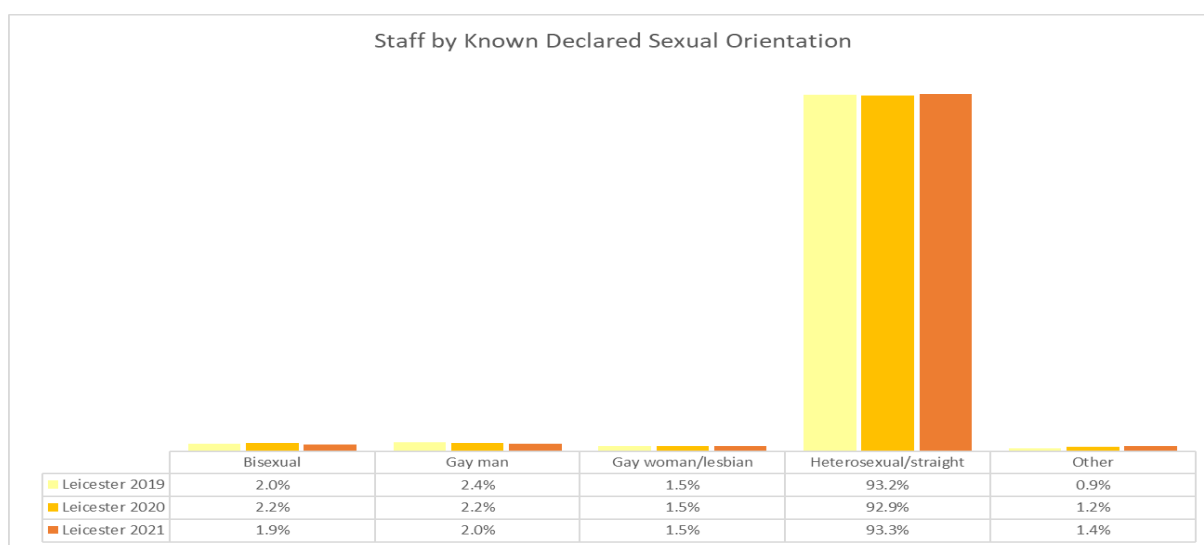
Sexual Orientation	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Bisexual	1.1%	43	1.2%	45	1.0%	38
Gay man	1.2%	45	1.1%	44	1.1%	44
Gay woman/lesbian	0.9%	33	0.8%	30	0.7%	28
Heterosexual/straight	56.0%	2120	48.7%	1882	45.1%	1739
Other	0.8%	31	0.6%	25	0.4%	17
Prefer not to say	40.0%	1514	47.5%	1835	51.6%	1989
<b>Grand Total</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>



4% of UoL staff identified as LGB (Bisexual, Gay man, Gay woman/Lesbian, Other), 56% as heterosexual/straight and 40% 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 3.2% in 2019.

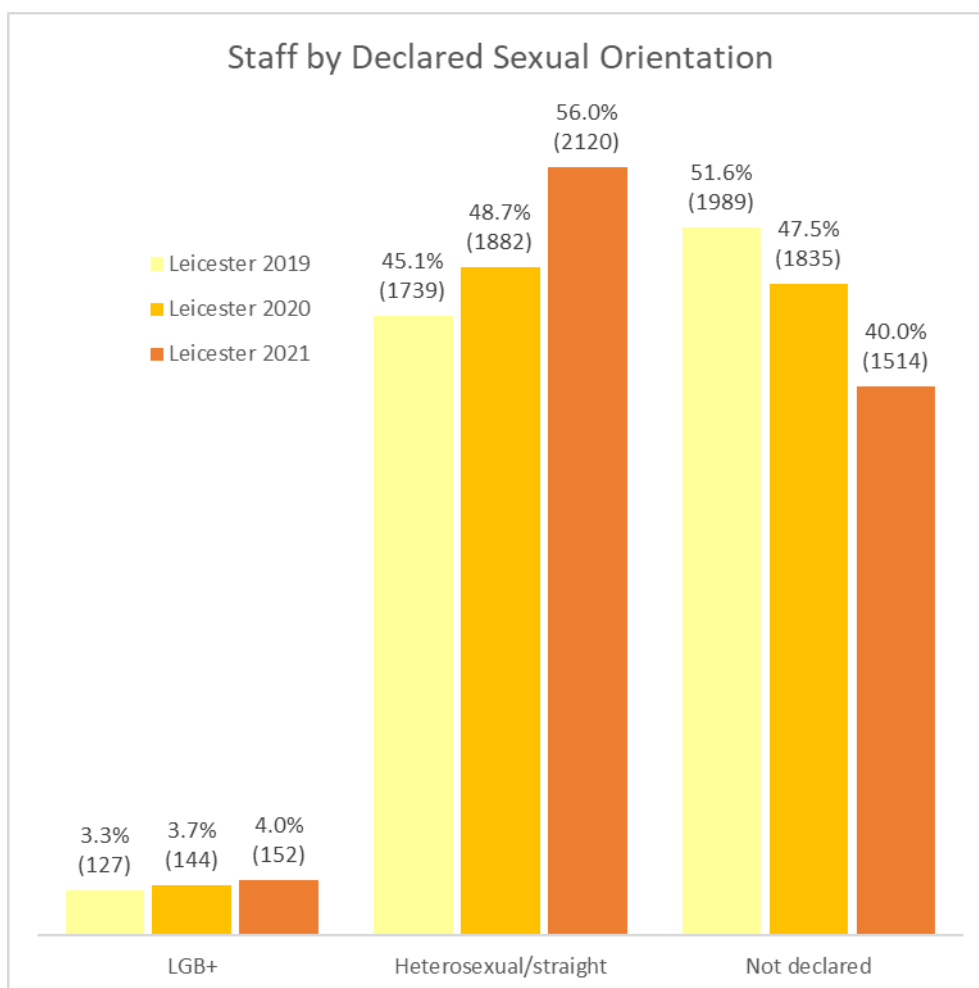
5.2 UoL staff by known declared sexual orientation 2019-2021

Sexual Orientation	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
Bisexual	1.9%	43	2.2%	45	2.0%	38
Gay man	2.0%	45	2.2%	44	2.4%	44
Gay woman/lesbian	1.5%	33	1.5%	30	1.5%	28
Heterosexual/straight	93.3%	2120	92.9%	1882	93.2%	1739
Other	1.4%	31	1.2%	25	0.9%	17
<b>Grand Total</b>	<b>100%</b>	<b>2272</b>	<b>100%</b>	<b>2026</b>	<b>100%</b>	<b>1866</b>



5.3 UoL staff by declared sexual orientation 2019-2021

Sexual Orientation	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
LGB+	4.0%	152	3.7%	144	3.3%	127
Heterosexual/straight	56.0%	2120	48.7%	1882	45.1%	1739
Not declared	40.0%	1514	47.5%	1835	51.6%	1989
<b>Total</b>	<b>100%</b>	<b>3786</b>	<b>100%</b>	<b>3861</b>	<b>100%</b>	<b>3855</b>



5.4 UoL staff by known declared sexual orientation 2019-2021

Sexual Orientation	Leicester 2021	#	Leicester 2020	#	Leicester 2019	#
LGB+	6.7%	152	7.1%	144	6.8%	127
Heterosexual/straight	93.3%	2120	92.9%	1882	93.2%	1739
<b>Total</b>	<b>100%</b>	<b>2272</b>	<b>100%</b>	<b>2026</b>	<b>100%</b>	<b>1866</b>

