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**

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

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

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

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

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

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

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

#### Staff by Known Declared Ethnic Origin

![Staff by Known Declared Ethnic Origin](chart.png)
### 3.3. UoL staff by grouped ethnic origin 2020-2022

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

#### Staff by Declared Ethnic Origin

![Staff by Declared Ethnic Origin Chart](chart.png)
### 3.4. UoL staff by known grouped ethnic origin 2020-2022

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

Staff by Known Declared Ethnic Origin

- **BAME**
  - Leicester 2020: 20.7% (695)
  - Leicester 2021: 22.2% (756)
  - Leicester 2022: 24.7% (838)
  - Total: 15%

- **White**
  - Leicester 2020: 79.3% (2669)
  - Leicester 2021: 77.8% (2650)
  - Leicester 2022: 75.3% (2557)
  - Total: 85%
4. Religion or Belief

4.1. UoL staff by religion or belief 2020-2022

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

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

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

![Bar chart showing staff by known declared religion or belief]
4.3. UoL staff by grouped religion or belief 2020-2022

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

![Staff by Declared Religion or Belief](chart.png)
4.4. UoL staff by known grouped religion or belief 2020-2022

<table>
<thead>
<tr>
<th>Religion or Belief</th>
<th>Leicester 2022</th>
<th>#</th>
<th>Leicester 2021</th>
<th>#</th>
<th>Leicester 2020</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Declared religion or belief</td>
<td>52.8%</td>
<td>1336</td>
<td>51.8%</td>
<td>1244</td>
<td>52.5%</td>
<td>1151</td>
</tr>
<tr>
<td>No religion or belief</td>
<td>47.2%</td>
<td>1194</td>
<td>48.2%</td>
<td>1158</td>
<td>47.5%</td>
<td>1042</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>2530</td>
<td>100%</td>
<td>2402</td>
<td>100%</td>
<td>2193</td>
</tr>
</tbody>
</table>

Staff by Known Declared Religion or Belief

- Declared religion or belief
  - Leicester 2020: 52.5% (1151)
  - Leicester 2021: 51.8% (1244)
  - Leicester 2022: 52.8% (1336)

- No religion or belief
  - Leicester 2020: 47.5% (1042)
  - Leicester 2021: 48.2% (1158)
  - Leicester 2022: 47.2% (1194)
4.5. **UoL staff by known religion or belief split by Christian, other than Christian or No religion or belief 2020-2022**

<table>
<thead>
<tr>
<th>Religion or Belief</th>
<th>Leicester 2022</th>
<th>#</th>
<th>Leicester 2021</th>
<th>#</th>
<th>Leicester 2020</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian</td>
<td>32.41%</td>
<td>820</td>
<td>32.6%</td>
<td>784</td>
<td>33.8%</td>
<td>741</td>
</tr>
<tr>
<td>Other than Christian</td>
<td>20.40%</td>
<td>516</td>
<td>19.2%</td>
<td>460</td>
<td>18.7%</td>
<td>410</td>
</tr>
<tr>
<td>No religion or belief</td>
<td>47.19%</td>
<td>1194</td>
<td>48.2%</td>
<td>1158</td>
<td>47.5%</td>
<td>1042</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>100%</strong></td>
<td><strong>2530</strong></td>
<td><strong>100%</strong></td>
<td><strong>2402</strong></td>
<td><strong>100%</strong></td>
<td><strong>2193</strong></td>
</tr>
</tbody>
</table>

![Staff by Known Declared Religion or Belief](image-url)
5. **Sex**

5.1. **UoL staff by sex 2020-2022**

<table>
<thead>
<tr>
<th>Sex</th>
<th>UK 2019/20</th>
<th>Leicester 2020</th>
<th>#</th>
<th>Leicester 2021</th>
<th>#</th>
<th>Leicester 2020</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>45.3%</td>
<td>45.8%</td>
<td>1699</td>
<td>47.1%</td>
<td>1784</td>
<td>46.4%</td>
<td>1791</td>
</tr>
<tr>
<td>Female</td>
<td>54.7%</td>
<td>54.2%</td>
<td>2009</td>
<td>52.9%</td>
<td>2002</td>
<td>53.6%</td>
<td>2070</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>3708</td>
<td>100%</td>
<td>3786</td>
<td>100%</td>
<td>3861</td>
</tr>
</tbody>
</table>

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**

<table>
<thead>
<tr>
<th>Contract</th>
<th>Term</th>
<th>Sex</th>
<th>2022</th>
<th>#</th>
<th>2021</th>
<th>#</th>
<th>2020</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Male</td>
<td>33.8%</td>
<td>1252</td>
<td>35.4%</td>
<td>1340</td>
<td>35.6%</td>
<td>1376</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Female</td>
<td>28.6%</td>
<td>1060</td>
<td>28.5%</td>
<td>1080</td>
<td>29.1%</td>
<td>1123</td>
</tr>
<tr>
<td>Full time</td>
<td>Open Ended</td>
<td>Male</td>
<td>4.9%</td>
<td>183</td>
<td>5.0%</td>
<td>189</td>
<td>4.5%</td>
<td>174</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Female</td>
<td>5.8%</td>
<td>215</td>
<td>5.4%</td>
<td>204</td>
<td>5.0%</td>
<td>193</td>
</tr>
<tr>
<td></td>
<td>Fixed Term</td>
<td>Male</td>
<td>5.0%</td>
<td>186</td>
<td>4.5%</td>
<td>172</td>
<td>4.3%</td>
<td>165</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Female</td>
<td>15.5%</td>
<td>575</td>
<td>15.9%</td>
<td>602</td>
<td>15.5%</td>
<td>597</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Male</td>
<td>2.1%</td>
<td>78</td>
<td>2.2%</td>
<td>83</td>
<td>2.0%</td>
<td>76</td>
</tr>
<tr>
<td>Part time</td>
<td>Open Ended</td>
<td>Female</td>
<td>4.3%</td>
<td>159</td>
<td>3.1%</td>
<td>116</td>
<td>4.1%</td>
<td>157</td>
</tr>
<tr>
<td></td>
<td>Fixed Term</td>
<td>Male</td>
<td>4.9%</td>
<td>186</td>
<td>5.0%</td>
<td>172</td>
<td>4.5%</td>
<td>174</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Female</td>
<td>15.5%</td>
<td>575</td>
<td>15.9%</td>
<td>602</td>
<td>15.5%</td>
<td>597</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>Male</td>
<td>5%</td>
<td>186</td>
<td>2.2%</td>
<td>83</td>
<td>2.0%</td>
<td>76</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Female</td>
<td>15.5%</td>
<td>575</td>
<td>15.9%</td>
<td>602</td>
<td>15.5%</td>
<td>597</td>
</tr>
</tbody>
</table>

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

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

6.1. **UoL staff by sexual orientation 2020-2022**

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

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**

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

![Staff by Known Declared Sexual Orientation](image)
6.3. UoL staff by grouped sexual orientation 2020-2022

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Leicester 2022</th>
<th>#</th>
<th>Leicester 2021</th>
<th>#</th>
<th>Leicester 2020</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGB+</td>
<td>4.6%</td>
<td>172</td>
<td>4.0%</td>
<td>152</td>
<td>3.7%</td>
<td>144</td>
</tr>
<tr>
<td>Heterosexual/straight</td>
<td>60.4%</td>
<td>2238</td>
<td>56.0%</td>
<td>2120</td>
<td>48.7%</td>
<td>1882</td>
</tr>
<tr>
<td>Not declared</td>
<td>35.0%</td>
<td>1298</td>
<td>40.0%</td>
<td>1514</td>
<td>47.5%</td>
<td>1835</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
<td><strong>3708</strong></td>
<td><strong>100%</strong></td>
<td><strong>3786</strong></td>
<td><strong>100%</strong></td>
<td><strong>3861</strong></td>
</tr>
</tbody>
</table>
### 6.4. UoL staff by known grouped sexual orientation 2020-2022

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Leicester 2022</th>
<th></th>
<th>Leicester 2021</th>
<th></th>
<th>Leicester 2020</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>LGB+</td>
<td>7.1%</td>
<td>172</td>
<td>6.7%</td>
<td>152</td>
<td>7.1%</td>
<td>144</td>
</tr>
<tr>
<td>Heterosexual/straight</td>
<td>92.9%</td>
<td>2238</td>
<td>93.3%</td>
<td>2120</td>
<td>92.9%</td>
<td>1882</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
<td>2410</td>
<td><strong>100%</strong></td>
<td>2272</td>
<td><strong>100%</strong></td>
<td>2026</td>
</tr>
</tbody>
</table>

![Staff by Known Declared Sexual Orientation]