

# University of Leicester Staff Equity, Diversity and Inclusion Data

## Staff at the University of Leicester 1st January 2025

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, sex, ethnicity, 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 student groups.

## Key

UoL - University of Leicester

HEI – Higher Education Institution

## Data Note

- The staff data provided is based on a snapshot of data captured annually on 1<sup>st</sup> January (2025, 2024, 2023, 2022, and 2021).
- Percentages provided in the report have been rounded to one decimal place.
- Please note that where figures are given for the UK, these are for UK HEI's (Higher Education Institutions) for the Academic Year 2022/23 which are the latest available from Heidi Plus (HESA UK HEI figures).

To view further national data please see [Advance HE's 2024 statistical report on staff in higher education](#).

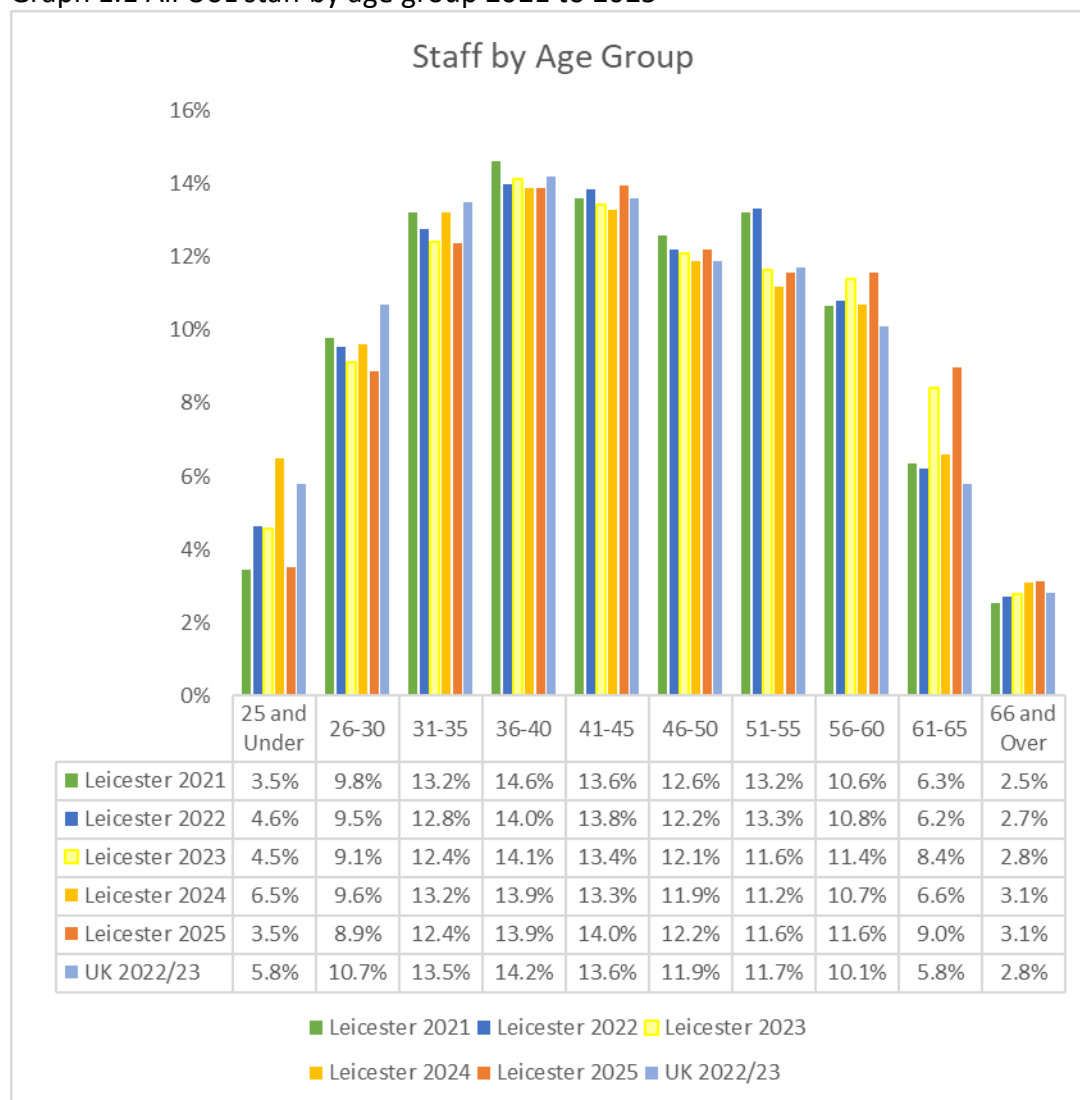
## 1. Age

Table 1.1 All UoL staff by age group 2021 to 2025

Age	UK 2022/23	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
25 and Under	5.8%	3.5%	150	6.5%	280	4.5%	186	4.6%	172	3.5%	131
26-30	10.7%	8.9%	380	9.6%	417	9.1%	373	9.5%	354	9.8%	370
31-35	13.5%	12.4%	530	13.2%	574	12.4%	508	12.8%	473	13.2%	500
36-40	14.2%	13.9%	595	13.9%	605	14.1%	578	14.0%	519	14.6%	554
41-45	13.6%	14.0%	598	13.3%	578	13.4%	549	13.8%	513	13.6%	515
46-50	11.9%	12.2%	522	11.9%	515	12.1%	495	12.2%	452	12.6%	477
51-55	11.7%	11.6%	496	11.2%	487	11.6%	476	13.3%	494	13.2%	500
56-60	10.1%	11.6%	495	10.7%	466	11.4%	466	10.8%	400	10.6%	403
61-65	5.8%	9.0%	384	6.6%	288	8.4%	344	6.2%	230	6.3%	240
66 and Over	2.8%	3.1%	134	3.1%	133	2.8%	113	2.7%	101	2.5%	96
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>4284</b>	<b>100%</b>	<b>4343</b>	<b>100%</b>	<b>4088</b>	<b>100%</b>	<b>3708</b>	<b>100%</b>	<b>3786</b>

- In 2025, UoL has seen a slight decrease in staff aged 30 and under, from 16.1% in 2024 (Table 1.1, Graph 1.1) to 16.5% in 2025.
- The proportion of staff aged 66 and over remained the same as 2024, at 3.1%, following three years of increase in the size of this staff group. It continues to be the lowest proportion of the overall staff body at UoL. This is in line with the national picture for UK HEIs in 2022/23 (Table 1.2).

Graph 1.1 All UoL staff by age group 2021 to 2025



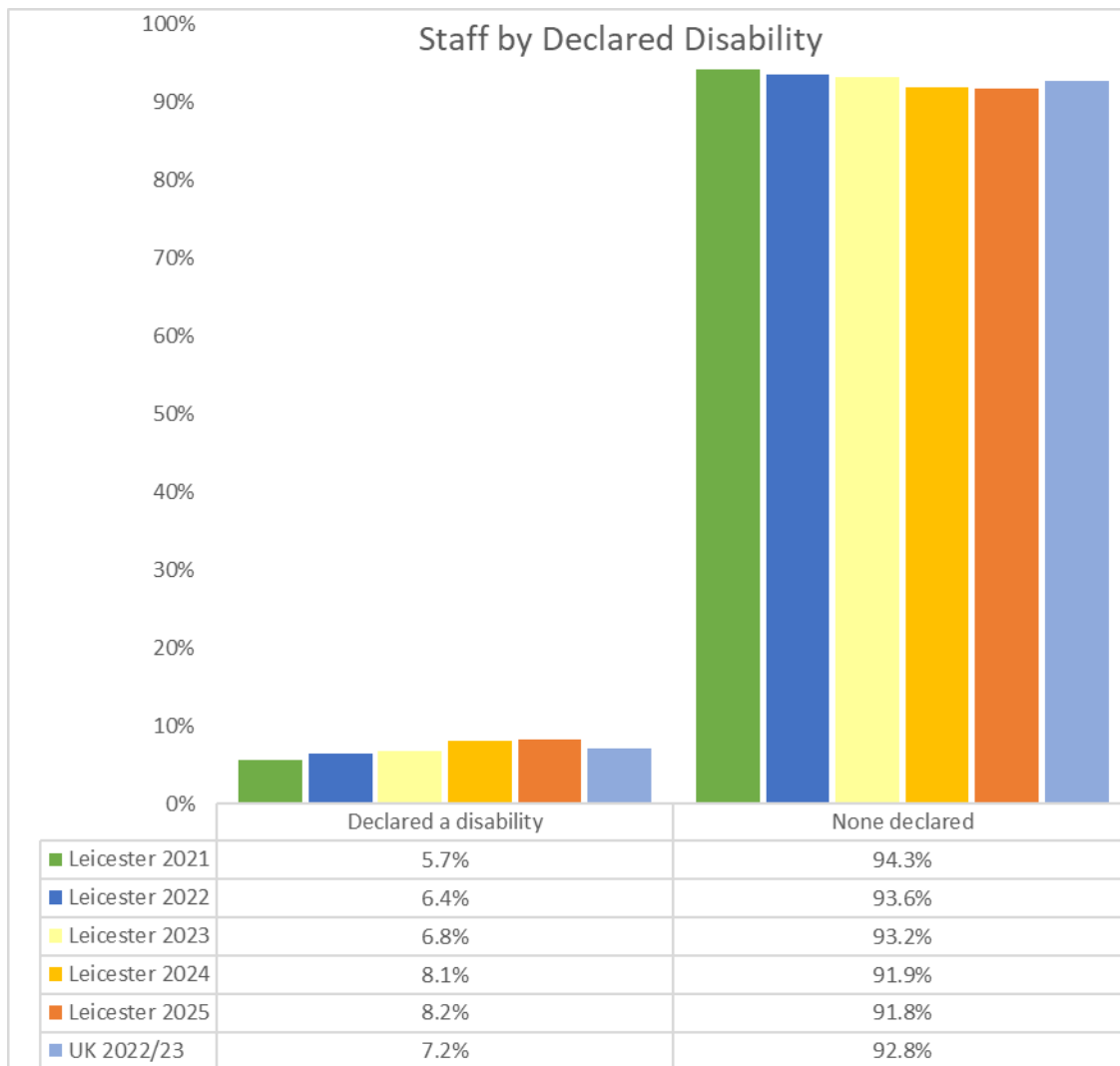
## 2. Disability

Table 2.1 UoL staff by declared disability 2021 to 2025

Disability	UK 2022/23	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Declared a disability	7.2%	8.2%	351	8.1%	352	6.8%	278	6.4%	236	5.7%	216
None declared	92.8%	91.8%	3933	91.9%	3472	93.2%	3472	93.6%	3472	94.3%	3570
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>4284</b>	<b>100%</b>	<b>3824</b>	<b>100%</b>	<b>3750</b>	<b>100%</b>	<b>3708</b>	<b>100%</b>	<b>3786</b>

- Disability disclosure rates among staff working in UK HEI's have continued to increase over the last decade. In 2022/23, 7.2% of staff working in UK HEI's declared a disability.
- The proportion of UoL staff declaring a disability in 2025 has increased by 0.1 percentage point, from 8.1% in 2024 to 8.2% in 2025, 1.0% higher than the national picture (Table 2.1, Graph 2.1).

Graph 2.1 UoL staff by declared disability 2021 to 2025



### 3. Ethnicity

Table 3.1 UoL staff by ethnicity – grouped 2021 to 2025

Ethnicity	UK 2022/23	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Minority Ethnic	16.2%	29.3%	1254	28.8%	1250	26.1%	1067	22.6%	838	20.0%	756
White	76.5%	65.6%	2809	65.7%	2855	67.2%	2746	69.0%	2557	70.0%	2650
Not declared	7.3%	5.2%	221	5.5%	238	6.7%	275	8.4%	313	10.0%	380
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>4284</b>	<b>100%</b>	<b>4343</b>	<b>100%</b>	<b>4088</b>	<b>100%</b>	<b>3708</b>	<b>100%</b>	<b>3786</b>

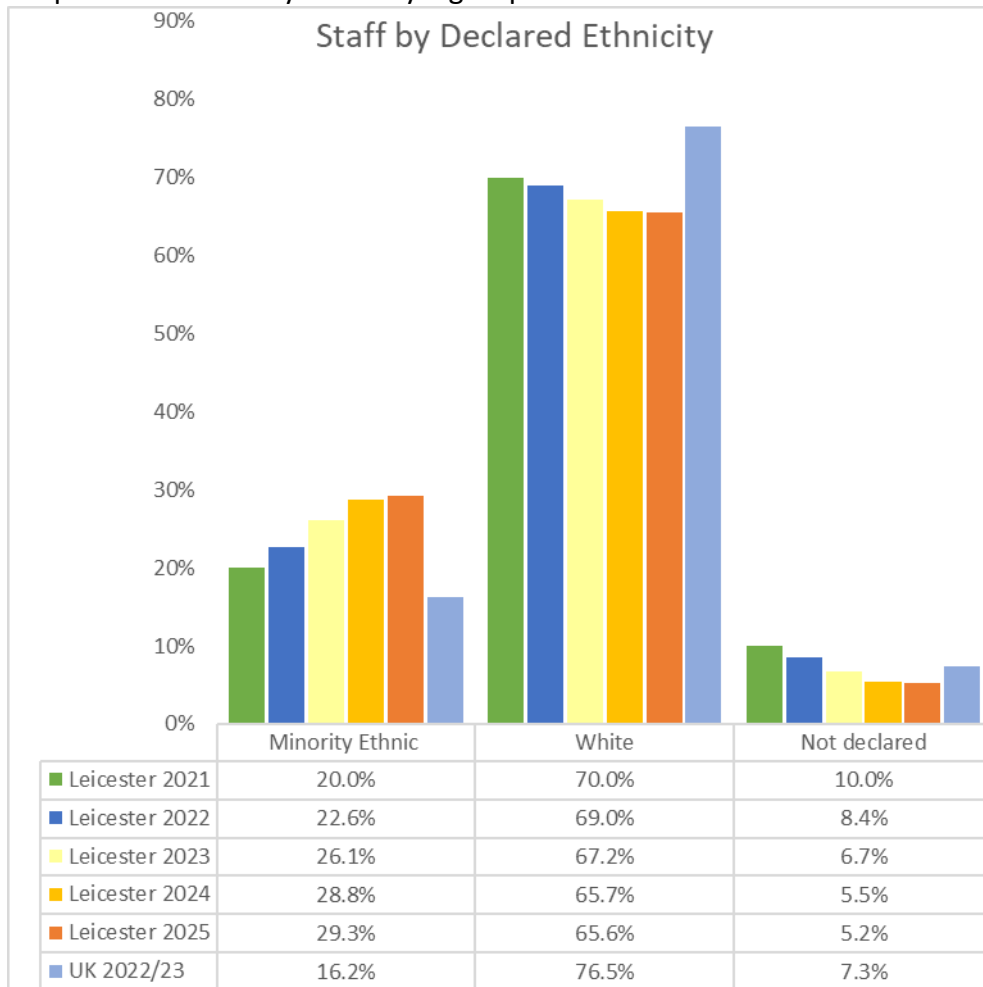
- In 2025, 29.3% of UoL staff identified as minority ethnic, an increase from 28.8% in 2024. Since 2021, the proportion of minority ethnic staff at UoL has increased by 9.3 percentage points (from 20.0%) and is substantially higher than the UK HEI figure in 2022/23 (15.8%) (Table 3.1, Graph 3.1).
- The number of UoL staff disclosing their ethnicity has continued to increase over the last five years, with the proportion of ‘not declared’ reducing from 10.0% in 2021 to 5.2%. This is 2.1% lower than the UK HEI figure in 2022/23 (7.3%).

Table 3.2 UoL staff by known ethnicity – group 2021 to 2025

Ethnicity	UK 2022/23	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Minority Ethnic	19.1%	30.9%	1254	30.5%	1250	28.0%	1067	24.7%	838	22.2%	756
White	80.9%	69.1%	2809	69.5%	2855	72.0%	2746	75.3%	2557	77.8%	2650
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>4063</b>	<b>100%</b>	<b>4105</b>	<b>100%</b>	<b>3813</b>	<b>100%</b>	<b>3395</b>	<b>100%</b>	<b>3406</b>



Graph 3.1 UoL staff by ethnicity – grouped 2021 to 2025





Graph 3.2 UoL staff by known ethnicity – grouped 2021 to 2025

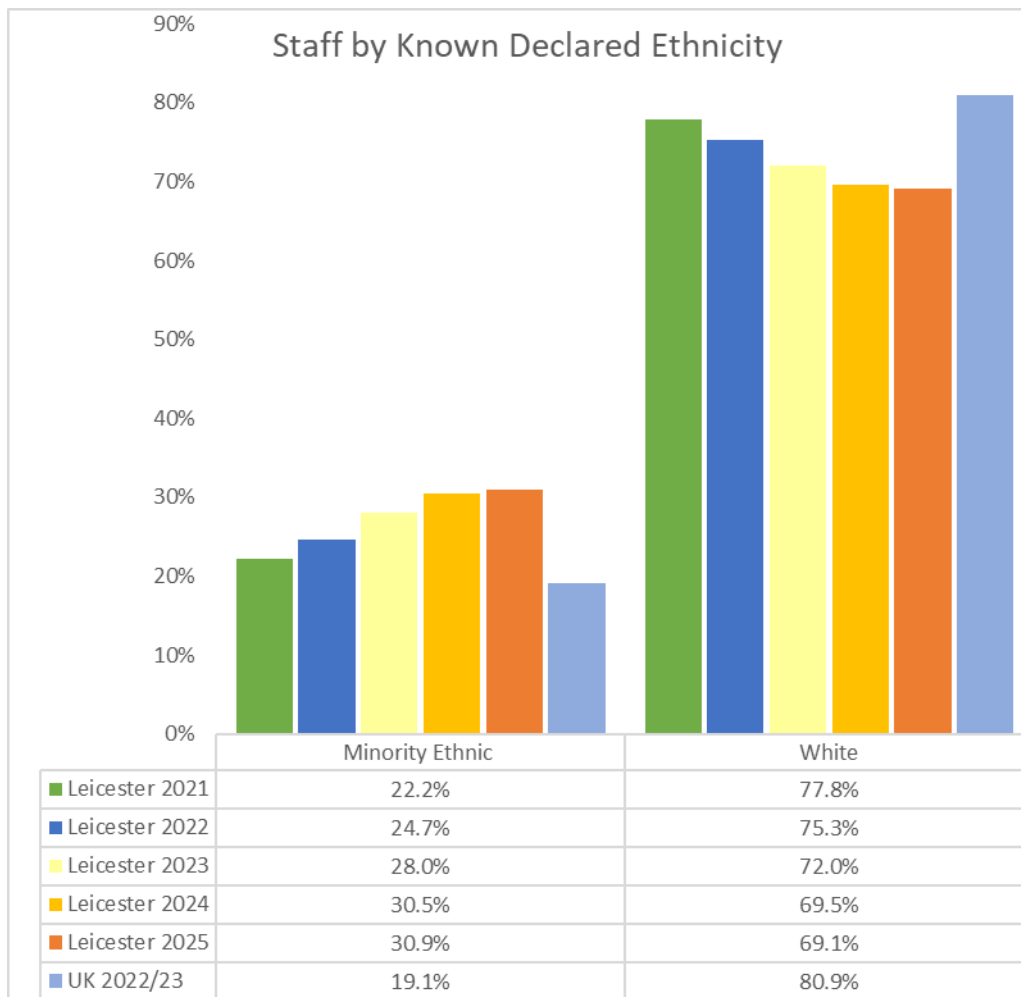


Table 3.3 UoL staff by ethnicity 2021 to 2025

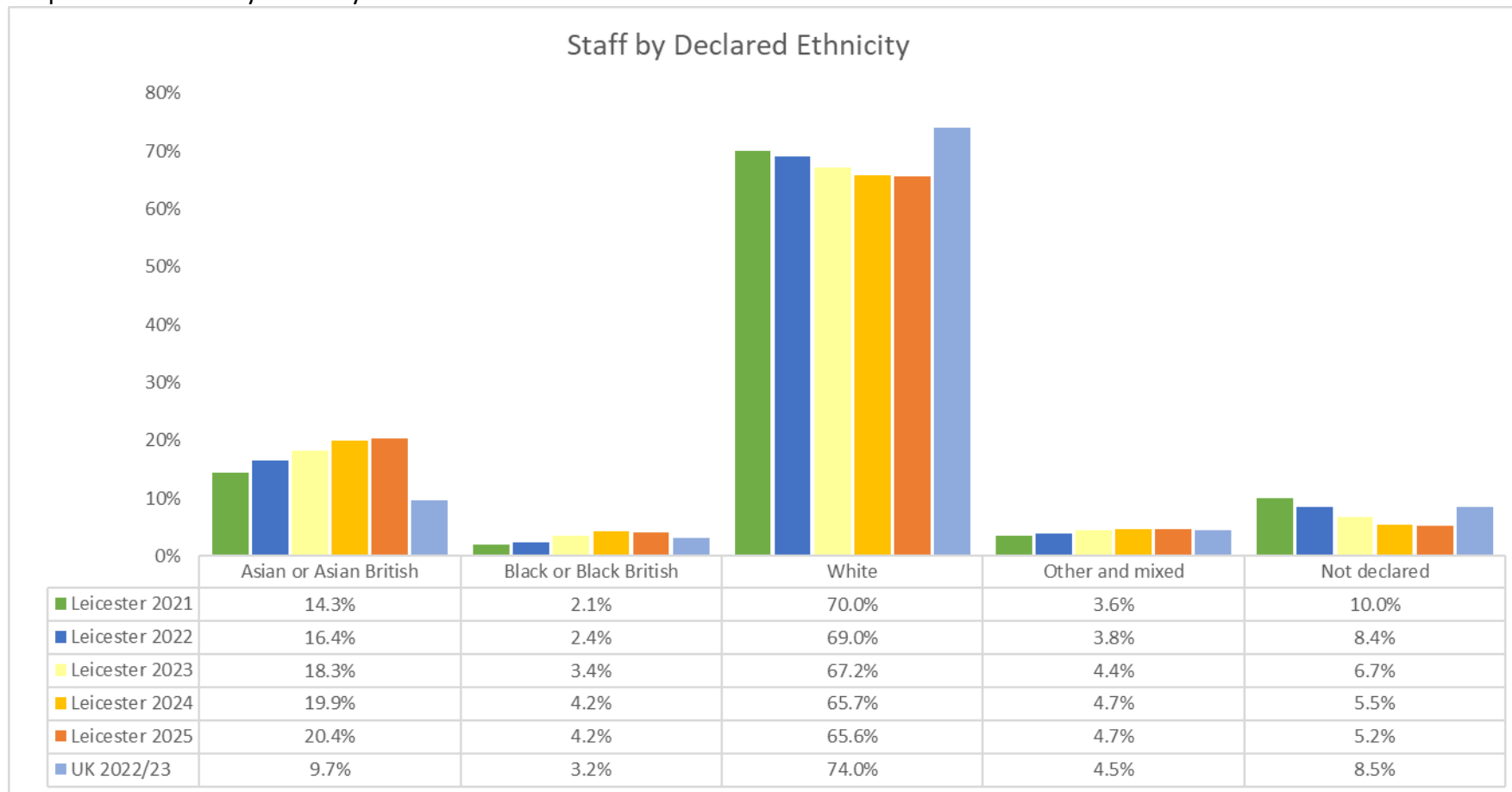
Ethnicity	UK 2022/23	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Asian or Asian British	9.7%	20.4%	873	19.9%	863	18.3%	748	16.4%	609	14.3%	543
Black or Black British	3.2%	4.2%	178	4.2%	184	3.4%	140	2.4%	88	2.1%	78
White	74.0%	65.6%	2809	65.7%	2855	67.2%	2746	69.0%	2557	70.0%	2650
Other and mixed	4.5%	4.7%	203	4.7%	203	4.4%	179	3.8%	141	3.6%	135
Not declared	8.5%	5.2%	221	5.5%	275	6.7%	275	8.4%	313	10.0%	380
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>4284</b>	<b>100%</b>	<b>4380</b>	<b>100%</b>	<b>4088</b>	<b>100%</b>	<b>3708</b>	<b>100%</b>	<b>3786</b>

- In 2025, the UoL proportion of Asian or Asian British (20.4%), Black or Black British (4.2%) and Other and mixed (4.7%) UoL staff remains higher than the national picture for UK HEI's in 2022/23 (Table 3.3, Graph 3.3).

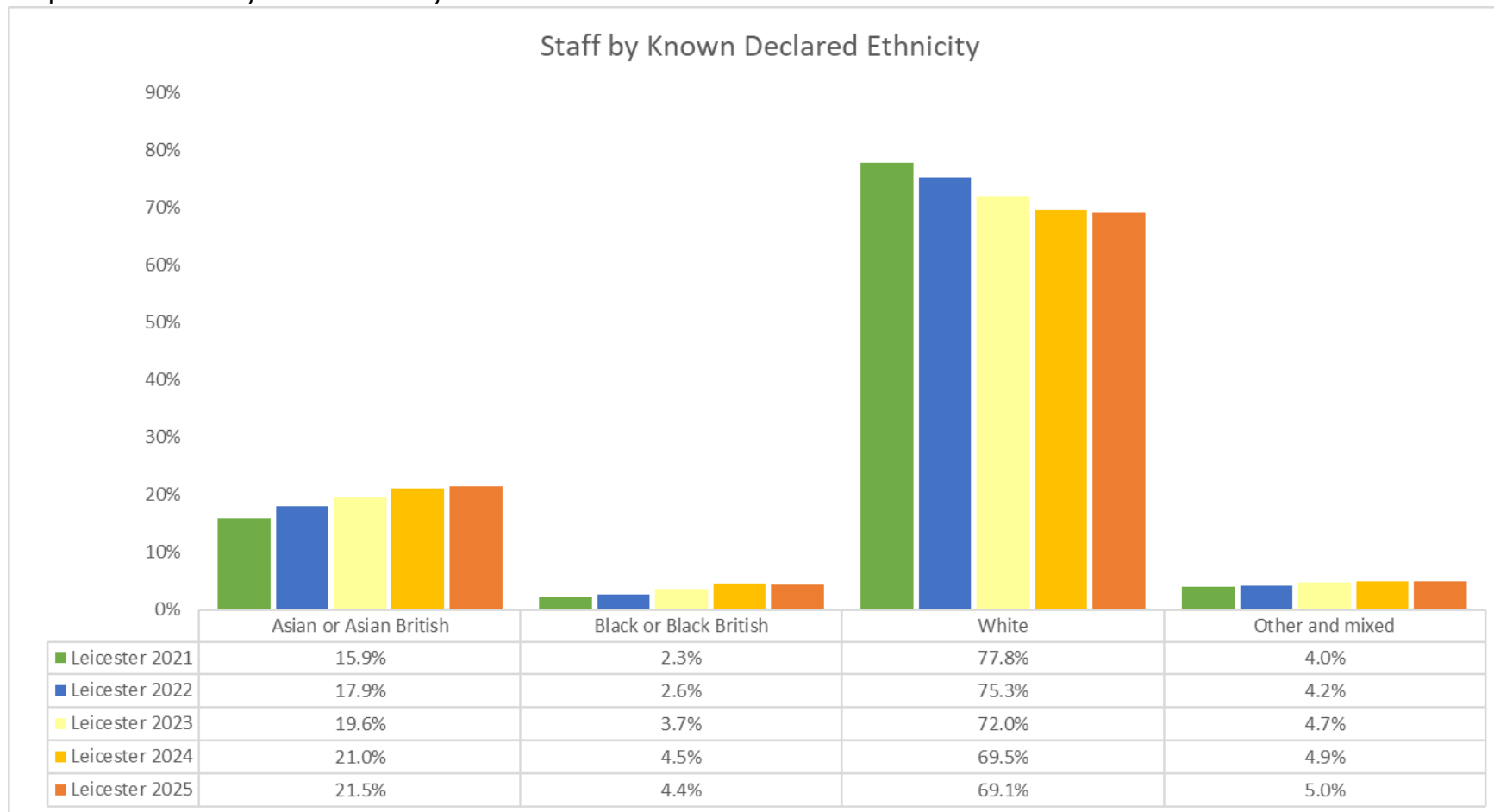
Table 3.4 UoL staff by known declared ethnicity 2021 to 2025

Ethnicity	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Asian or Asian British	21.5%	873	21.0%	863	19.6%	748	17.9%	609	15.9%	543
Black or Black British	4.4%	178	4.5%	184	3.7%	140	2.6%	88	2.3%	78
White	69.1%	2809	69.5%	2855	72.0%	2746	75.3%	2557	77.8%	2650
Other and mixed	5.0%	203	4.9%	179	4.7%	179	4.2%	141	4.0%	135
<b>Total</b>	<b>100%</b>	<b>4063</b>	<b>100%</b>	<b>4081</b>	<b>100%</b>	<b>3813</b>	<b>100%</b>	<b>3395</b>	<b>100%</b>	<b>3406</b>

Graph 3.3 UoL staff by ethnicity 2021 to 2025



Graph 3.4 UoL staff by known ethnicity 2021 to 2025



#### 4. Religion or Belief

Table 4.1 UoL staff by religion or belief 2021 to 2025

Religion or Belief	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Buddhist	0.7%	32	0.6%	28	0.7%	28	0.6%	22	0.5%	13
Christian	23.3%	999	23.5%	1020	22.8%	931	22.1%	820	20.7%	741
Hindu	5.9%	252	5.6%	242	5.0%	206	5.0%	185	4.4%	145
Jewish	0.3%	13	0.3%	13	0.3%	11	0.2%	<10	0.2%	<10
Muslim	7.5%	323	6.9%	298	6.0%	245	4.5%	166	3.6%	125
Pagan	0.1%	<10	-	-	-	-	-	-	-	-
Sikh	1.7%	74	1.8%	78	1.7%	69	1.4%	52	1.2%	45
Any other religion or belief	2.4%	104	2.5%	108	2.4%	97	2.2%	82	2.2%	74
No religion	36.3%	1554	36.5%	1587	35.1%	1436	32.2%	1194	30.6%	1042
Prefer not to say	21.7%	930	22.3%	969	26.1%	1065	31.8%	1178	36.6%	1668
<b>Grand Total</b>	<b>100%</b>	<b>4281</b>	<b>100%</b>	<b>4343</b>	<b>100%</b>	<b>4088</b>	<b>100%</b>	<b>3699</b>	<b>100%</b>	<b>3853</b>

- The religion or belief groups with the highest proportion of staff in 2025 include: 36.3% no religion or belief, 23.3% Christian, 7.5% Muslim and 5.9% Hindu. 21.7% of UoL staff declared 'prefer not to say' (Table 4.1).
- Over the last five years, the proportion of staff who have declared 'prefer not to say' has decreased by 14.9 percentage points from 36.6% in 2021 to 21.7% in 2025.

Graph 4.1 UoL staff by religion or belief 2021 to 2025

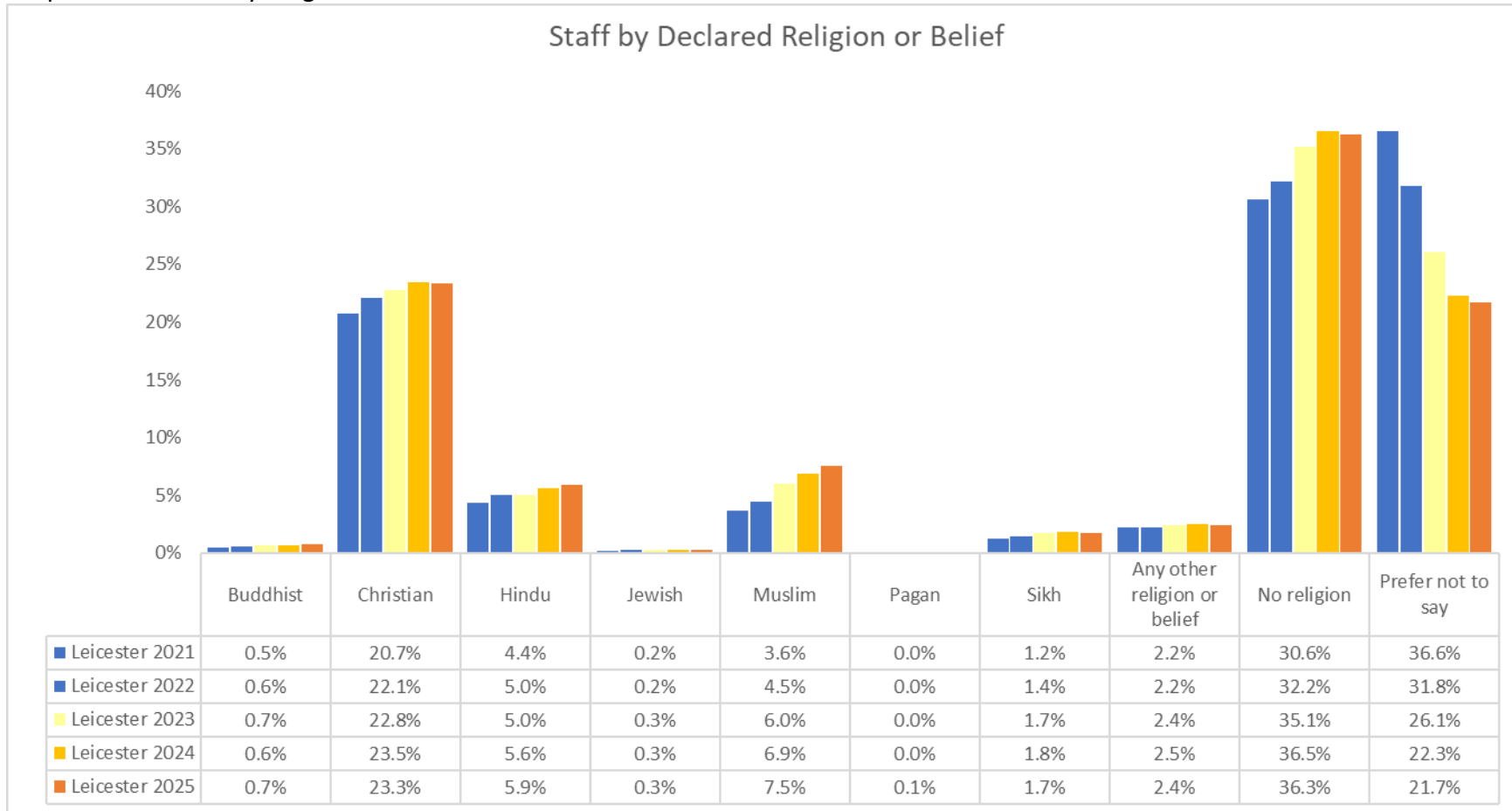


Table 4.2 UoL staff by known religion or belief 2021 to 2025

Religion or Belief	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Buddhist	1.0%	32	0.8%	28	0.9%	28	0.9%	22	0.8%	19
Christian	29.8%	999	30.2%	1020	30.8%	931	32.4%	820	32.6%	784
Hindu	7.5%	252	7.2%	242	6.8%	206	7.3%	185	6.9%	166
Jewish	0.4%	13	0.4%	13	0.4%	11	0.4%	<10	0.3%	<10
Muslim	9.6%	323	8.8%	298	8.1%	245	6.6%	166	5.7%	137
Pagan	0.1%	<10	-	-	-	-	-	-	-	-
Sikh	2.2%	74	2.3%	78	2.3%	69	2.1%	52	2.0%	47
Any other religion or belief	3.1%	104	3.2%	108	3.2%	97	3.2%	82	3.5%	83
No religion	46.3%	1554	47.0%	1587	47.5%	1436	47.2%	1194	48.2%	1158
<b>Grand Total</b>	<b>100%</b>	<b>3351</b>	<b>100%</b>	<b>3374</b>	<b>100%</b>	<b>3023</b>	<b>100%</b>	<b>2521</b>	<b>100%</b>	<b>2394</b>

Graph 4.2 UoL staff by known religion or belief 2021 to 2025

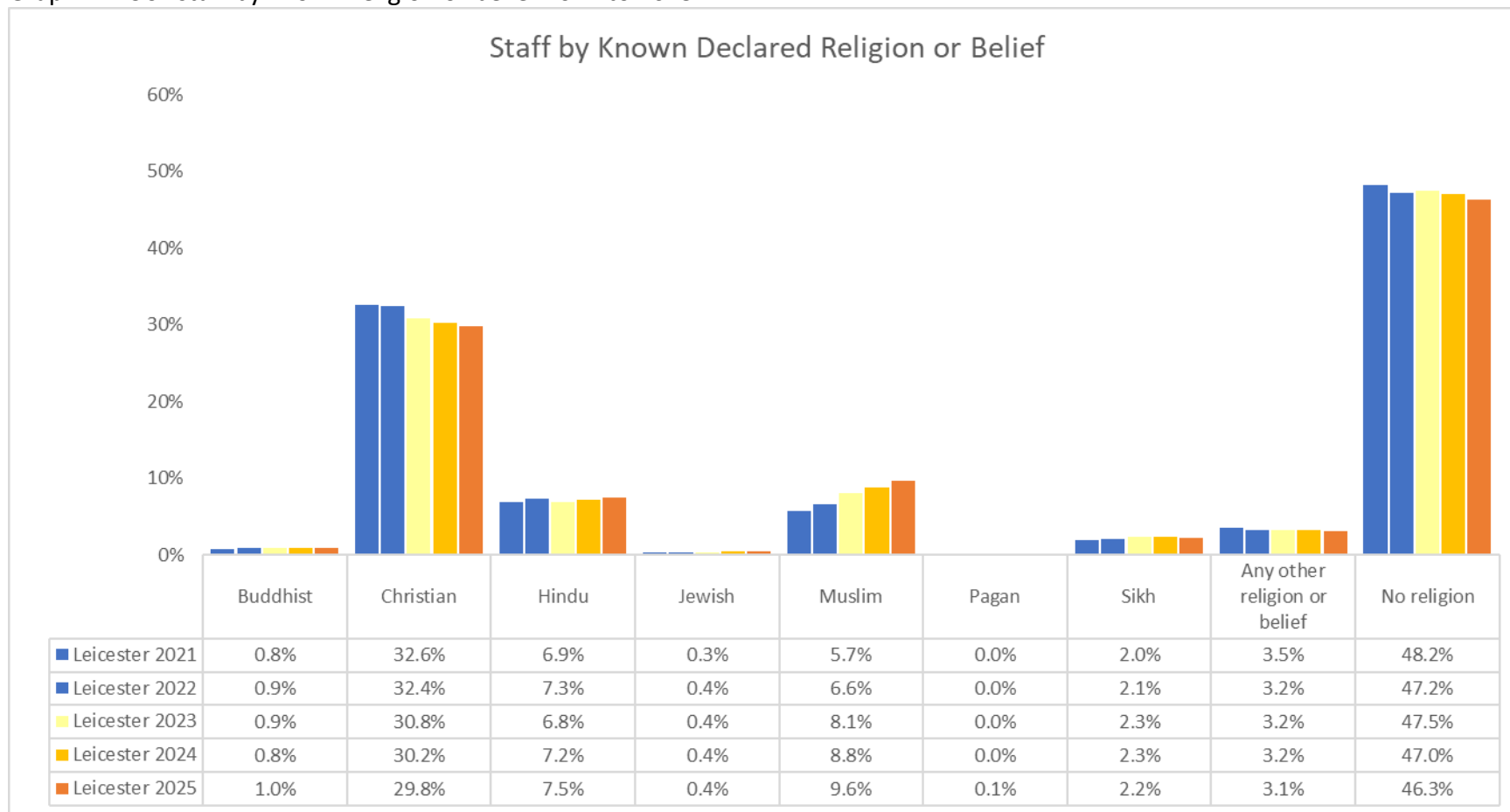




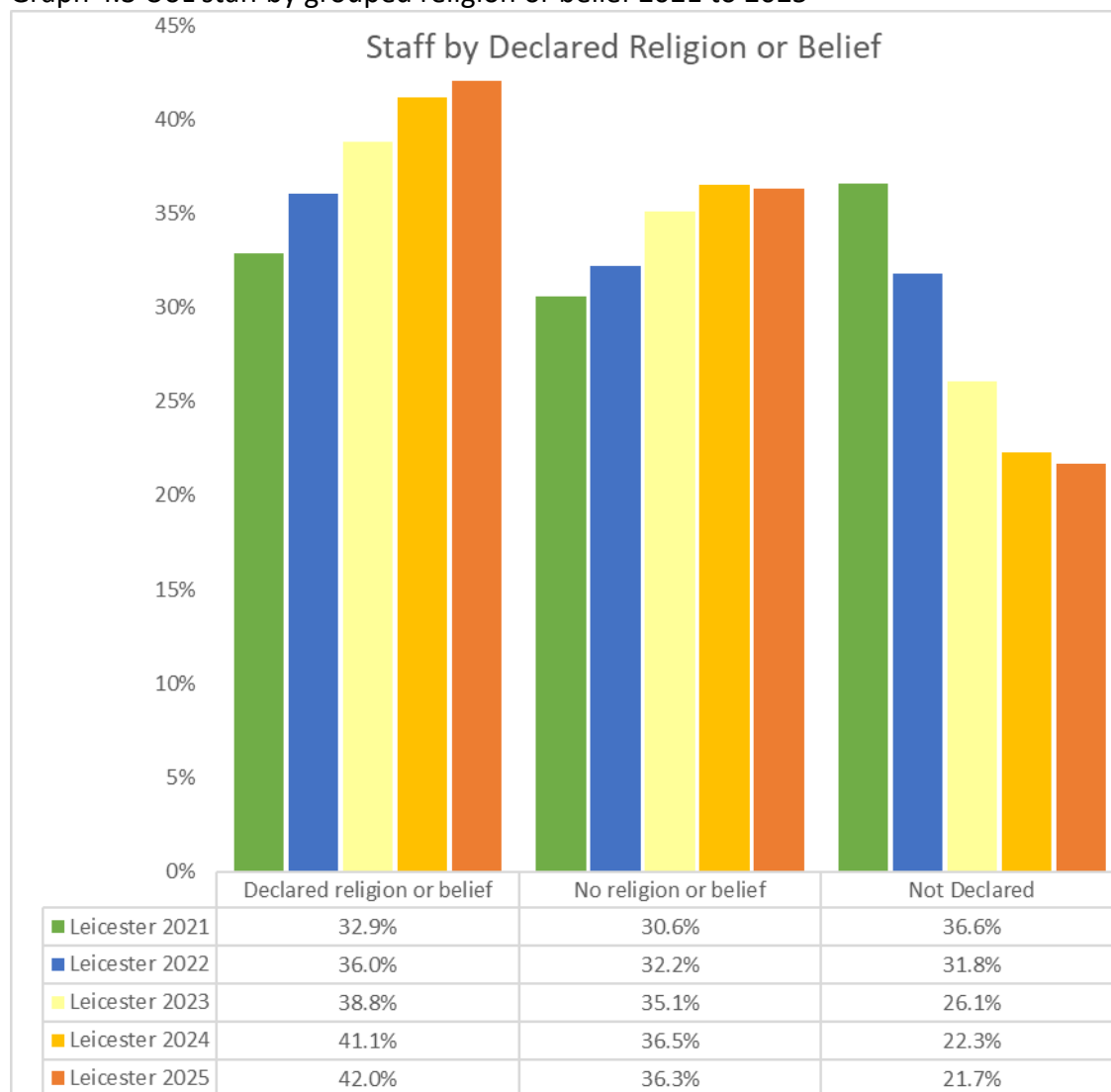
Table 4.3 UoL staff by grouped religion or belief 2021 to 2025

Religion or Belief	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Declared religion or belief	42.0%	1800	41.1%	1787	38.8%	1587	36.0%	1336	32.9%	1244
No religion or belief	36.3%	1554	36.5%	1587	35.1%	1436	32.2%	1194	30.6%	1158
Not Declared	21.7%	930	22.3%	969	26.1%	1065	31.8%	1178	36.6%	1384
<b>Total</b>	<b>100%</b>	<b>4284</b>	<b>100%</b>	<b>4343</b>	<b>100%</b>	<b>4088</b>	<b>100%</b>	<b>3708</b>	<b>100%</b>	<b>3786</b>

Table 4.4 UoL staff by known grouped religion or belief 2021 to 2025

Religion or Belief	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Declared religion or belief	53.7%	1800	53.0%	1787	52.5%	1587	52.8%	1336	51.8%	1244
No religion or belief	46.3%	1554	47.0%	1587	47.5%	1436	47.2%	1194	48.2%	1158
<b>Total</b>	<b>100%</b>	<b>3354</b>	<b>100%</b>	<b>3374</b>	<b>100%</b>	<b>3023</b>	<b>100%</b>	<b>2530</b>	<b>100%</b>	<b>2402</b>

Graph 4.3 UoL staff by grouped religion or belief 2021 to 2025



Graph 4.4 UoL staff by known grouped religion or belief 2021 to 2025

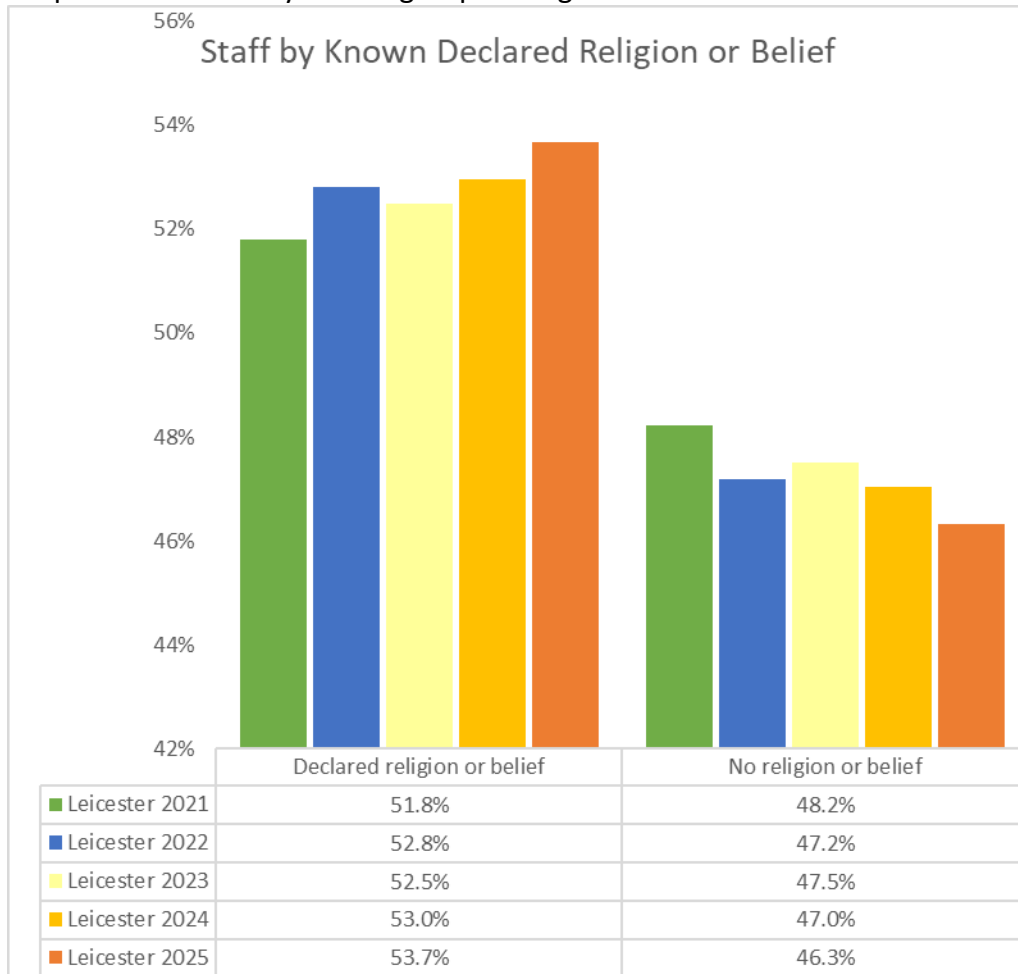
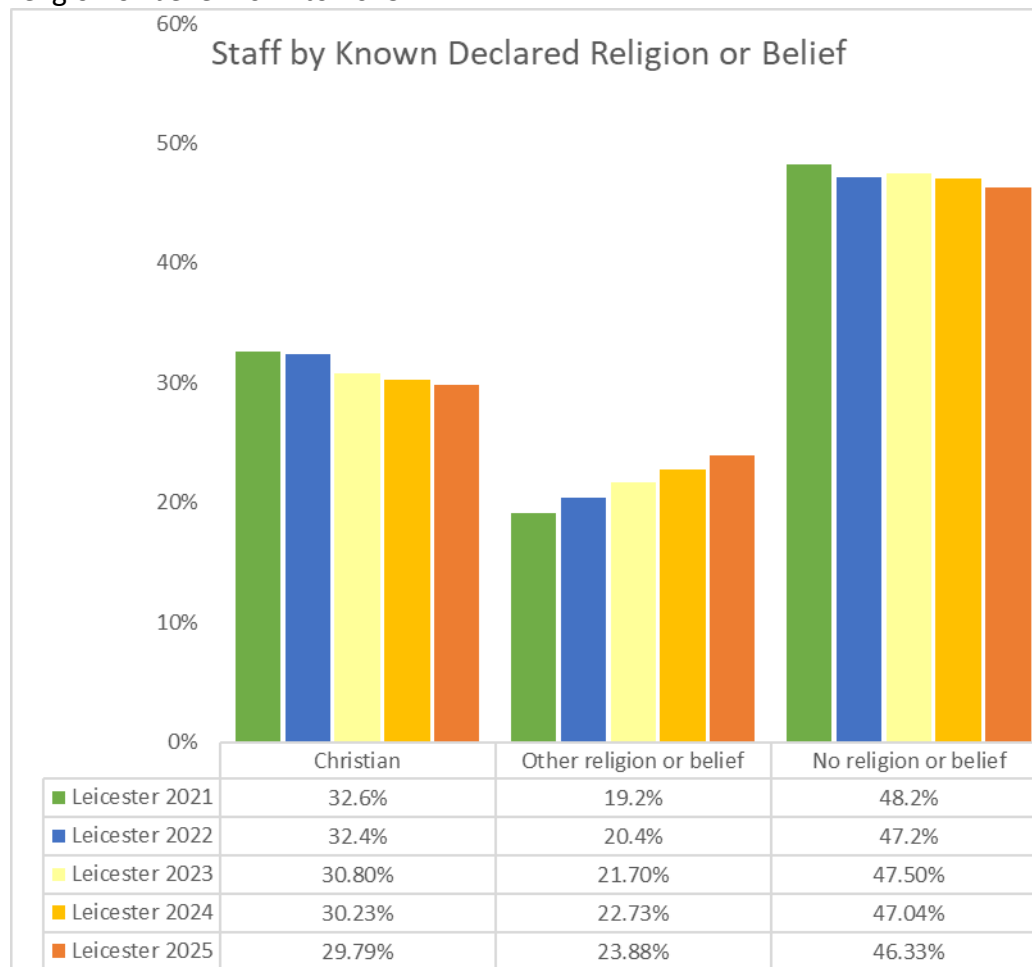


Table 4.5 UoL staff by known religion or belief: split by Christian, other than Christian or no religion or belief 2021 to 2025

Religion or Belief	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Christian	29.79%	999	30.23%	1020	30.80%	931	32.4%	820	32.6%	784
Other religion or belief	23.88%	801	22.73%	767	21.70%	656	20.4%	516	19.2%	460
No religion or belief	46.33%	1554	47.04%	1587	47.50%	1436	47.2%	1194	48.2%	1158
<b>Grand Total</b>	<b>100%</b>	<b>3354</b>	<b>100%</b>	<b>3374</b>	<b>100%</b>	<b>3023</b>	<b>100%</b>	<b>2530</b>	<b>100%</b>	<b>2402</b>

Graph 4.5 UoL staff by known religion or belief: split by Christian, other than Christian or no religion or belief 2021 to 2025



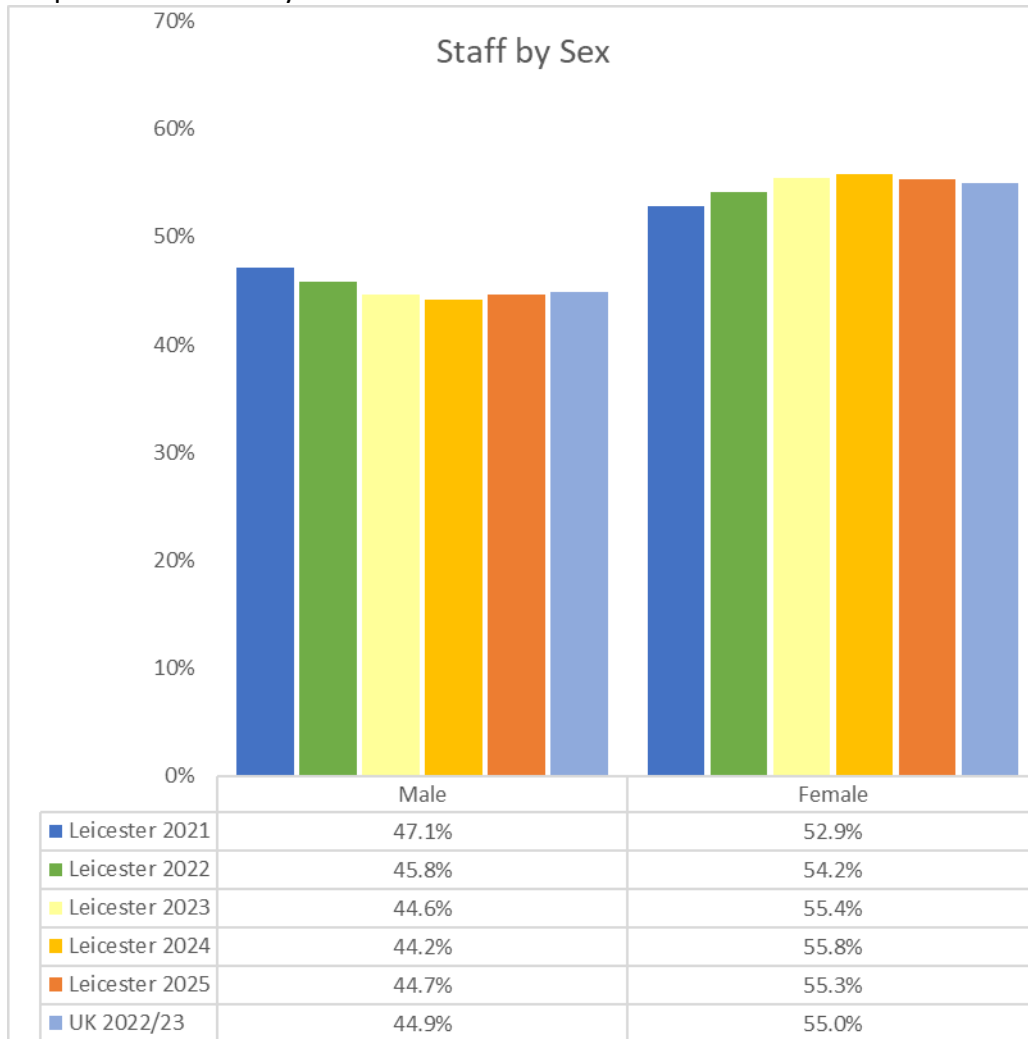
## 5. Sex

Table 5.1 UoL staff by Sex 2021 to 2025

Sex	UK 2022/23	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Male	44.9%	44.7%	1915	44.2%	1918	44.6%	1823	45.8%	1699	47.1%	1784
Female	55.0%	55.3%	2369	55.8%	2425	55.4%	2265	54.2%	2009	52.9%	2002
Other	0.1%	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>4284</b>	<b>100%</b>	<b>4343</b>	<b>100%</b>	<b>4088</b>	<b>100%</b>	<b>3708</b>	<b>100%</b>	<b>3786</b>

- In 2025, 55.3% of UoL staff were female and 44.7% male. The proportion of females at UoL is slightly higher than the national UK HEI average in 2022/23 (55.0% female). Over the last five years, female staff have constituted the majority of staff at UoL (Table 5.1).

Graph 5.1 UoL staff by Sex 2021 to 2025



## 6. Gender Identity

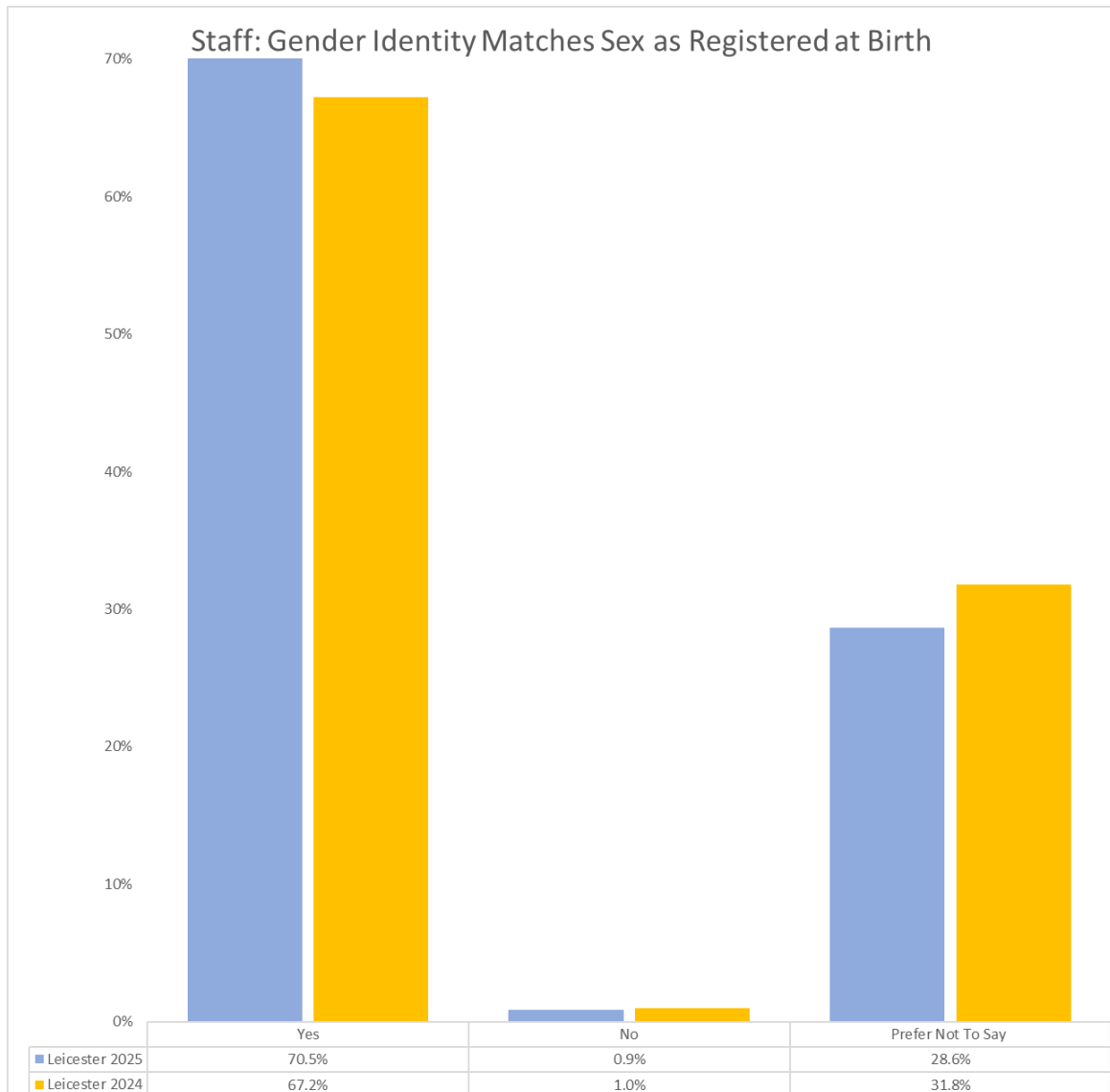
Table 6.1 UoL staff by gender identity 2024-2025

Gender Identity Matches Sex as Registered at Birth	Leicester 2025	#	Leicester 2024	#
Yes	70.5%	3019	67.2%	2918
No	0.9%	38	1.0%	44
Prefer Not To Say	28.6%	1227	31.8%	1381
<b>Total</b>	<b>100%</b>	<b>3057</b>	<b>100%</b>	<b>2962</b>

- In 2025, 70.5% of UoL staff declared that their gender identity matches their sex as registered at birth, 0.9% of staff declared that their gender identity differs to their sex as registered at birth and 28.6% of staff chose not to declare (Table 6.1).
- Over the last two years, the proportion of staff who have declared 'prefer not to say' has decreased by 3.2 percentage points, from 31.8% in 2024 to 28.6% in 2025.



Graph 6.1 UoL staff by Gender Identity 2024 to 2025



## 7. Sexual Orientation

Table 7.1 UoL staff by grouped sexual orientation 2021 to 2025

Sexual Orientation	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
LGB+	6.2%	267	6.1%	263	5.4%	221	4.6%	172	4.0%	152
Heterosexual/straight	70.3%	3012	69.3%	3010	65.8%	2688	60.4%	2238	56.0%	2120
Not declared	23.5%	1005	24.6%	1070	28.8%	1179	35.0%	1298	40.0%	1514
<b>Total</b>	<b>100%</b>	<b>4284</b>	<b>100%</b>	<b>4343</b>	<b>100%</b>	<b>4088</b>	<b>100%</b>	<b>3708</b>	<b>100%</b>	<b>3786</b>

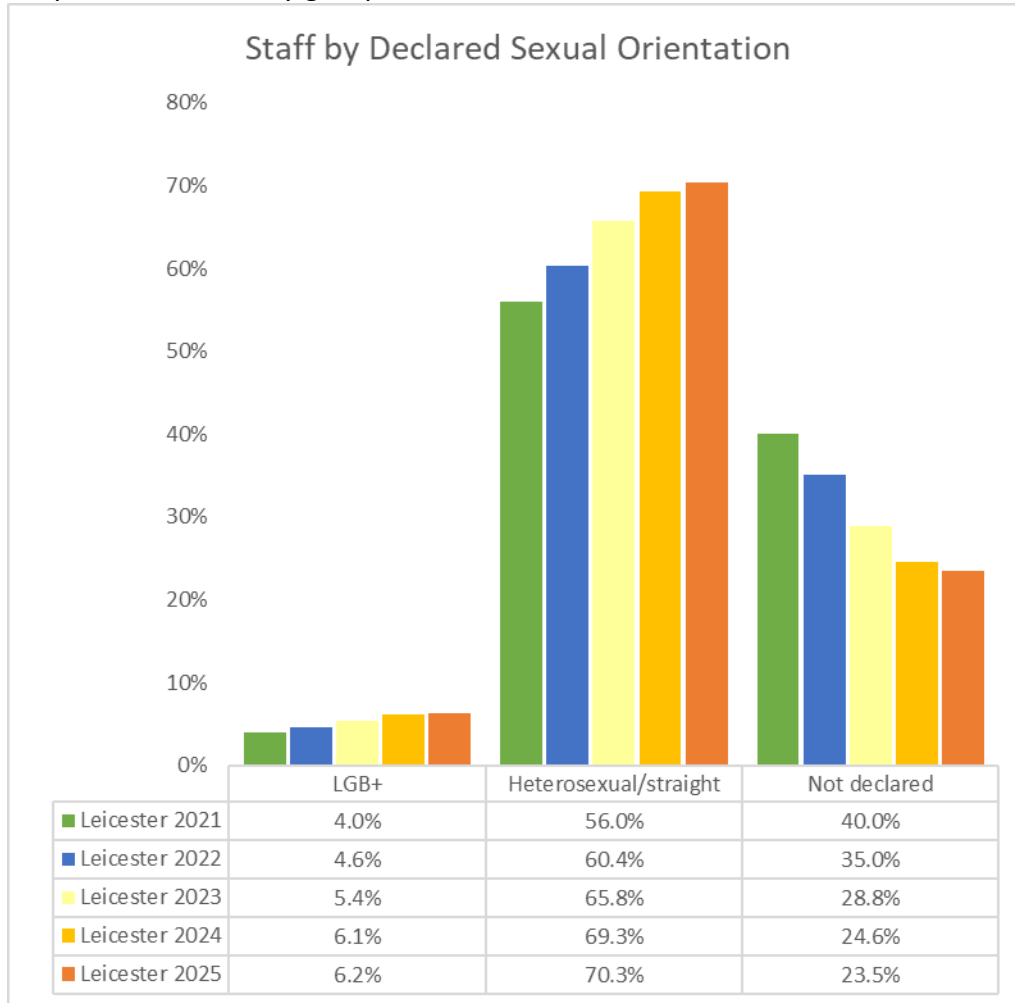
\*LGB+ includes: Bisexual, Gay man, Gay woman/Lesbian, Other

- In 2025, 70.5% of UoL staff declared that their gender identity matches their sex as registered at birth, 0.9% of staff declared that their gender identity differs to their sex as registered at birth and 28.6% of staff chose not to declare (Table 6.2).
- Over the last two years, the proportion of staff who have declared 'prefer not to say' has decreased by 3.2 percentage points, from 31.8% in 2024 to 28.6% in 2025.

Table 7.2 UoL Staff by known grouped sexual orientation 2021 to 2025

Sexual Orientation	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
LGB+	8.1%	267	8.0%	263	7.6%	221	7.1%	172	6.7%	152
Heterosexual/straight	91.9%	3012	92.0%	3010	92.4%	2688	92.9%	2238	93.3%	2120
<b>Total</b>	<b>100%</b>	<b>3279</b>	<b>100%</b>	<b>3273</b>	<b>100%</b>	<b>2909</b>	<b>100%</b>	<b>2410</b>	<b>100%</b>	<b>2272</b>

Graph 7.1 UoL staff by grouped sexual orientation 2021 to 2025



Graph 7.2 UoL staff by known grouped sexual orientation 2021 to 2025

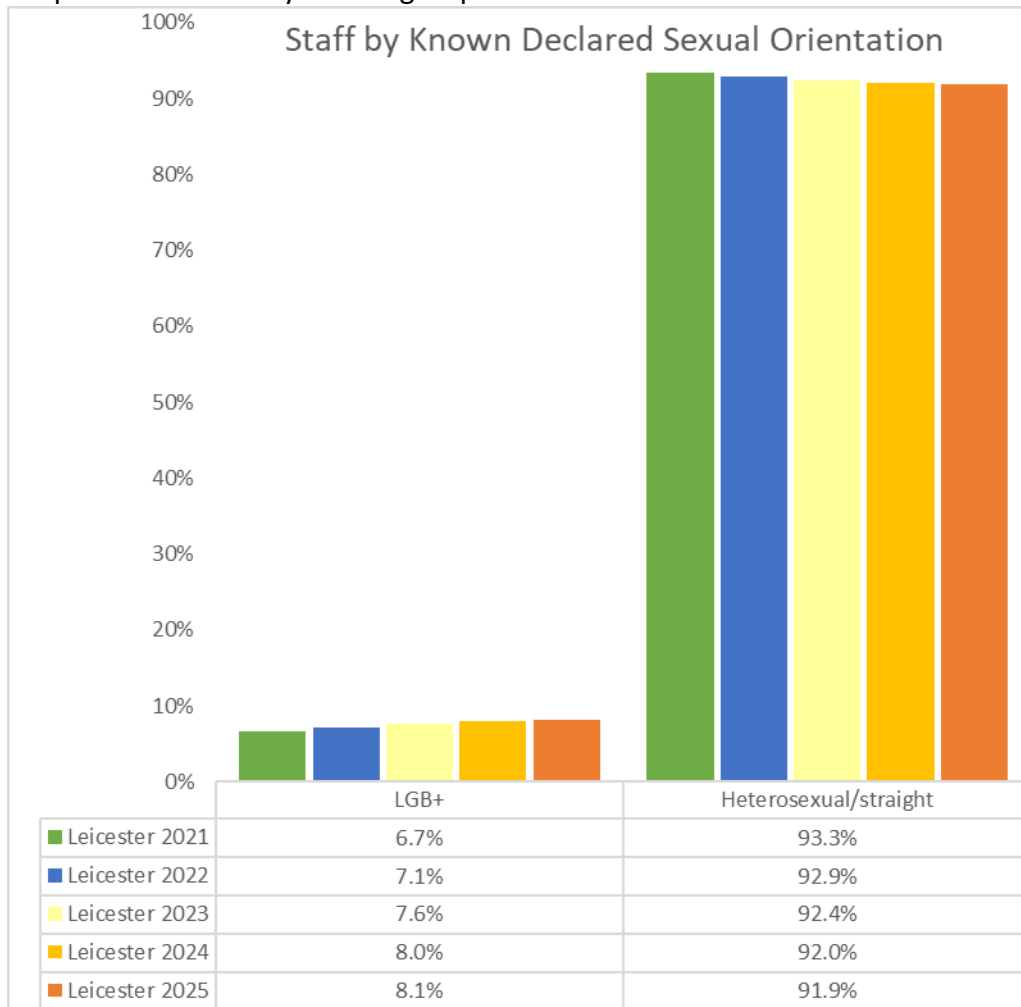


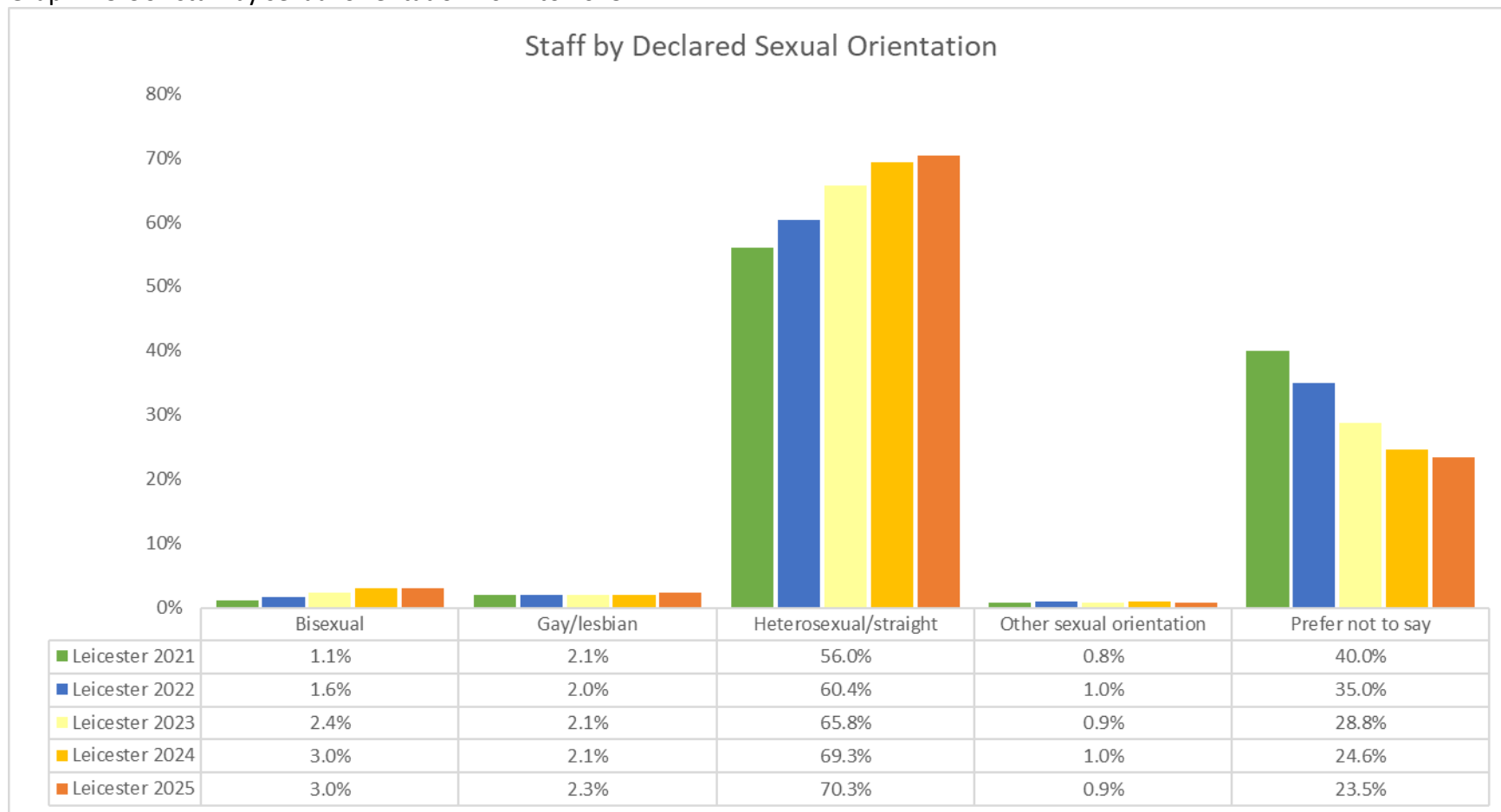
Table 7.3 UoL staff by sexual orientation 2021 to 2025

Sexual Orientation	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Bisexual	3.0%	130	3.0%	130	2.4%	100	1.6%	61	1.1%	43
Gay/lesbian	2.3%	100	2.1%	91	2.1%	84	2.0%	73	2.1%	78
Heterosexual/straight	70.3%	3012	69.3%	3010	65.8%	2688	60.4%	2238	56.0%	2120
Other sexual orientation	0.9%	37	1.0%	42	0.9%	37	1.0%	38	0.8%	31
Prefer not to say	23.5%	1005	24.6%	1070	28.8%	1179	35.0%	1298	40.0%	1514
<b>Grand Total</b>	<b>100%</b>	<b>4284</b>	<b>100%</b>	<b>4343</b>	<b>100%</b>	<b>4088</b>	<b>100%</b>	<b>3708</b>	<b>100%</b>	<b>3786</b>

Table 7.4 UoL Staff by known sexual orientation 2021 to 2025

Sexual Orientation	Leicester 2025	#	Leicester 2024	#	Leicester 2023	#	Leicester 2022	#	Leicester 2021	#
Bisexual	4.0%	130	4.0%	130	3.4%	100	2.5%	61	1.9%	43
Gay/lesbian	3.0%	100	2.8%	91	2.9%	84	3.0%	73	3.5%	78
Heterosexual/straight	91.9%	3012	92.0%	3010	92.4%	2688	92.9%	2238	93.3%	2120
Other sexual orientation	1.1%	37	1.3%	42	1.3%	37	1.6%	38	1.4%	31
<b>Grand Total</b>	<b>100%</b>	<b>3279</b>	<b>100%</b>	<b>3273</b>	<b>100%</b>	<b>2909</b>	<b>100%</b>	<b>2410</b>	<b>100%</b>	<b>2272</b>

Graph 7.3 UoL staff by sexual orientation 2021 to 2025



Graph 7.4 UoL Staff by known sexual orientation 2021 to 2025

