

Publication of Staff Diversity Data

31st January 2018

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.

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:

Where figures are given for UK HEI's (Higher Education Institutions), these are for the Academic Year 2015/16 which are the latest available. The percentages in brackets indicate last year's representation at the University of Leicester produced in January 2016 and UK HEI's for academic year 2014/15.

Age

Count	Total	%	UK HEI's
25 and Under	260 (213)	6.5%	5.80%
26 to 30	432 (419)	10.9%	11%
31 to 35	553 (560)	13.9%	14.60%
36 to 40	552 (563)	13.9%	13.30%
41 to 45	533 (529)	13.4%	12.80%
46 to 50	509 (533)	12.8%	13.00%
51 to 55	494 (494)	12.4%	12.30%
56 to 60	370 (366)	9.3%	9.70%
61 to 65	208 (199)	5.2%	5.30%
66 and Over	60 (56)	1.5%	2.20%
Grand Total	3971		

Disability

Count	Staff	%	UK HEI's
Declared disability	192 (187)	4.8%	4.6% (4.5%)*
Prefer not to say	163 (117)	4.1%	94% (95.5%)
No disability declared	3616 (1977)	91.1%	
Grand Total	3971	100%	

* In the UK HEI data all those who have not declared a disability (i.e. No disability declared, Prefer not to say and Not known) are grouped as one.

Gender

Count	Life Sciences	Science and Engineering	Social Sciences, Arts and Humanities	Non Academic Departments	Grand Total	UK HEI's
Female	583 (525)	155 (159)	510 (504)	857 (914)	2105 (2102)	54.1% (54%)
Male	449 (400)	354 (342)	382 (397)	681 (691)	1866 (1830)	45.9% (46%)
Total	1032	509	892	1538	3971 (3932)	

Sexual Orientation

	Count	%
Non heterosexual	202 (78)	5.0%
Heterosexual/Straight	1617 (1310)	39.8%
Prefer Not to Say	343 (309)	8.4%
Not Known	1899 (2235)	46.8%
Total	4061	

Ethnicity

	Count	%	UK HEI's
Black & Minority Ethnic	629 (632)	15.8%	12.5% (12.4%)
White	2835 (2866)	71.4%	87.5% (82.2%)
Prefer not to say	139 (135)	3.5%	
Not Known	368 (299)	9.3%	
Total	3971 (3932)		

Religious Belief

	Staff	%
Declared religion or belief	1067 (980)	26.9%
No religion or belief	886 (727)	22.3%
Prefer not to say	369 (323)	9.3%
Not Known	1649 (1902)	41.5%
Grand Total	3971 (3932)	