

## University of York

### Staff data on protected characteristics

This data provides a breakdown by the protected characteristics of age, disability, ethnicity, nationality, sex, sexual orientation, gender identity, carer responsibility and religion of the employees of the University as at the date set.

Numbers are provided by grade, staff group, contract status and full- or part-time status for each of the protected characteristics.

Numbers are a headcount of staff.

Show staff numbers at  
12/31/2023

Dates for worksheets  
showing five years of staff  
numbers cannot be  
changed. These worksheets  
always show the headcount  
on the 31 December of each  
year.

Data has been supplied by Human Resources. Queries should be sent to [hr-systems@york.ac.uk](mailto:hr-systems@york.ac.uk).

<https://www.york.ac.uk/admin/hr/management-information/equality-and-diversity/staff-protected-characteristics/>

### Age / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
< 25	23	8%	106	7%	5	0%			57	18%					191	3%
25-34	45	16%	510	32%	677	23%			206	65%			2	0%	1,425	25%
35-44	44	15%	377	24%	1,130	38%	14	24%	44	14%	3	18%	62	14%	1,667	30%
45-54	61	21%	306	19%	715	24%	23	39%	5	2%	8	47%	165	37%	1,280	23%
55-64	93	32%	244	16%	385	13%	21	36%	4	1%	6	35%	171	38%	921	16%
65+	22	8%	29	2%	40	1%	1	2%	1	0%			50	11%	142	3%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

### Age / staff group

	Academic		Research		Support		Teaching		Grand Total	
< 25			7	1%	149	5%	35	4%	191	3%
25-34	87	8%	368	45%	739	24%	249	32%	1,425	25%
35-44	375	36%	292	35%	818	27%	195	25%	1,667	30%
45-54	300	29%	96	12%	739	24%	150	19%	1,280	23%
55-64	230	22%	54	7%	511	17%	132	17%	921	16%
65+	54	5%	7	1%	64	2%	17	2%	142	3%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

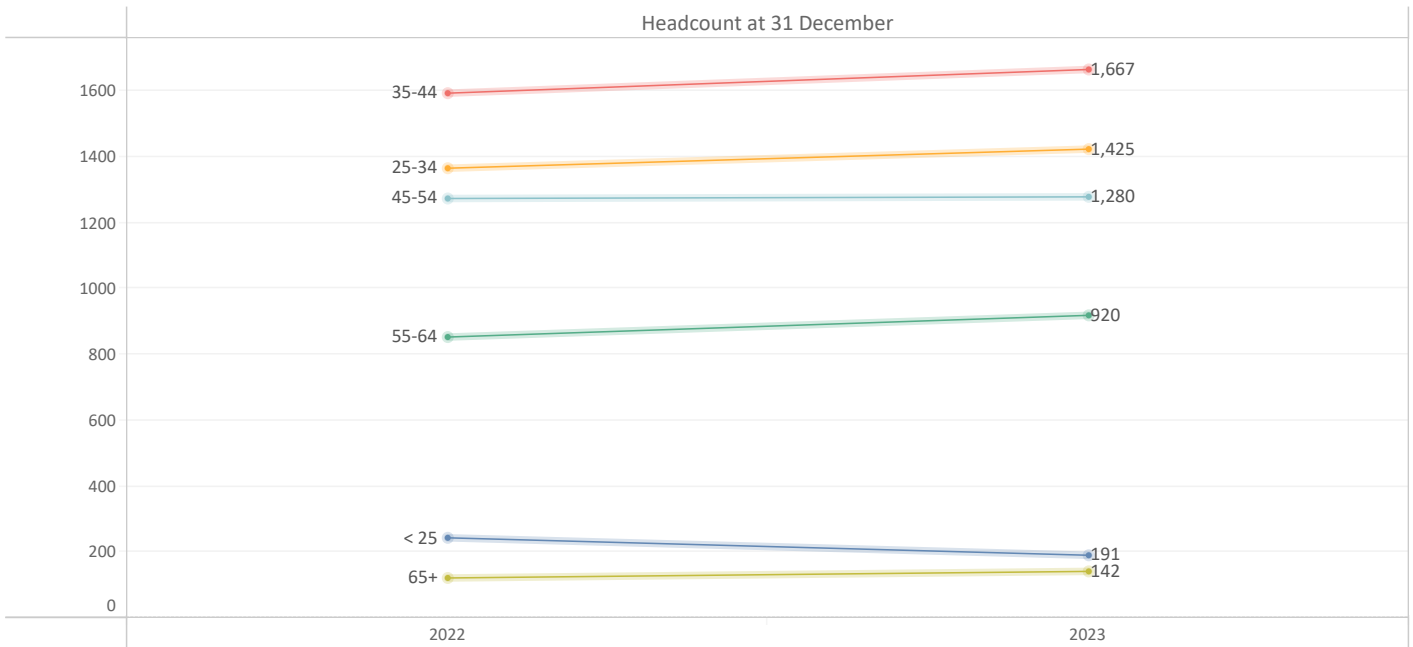
### Age / contract type

	Null		FTC		Open		Grand Total	
< 25	1	33%	103	9%	87	2%	191	3%
25-34	1	33%	594	54%	835	18%	1,425	25%
35-44	1	33%	252	23%	1,424	31%	1,667	30%
45-54			92	8%	1,204	26%	1,280	23%
55-64			58	5%	875	19%	921	16%
65+			8	1%	134	3%	142	3%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

### Age / FT or PT

	FT		PT		Grand Total	
< 25	120	3%	71	4%	191	3%
25-34	1,028	26%	397	23%	1,425	25%
35-44	1,238	32%	429	25%	1,667	30%
45-54	910	23%	370	22%	1,280	23%
55-64	576	15%	346	20%	921	16%
65+	54	1%	88	5%	142	3%
Grand Total	3,926	100%	1,701	100%	5,626	100%

## Age: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
< 25	114	107	169	244	191
25-34	999	977	1,175	1,367	1,425
35-44	1,340	1,404	1,455	1,595	1,667
45-54	1,220	1,214	1,220	1,275	1,280
55-64	756	765	788	854	920
65+	118	116	107	122	142

## Disability / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Disabled	32	11%	264	17%	352	12%	7	12%	38	12%			37	8%	726	13%
Information refused	26	9%	135	9%	200	7%	1	2%	23	7%			47	10%	430	8%
Not disabled	145	50%	1,063	68%	2,235	76%	45	76%	187	59%	13	76%	357	79%	4,026	72%
Not known	85	30%	110	7%	165	6%	6	10%	69	22%	4	24%	9	2%	444	8%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

## Disability / staff group

	Academic		Research		Support		Teaching		Grand Total	
Disabled	97	9%	101	12%	431	14%	103	13%	726	13%
Information refused	86	8%	48	6%	240	8%	57	7%	430	8%
Not disabled	823	79%	596	72%	2,106	70%	531	68%	4,026	72%
Not known	40	4%	79	10%	243	8%	87	11%	444	8%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

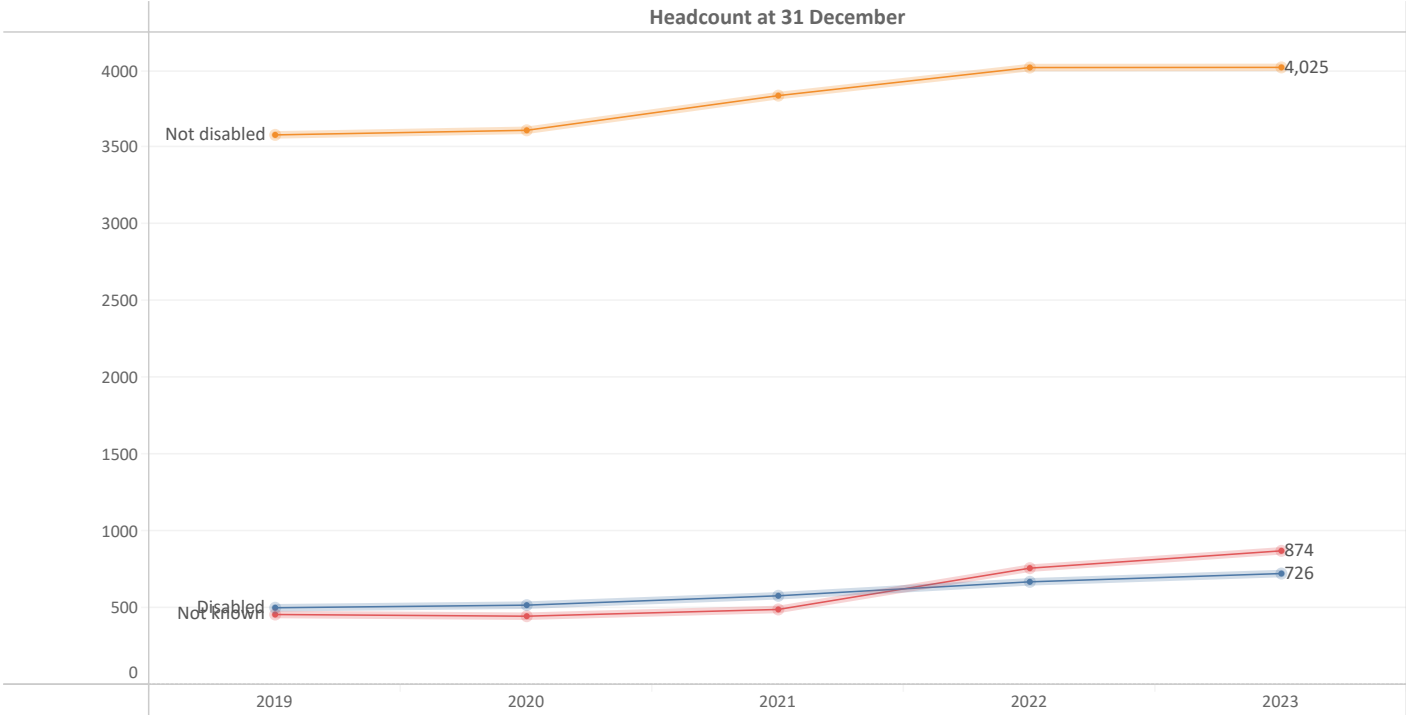
## Disability / contract type

	Null		FTC		Open		Grand Total	
Disabled			139	13%	593	13%	726	13%
Information refused			78	7%	359	8%	430	8%
Not disabled	2	67%	683	62%	3,369	74%	4,026	72%
Not known	1	33%	207	19%	238	5%	444	8%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

## Disability / FT or PT

	FT		PT		Grand Total	
Disabled	512	13%	214	13%	726	13%
Information refused	306	8%	124	7%	430	8%
Not disabled	2,888	74%	1,139	67%	4,026	72%
Not known	220	6%	224	13%	444	8%
Grand Total	3,926	100%	1,701	100%	5,626	100%

# Disability trend



# Disability: table

	Headcount at 31 December				
	2019	2020	2021	2022	2023
Disabled	503	520	581	672	726
Not disabled	3,585	3,615	3,841	4,024	4,025
Not known	459	448	492	761	874

## Ethnicity / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
BAME	51	18%	19	1%	147	5%	1	2%	36	11%			17	4%	270	5%
White	142	49%	401	26%	877	30%	16	27%	79	25%	8	47%	146	32%	1,660	30%
Not known	95	33%	1,152	73%	1,928	65%	42	71%	202	64%	9	53%	287	64%	3,696	66%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

## Ethnicity / staff group

	Academic		Research		Support		Teaching		Grand Total	
BAME	62	6%	60	7%	81	3%	69	9%	270	5%
White	338	32%	210	25%	894	30%	233	30%	1,660	30%
Not known	646	62%	554	67%	2,045	68%	476	61%	3,696	66%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

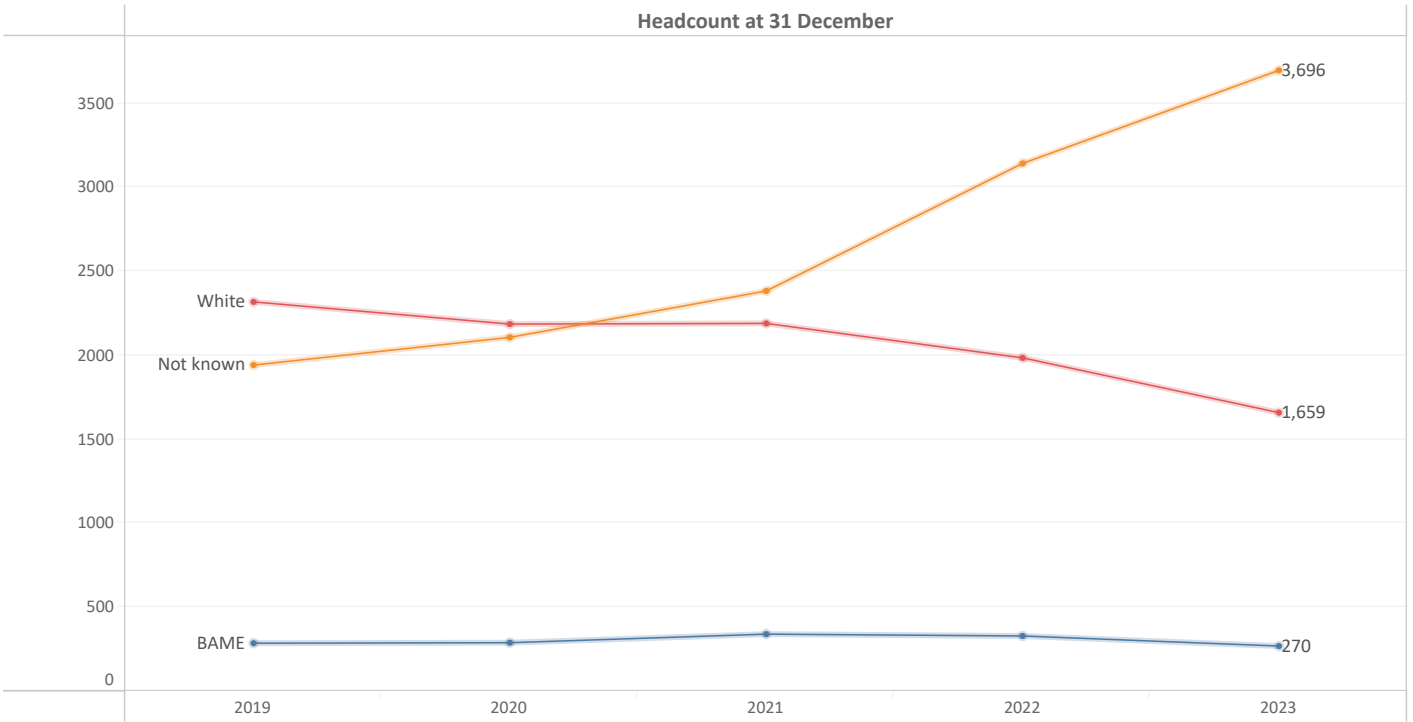
## Ethnicity / contract type

	Null		FTC		Open		Grand Total	
BAME	2	67%	87	8%	183	4%	270	5%
White			243	22%	1,429	31%	1,660	30%
Not known	1	33%	777	70%	2,947	65%	3,696	66%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

## Ethnicity / FT or PT

	FT		PT		Grand Total	
BAME	162	4%	108	6%	270	5%
White	1,115	28%	546	32%	1,660	30%
Not known	2,649	67%	1,047	62%	3,696	66%
Grand Total	3,926	100%	1,701	100%	5,626	100%

# Ethnicity: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
BAME	287	290	341	330	270
White	2,318	2,186	2,190	1,985	1,659
Not known	1,942	2,107	2,383	3,142	3,696

## Nationality / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
UK	219	76%	1,404	89%	2,202	75%	57	97%	162	51%	16	94%	357	79%	4,398	78%
EEA	11	4%	78	5%	315	11%	1	2%	31	10%	1	6%	59	13%	493	9%
Rest of world	57	20%	86	5%	424	14%	1	2%	123	39%			32	7%	716	13%
Not known	1	0%	4	0%	11	0%			1	0%			2	0%	19	0%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

## Nationality / staff group

	Academic		Research		Support		Teaching		Grand Total	
UK	695	66%	488	59%	2,715	90%	530	68%	4,398	78%
EEA	180	17%	126	15%	119	4%	72	9%	493	9%
Rest of world	167	16%	208	25%	174	6%	175	22%	716	13%
Not known	4	0%	2	0%	12	0%	1	0%	19	0%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

## Nationality / contract type

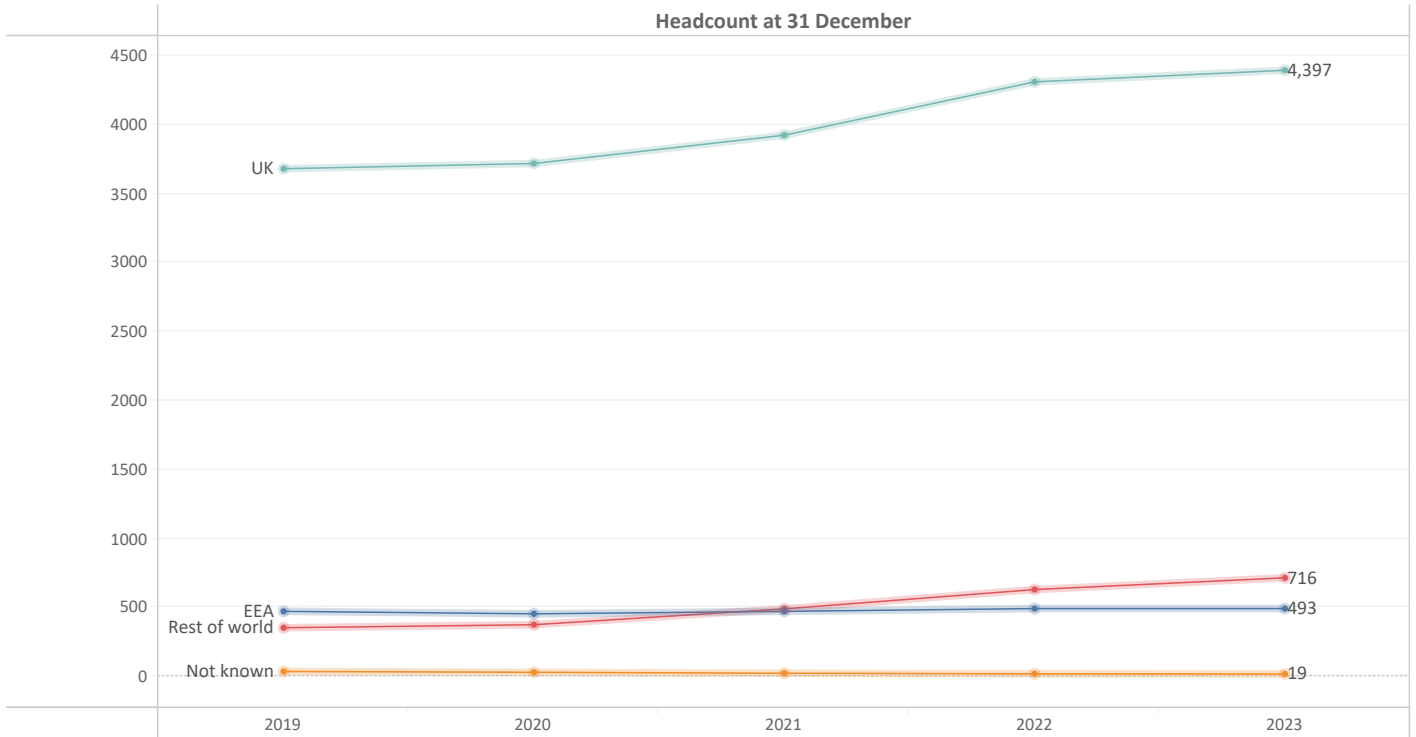
	Null		FTC		Open		Grand Total	
UK	1	33%	668	60%	3,765	83%	4,398	78%
EEA			120	11%	375	8%	493	9%
Rest of world	2	67%	317	29%	402	9%	716	13%
Not known			2	0%	17	0%	19	0%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

## Nationality / FT or PT

	FT		PT		Grand Total	
UK	3,038	77%	1,361	80%	4,398	78%
EEA	390	10%	103	6%	493	9%
Rest of world	483	12%	233	14%	716	13%
Not known	15	0%	4	0%	19	0%
Grand Total	3,926	100%	1,701	100%	5,626	100%



# Nationality: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
UK	3,683	3,721	3,926	4,313	4,397
EEA	473	455	473	493	493
Rest of world	354	376	491	631	716
Not known	37	31	24	20	19

## Sex / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
F	154	53%	1,060	67%	1,604	54%	26	44%	161	51%	6	35%	165	37%	3,158	56%
M	134	47%	512	33%	1,348	46%	33	56%	156	49%	11	65%	285	63%	2,468	44%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

## Sex / staff group

	Academic		Research		Support		Teaching		Grand Total	
F	417	40%	453	55%	1,892	63%	418	54%	3,158	56%
M	629	60%	371	45%	1,128	37%	360	46%	2,468	44%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

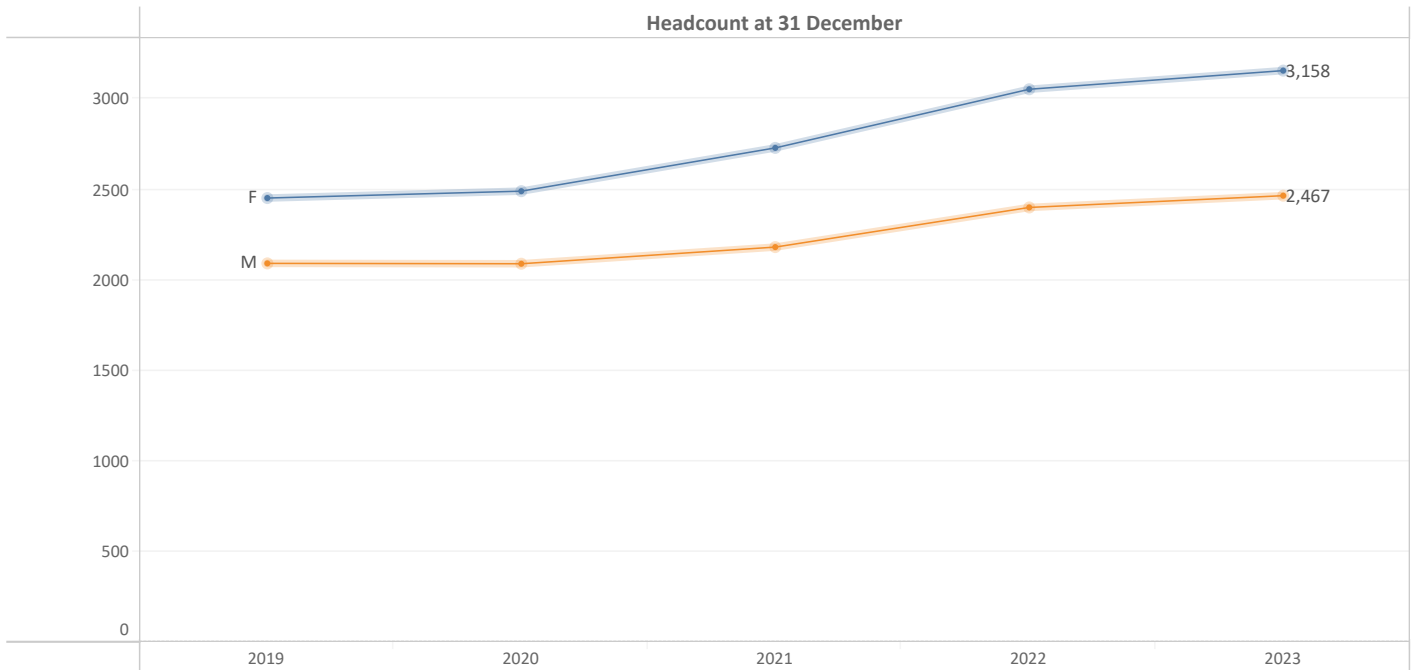
## Sex / contract type

	Null		FTC		Open		Grand Total	
F	2	67%	600	54%	2,581	57%	3,158	56%
M	1	33%	507	46%	1,978	43%	2,468	44%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

## Sex / FT or PT

	FT		PT		Grand Total	
F	1,974	50%	1,184	70%	3,158	56%
M	1,952	50%	517	30%	2,468	44%
Grand Total	3,926	100%	1,701	100%	5,626	100%

## Sex: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
F	2,454	2,492	2,731	3,055	3,158
M	2,093	2,091	2,183	2,402	2,467

### Sexual orientation / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Bisexual	4	1%	78	5%	89	3%	2	3%	23	7%	1	6%	3	1%	199	4%
Gay man					5	0%									5	0%
Gay woman / lesbian			4	0%	2	0%									6	0%
Heterosexual / straight	40	14%	909	58%	1,552	53%	41	69%	80	25%	4	24%	229	51%	2,842	51%
Prefer to self-describe	1	0%	8	1%	14	0%			3	1%			1	0%	27	0%
Prefer not to answer	6	2%	144	9%	230	8%			27	9%			50	11%	455	8%
Data not held	237	82%	429	27%	1,060	36%	16	27%	184	58%	12	71%	167	37%	2,092	37%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

### Sexual orientation / staff group

	Academic		Research		Support		Teaching		Grand Total	
Bisexual	28	3%	32	4%	105	3%	34	4%	199	4%
Gay man	1	0%	1	0%	3	0%			5	0%
Gay woman / lesbian					6	0%			6	0%
Heterosexual / straight	488	47%	412	50%	1,649	55%	310	40%	2,842	51%
Prefer to self-describe	3	0%	4	0%	16	1%	4	1%	27	0%
Prefer not to answer	103	10%	52	6%	243	8%	61	8%	455	8%
Data not held	423	40%	323	39%	998	33%	369	47%	2,092	37%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

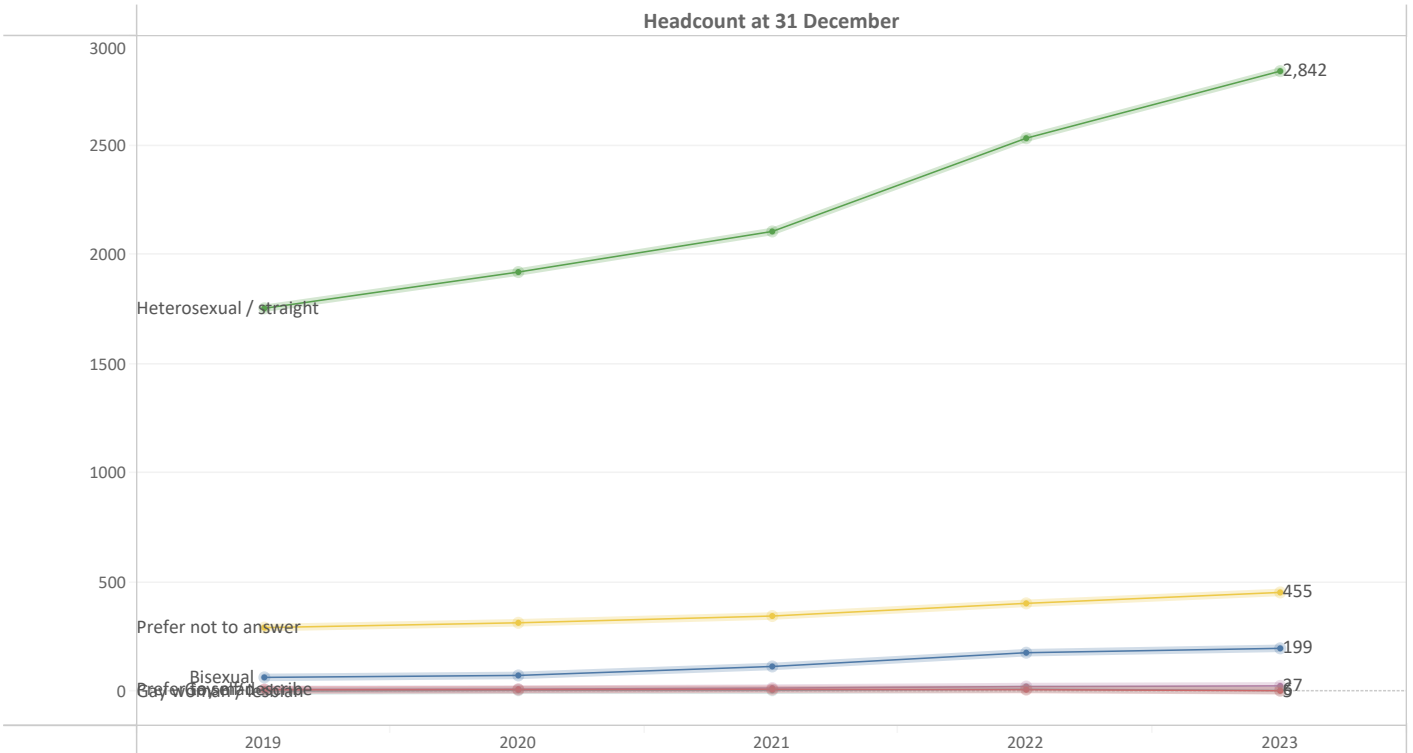
### Sexual orientation / contract type

	Null		FTC		Open		Grand Total	
Bisexual			67	6%	133	3%	199	4%
Gay man			1	0%	4	0%	5	0%
Gay woman / lesbian			1	0%	5	0%	6	0%
Heterosexual / straight	1	33%	478	43%	2,385	52%	2,842	51%
Prefer to self-describe			8	1%	19	0%	27	0%
Prefer not to answer			81	7%	379	8%	455	8%
Data not held	2	67%	471	43%	1,634	36%	2,092	37%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

### Sexual orientation / FT or PT

	FT		PT		Grand Total	
Bisexual	152	4%	47	3%	199	4%
Gay man	5	0%			5	0%
Gay woman / lesb..	4	0%	2	0%	6	0%
Heterosexual / str..	2,092	53%	750	44%	2,842	51%
Prefer to self-desc..	21	1%	6	0%	27	0%
Prefer not to ans..	333	8%	122	7%	455	8%
Data not held	1,319	34%	774	46%	2,092	37%
Grand Total	3,926	100%	1,701	100%	5,626	100%

# Sexual orientation: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
Bisexual	66	75	116	179	199
Gay man	9	10	11	10	5
Gay woman / lesbian	3	7	7	12	6
Heterosexual / straight	1,756	1,922	2,108	2,535	2,842
Prefer to self-describe	11	12	17	24	27
Prefer not to answer	294	316	347	405	455
Data not held	2,408	2,241	2,308	2,292	2,091

## Gender identity / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Female	18	6%	845	54%	1,090	37%	19	32%	74	23%	1	6%	105	23%	2,141	38%
Male	25	9%	308	20%	829	28%	25	42%	66	21%	4	24%	172	38%	1,424	25%
Non-binary	1	0%	9	1%	16	1%			3	1%			2	0%	31	1%
Self-described			8	1%	11	0%			1	0%					20	0%
Prefer not to answer	5	2%	54	3%	90	3%			7	2%			17	4%	172	3%
No data held	239	83%	348	22%	916	31%	15	25%	166	52%	12	71%	154	34%	1,838	33%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

## Gender identity / staff group

	Academic		Research		Support		Teaching		Grand Total	
Female	252	24%	291	35%	1,377	46%	232	30%	2,141	38%
Male	378	36%	226	27%	646	21%	182	23%	1,424	25%
Non-binary	3	0%	9	1%	15	0%	4	1%	31	1%
Self-described	4	0%	4	0%	9	0%	3	0%	20	0%
Prefer not to answer	35	3%	23	3%	93	3%	25	3%	172	3%
No data held	374	36%	271	33%	880	29%	332	43%	1,838	33%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

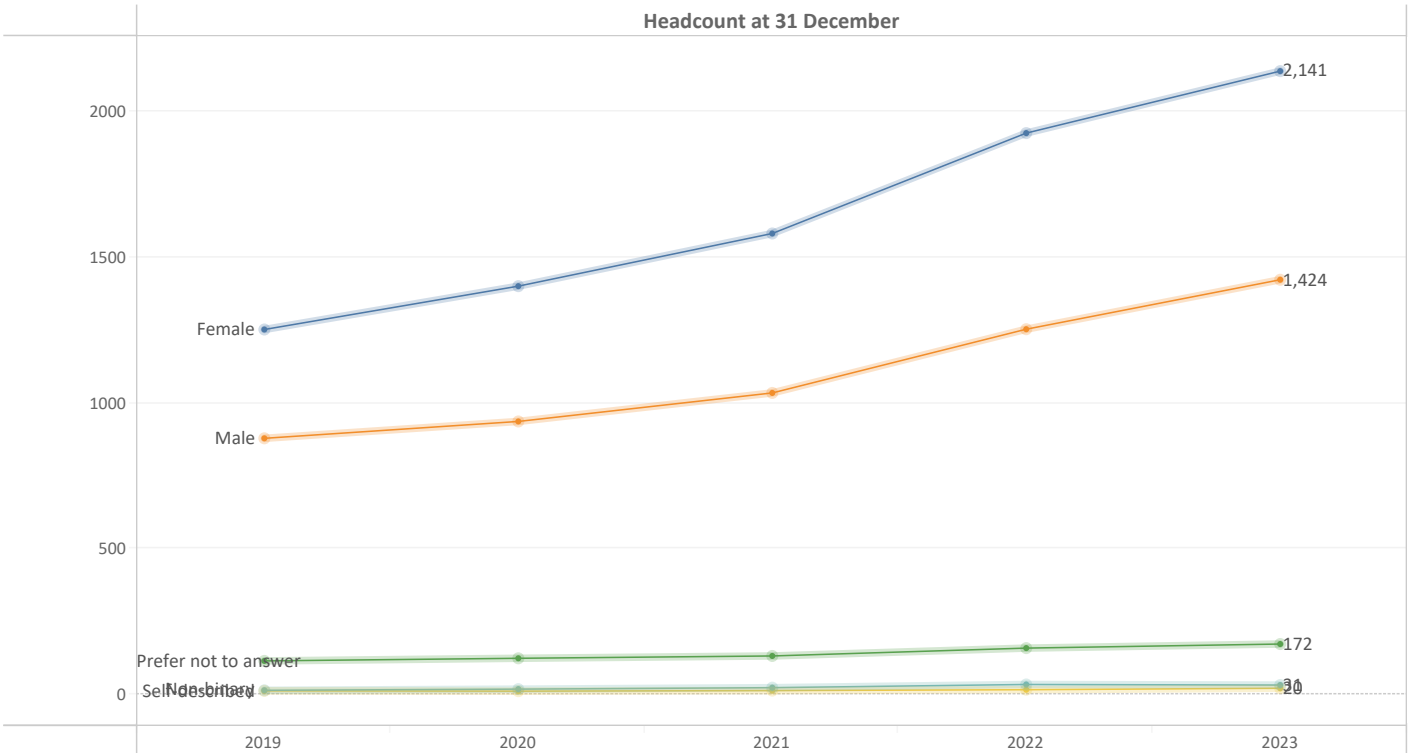
## Gender identity / contract type

	Null		FTC		Open		Grand Total	
Female	1	33%	366	33%	1,789	39%	2,141	38%
Male			284	26%	1,152	25%	1,424	25%
Non-binary			9	1%	22	0%	31	1%
Self-described			5	0%	16	0%	20	0%
Prefer not to answer			26	2%	148	3%	172	3%
No data held	2	67%	417	38%	1,432	31%	1,838	33%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

## Gender identity / FT or PT

	FT		PT		Grand Total	
Female	1,436	37%	705	41%	2,141	38%
Male	1,206	31%	218	13%	1,424	25%
Non-binary	24	1%	7	0%	31	1%
Self-described	12	0%	8	0%	20	0%
Prefer not to answer	134	3%	38	2%	172	3%
No data held	1,114	28%	725	43%	1,838	33%
Grand Total	3,926	100%	1,701	100%	5,626	100%

# Gender identity: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
Female	1,253	1,402	1,583	1,928	2,141
Male	879	937	1,035	1,254	1,424
Non-binary	13	17	22	33	31
Self-described	11	10	12	15	20
Prefer not to answer	114	123	131	158	172
No data held	2,277	2,094	2,131	2,069	1,837

## Carer / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Caring responsibilities	12	4%	395	25%	853	29%	26	44%	10	3%	3	18%	154	34%	1,445	26%
No known caring responsibilities	276	96%	1,177	75%	2,099	71%	33	56%	307	97%	14	82%	296	66%	4,181	74%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

## Carer / staff group

	Academic		Research		Support		Teaching		Grand Total	
Caring responsibilities	328	31%	183	22%	800	26%	146	19%	1,445	26%
No known caring responsibilities	718	69%	641	78%	2,220	74%	632	81%	4,181	74%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

## Carer / contract type

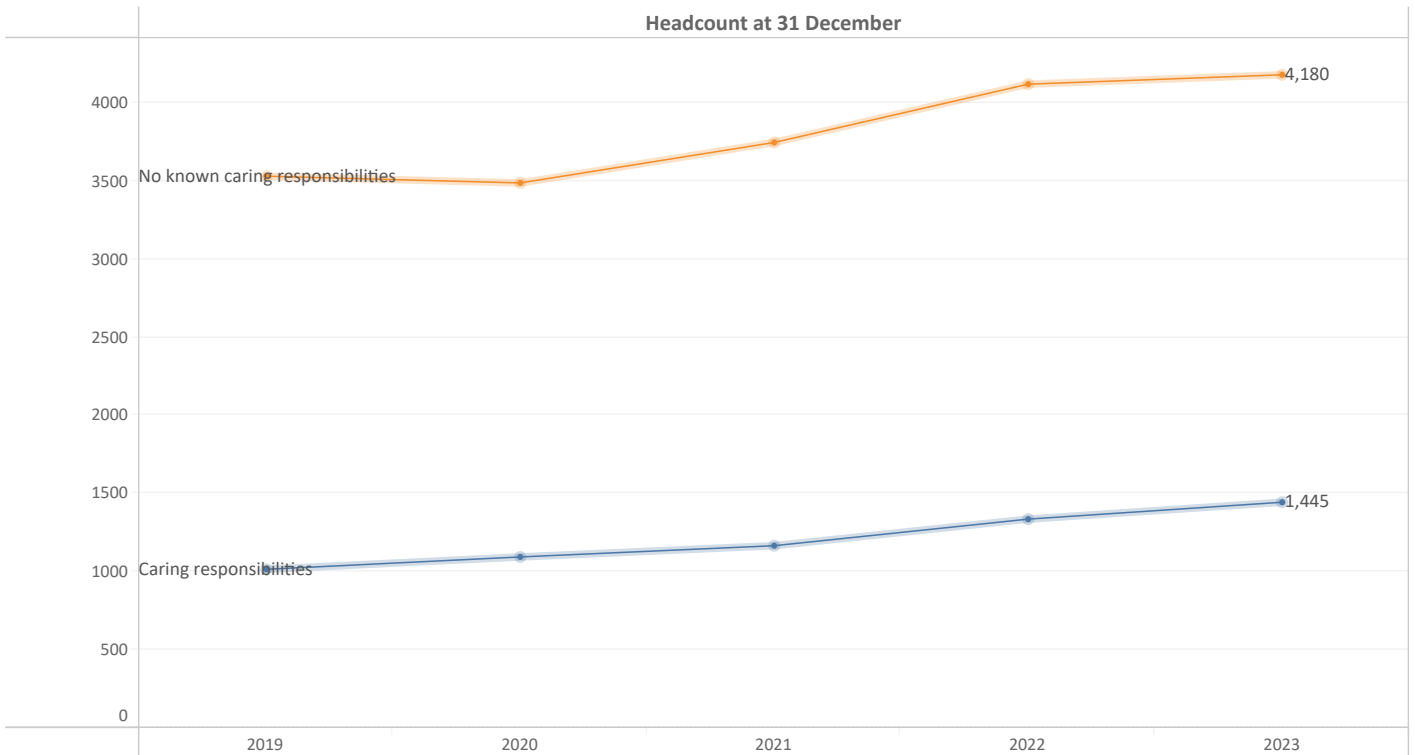
	Null		FTC		Open		Grand Total	
Caring responsibilities			159	14%	1,305	29%	1,445	26%
No known caring responsibilities	3	100%	948	86%	3,254	71%	4,181	74%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

## Carer / FT or PT

	FT		PT		Grand Total	
Caring responsibilities	964	25%	481	28%	1,445	26%
No known caring responsibilities	2,962	75%	1,220	72%	4,181	74%
Grand Total	3,926	100%	1,701	100%	5,626	100%



# Carer responsibility: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
Caring responsibilities	1,016	1,095	1,167	1,337	1,445
No known caring responsibilities	3,531	3,488	3,747	4,120	4,180

## Religion / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Buddhist	1	0%			2	0%			1	0%			1	0%	5	0%
Christian	1	0%	41	3%	62	2%	1	2%	1	0%			4	1%	110	2%
Hindu			1	0%	1	0%			1	0%					3	0%
Jewish					2	0%							1	0%	3	0%
Muslim	2	1%	2	0%	6	0%									10	0%
Other religion or belief			18	1%	25	1%			1	0%			2	0%	46	1%
Sikh					1	0%							1	0%	2	0%
Spiritual	1	0%	4	0%	7	0%									12	0%
No religion	2	1%	55	3%	72	2%	3	5%	5	2%			7	2%	144	3%
Prefer not to answer	6	2%	171	11%	293	10%	6	10%	23	7%			53	12%	550	10%
Data not held	275	95%	1,280	81%	2,481	84%	49	83%	285	90%	17	100%	381	85%	4,741	84%
Grand Total	288	100%	1,572	100%	2,952	100%	59	100%	317	100%	17	100%	450	100%	5,626	100%

## Religion / staff group

	Academic		Research		Support		Teaching		Grand Total	
Buddhist	2	0%	1	0%	1	0%	1	0%	5	0%
Christian	11	1%	13	2%	75	2%	12	2%	110	2%
Hindu			2	0%	1	0%			3	0%
Jewish	1	0%	2	0%					3	0%
Muslim	2	0%	2	0%	5	0%	1	0%	10	0%
Other religion or belief	8	1%	4	0%	24	1%	10	1%	46	1%
Sikh	1	0%			1	0%			2	0%
Spiritual			1	0%	10	0%	1	0%	12	0%
No religion	19	2%	23	3%	86	3%	16	2%	144	3%
Prefer not to answer	114	11%	66	8%	313	10%	61	8%	550	10%
Data not held	888	85%	710	86%	2,504	83%	676	87%	4,741	84%
Grand Total	1,046	100%	824	100%	3,020	100%	778	100%	5,626	100%

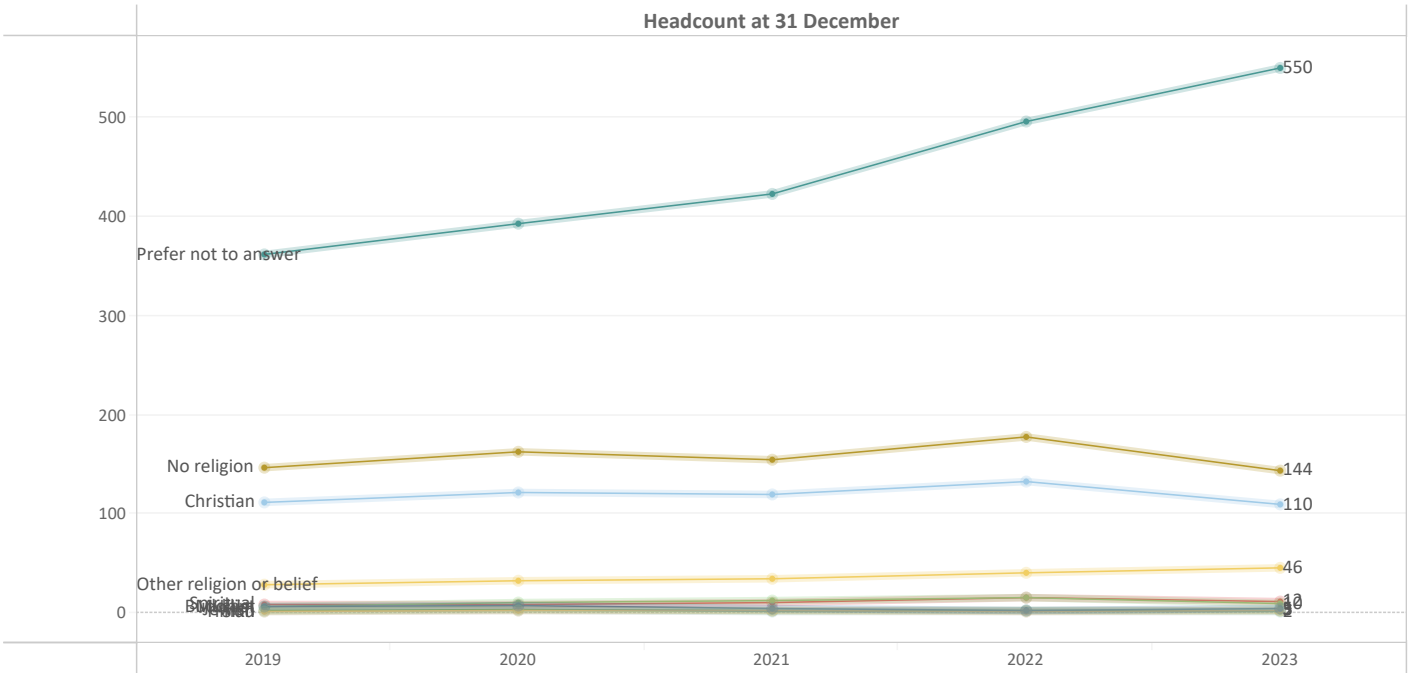
## Religion / contract type

	Null		FTC		Open		Grand Total	
Buddhist			1	0%	4	0%	5	0%
Christian			19	2%	92	2%	110	2%
Hindu			2	0%	1	0%	3	0%
Jewish			1	0%	2	0%	3	0%
Muslim	1	33%	4	0%	5	0%	10	0%
Other religion or belief			10	1%	36	1%	46	1%
Sikh					2	0%	2	0%
Spiritual			2	0%	10	0%	12	0%
No religion			32	3%	113	2%	144	3%
Prefer not to answer			84	8%	472	10%	550	10%
Data not held	2	67%	952	86%	3,822	84%	4,741	84%
Grand Total	3	100%	1,107	100%	4,559	100%	5,626	100%

## Religion / FT or PT

	FT		PT		Grand Total	
Buddhist	3	0%	2	0%	5	0%
Christian	78	2%	32	2%	110	2%
Hindu	3	0%			3	0%
Jewish	3	0%			3	0%
Muslim	6	0%	4	0%	10	0%
Other religion or belief	39	1%	7	0%	46	1%
Sikh	2	0%			2	0%
Spiritual	7	0%	5	0%	12	0%
No religion	99	3%	45	3%	144	3%
Prefer not to answer	421	11%	129	8%	550	10%
Data not held	3,265	83%	1,477	87%	4,741	84%
Grand Total	3,926	100%	1,701	100%	5,626	100%

# Religion: last 5 years



	2019	2020	2021	2022	2023
Buddhist	7	8	5	3	5
Christian	112	122	120	133	110
Hindu	2	3	3	2	3
Jewish	3	4	3	3	3
Muslim	7	11	13	16	10
Other religion or belief	29	33	35	41	46
Sikh	2	3	2	2	2
Spiritual	9	9	11	16	12
No religion	147	163	155	178	144
Prefer not to answer	362	393	423	496	550
Data not held	3,867	3,834	4,144	4,567	4,740