

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. HESA rounding

methodology has been applied to these numbers:

<https://www.hesa.ac.uk/about/regulation/data-protection/rounding-and-suppression-anonymise-statistics>

Show staff numbers at
12/31/2025

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.

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

Include staff employed by
University of York

Age / grade

	Grade 1-2	Grade 3-5	Grade 6-8	Snr Mgt	Other	Clinical	Prof/HoD	Grand Total
< 25	20	70 5%	10	0	50 22%	0	0	145 3%
25-34	45 17%	430 32%	590 21%	0	145 63%	0	0	1,200 23%
35-44	35 14%	330 25%	1,085 38%	15	30 13%	0	45 11%	1,535 30%
45-54	50 20%	265 20%	750 26%	25 43%	5	5	170 38%	1,270 25%
55-64	85 33%	225 17%	375 13%	20	0	10	180 41%	885 17%
65+	25 9%	20	40 1%	0	0	0	45 10%	130 2%
Grand Total	255 100%	1,335 100%	2,845 100%	60 100%	230 100%	20	440 100%	5,165 100%

Age / staff group

	Academic	Research	Support	Teaching	Grand Total
< 25	0	15	90 3%	35 6%	145 3%
25-34	50 5%	365 43%	620 23%	170 27%	1,200 23%
35-44	325 33%	300 35%	750 28%	170 26%	1,535 30%
45-54	335 34%	105 12%	700 26%	135 21%	1,270 25%
55-64	220 23%	60 7%	500 18%	110 17%	885 17%
65+	45 5%	15	55 2%	15	130 2%
Grand Total	970 100%	860 100%	2,715 100%	640 100%	5,165 100%

Age / contract type

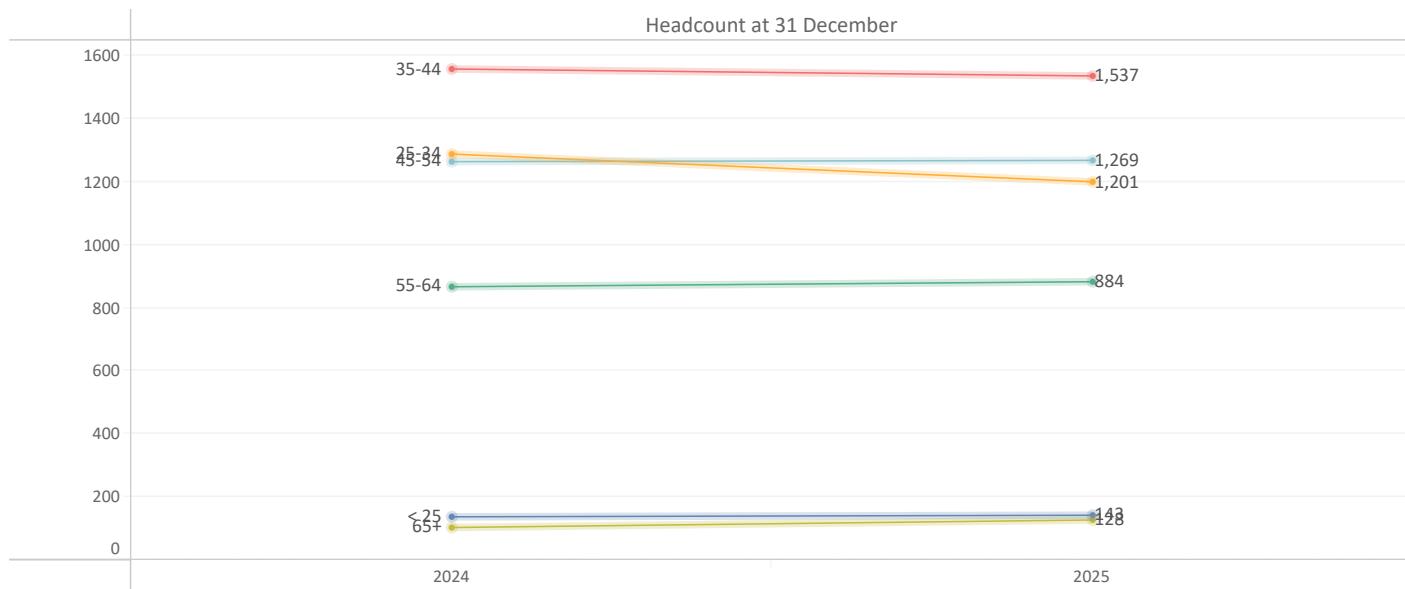
	FTC	Open	Grand Total
< 25	95 11%	45 1%	145 3%
25-34	470 53%	735 17%	1,200 23%
35-44	195 22%	1,350 31%	1,535 30%
45-54	70 8%	1,210 28%	1,270 25%
55-64	45 5%	850 20%	885 17%
65+	10	120 3%	130 2%
Grand Total	880 100%	4,315 100%	5,165 100%

Age / FT or PT

	FT	PT	Grand Total
< 25	85 2%	60 4%	145 3%
25-34	900 25%	300 19%	1,200 23%
35-44	1,110 31%	430 27%	1,535 30%
45-54	900 25%	370 23%	1,270 25%
55-64	555 15%	330 21%	885 17%
65+	40 1%	85 5%	130 2%
Grand Total	3,590 100%	1,570 100%	5,165 100%

Include staff employed by
University of York

Age: last 5 years



	Headcount at 31 December				
	2021	2022	2023	2024	2025
< 25	170	245	185	140	145
25-34	1,185	1,370	1,410	1,295	1,200
35-44	1,460	1,600	1,665	1,565	1,535
45-54	1,225	1,275	1,280	1,270	1,270
55-64	790	855	920	870	885
65+	105	120	140	105	130

Include staff employed by
University of York

Disability / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt	Other		Clinical	Prof/HoD	Grand Total
Disabled	25	10%	265	20%	395	14%	10	20	0	50	12%	765 15%
Information refused	0	0	0	0	0	0	0	0	0	0	0	0
Not disabled	85	34%	735	55%	1,705	60%	30	53%	65	28%	5	305 70%
Not known	145	56%	330	25%	740	26%	15	150	64%	10	80	19%
Grand Total	255	100%	1,335	100%	2,845	100%	60	100%	230	100%	20	440 100%
												5,165 100%

Disability / staff group

	Academic		Research		Support		Teaching		Grand Total	
Disabled	125	13%	95	11%	450	17%	95	15%	765	15%
Information refused	0	0	0	0	0	0	0	0	0	0
Not disabled	610	63%	430	50%	1,565	58%	335	53%	2,925	57%
Not known	235	24%	330	38%	705	26%	205	32%	1,470	28%
Grand Total	970	100%	860	100%	2,715	100%	640	100%	5,165	100%

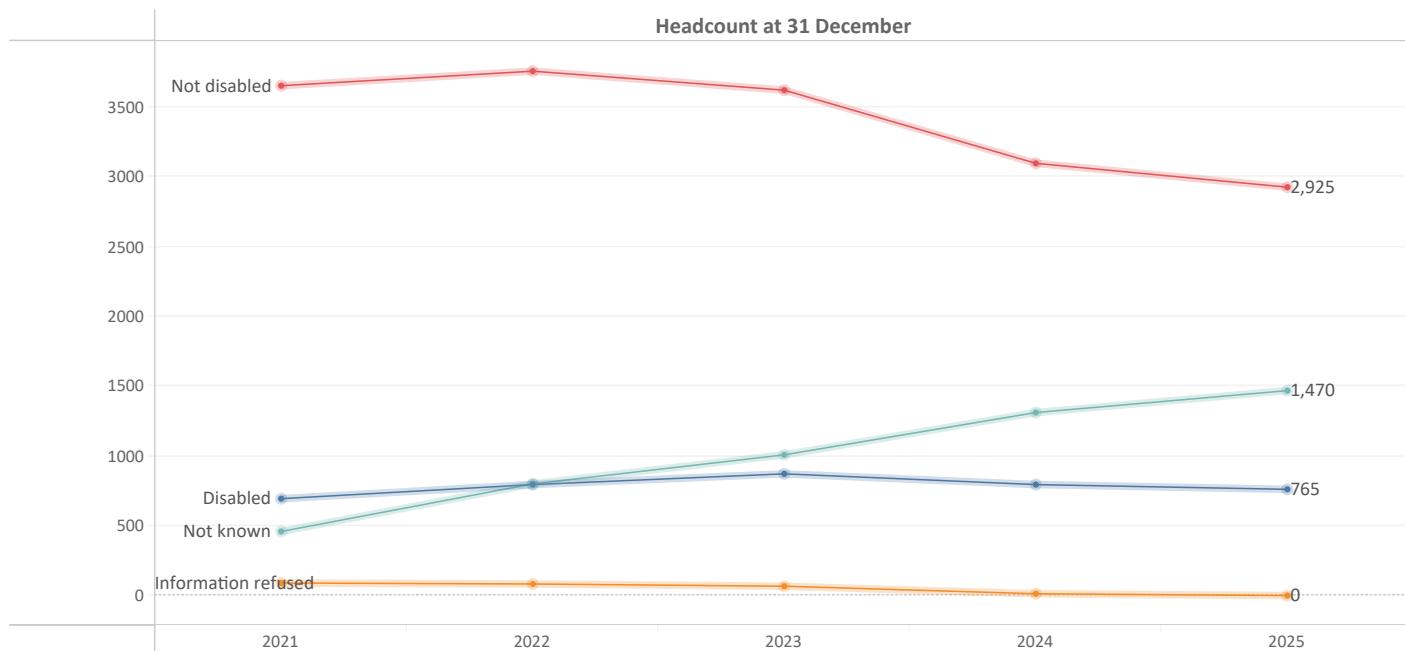
Disability / contract type

	FTC		Open		Grand Total	
Disabled	95	11%	675	16%	765	15%
Information refused	0	0	0	0	0	0
Not disabled	290	33%	2,660	62%	2,925	57%
Not known	500	57%	980	23%	1,470	28%
Grand Total	880	100%	4,315	100%	5,165	100%

Disability / FT or PT

	FT		PT		Grand Total	
Disabled	560	16%	205	13%	765	15%
Information refused	0	0	0	0	0	0
Not disabled	2,065	57%	865	55%	2,925	57%
Not known	965	27%	505	32%	1,470	28%
Grand Total	3,590	100%	1,570	100%	5,165	100%

Disability trend



Disability: table

	Headcount at 31 December				
	2021	2022	2023	2024	2025
Disabled	705	805	885	805	765
Information refused	95	85	70	15	0
Not disabled	3,675	3,770	3,635	3,105	2,925
Not known	465	800	1,015	1,315	1,470

Include staff employed by
University of York

Ethnicity / grade

	Grade 1-2	Grade 3-5	Grade 6-8	Snr Mgt	Other	Clinical	Prof/HoD	Grand Total
Asian/Asian British	25 9%	20	145 5%	0	10	0	20	225 4%
Black/African/Caribbean/Black British	5	15	45 2%	0	10	0	0	70 1%
Mixed/multiple ethnic groups	0	35 3%	75 3%	0	5	0	5	125 2%
Not known	90 35%	85 7%	200 7%	5	95 41%	5	15	495 10%
Other ethnic group	10	25 2%	135 5%	0	20	0	5	190 4%
Prefer not to say	5	45 4%	110 4%	0	10	0	25 6%	190 4%
White	125 49%	1,105 83%	2,135 75%	50 88%	85 37%	10	370 84%	3,870 75%
Grand Total	255 100%	1,335 100%	2,845 100%	60 100%	230 100%	20	440 100%	5,165 100%

Ethnicity / staff group

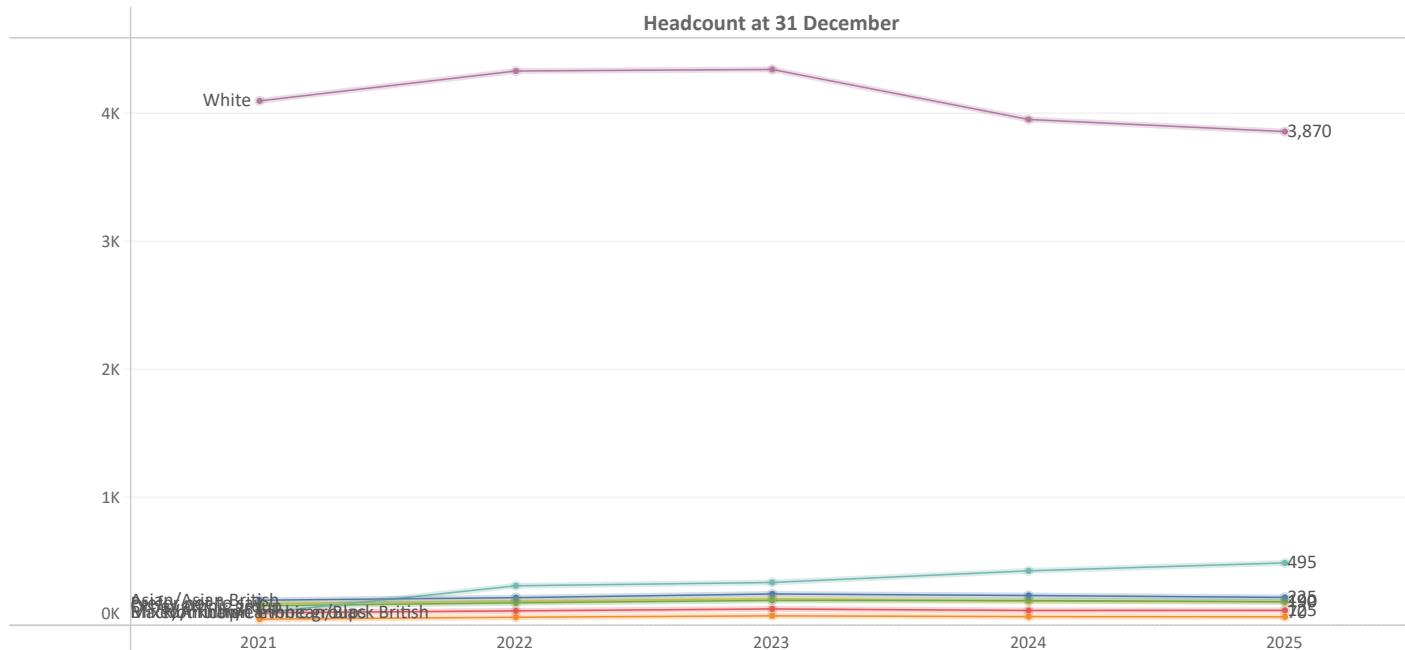
	Academic	Research	Support	Teaching	Grand Total
Asian/Asian British	65 6%	65 7%	65 2%	30 5%	225 4%
Black/African/Caribbean/Black British	10	20	25 1%	15	70 1%
Mixed/multiple ethnic groups	30 3%	30 4%	45 2%	15	125 2%
Not known	55 6%	105 12%	230 8%	105 16%	495 10%
Other ethnic group	40 4%	65 8%	50 2%	40 6%	190 4%
Prefer not to say	55 6%	25 3%	95 3%	20	190 4%
White	720 74%	545 64%	2,205 81%	410 64%	3,870 75%
Grand Total	970 100%	860 100%	2,715 100%	640 100%	5,165 100%

Ethnicity / contract type

	FTC	Open	Grand Total		FT	PT	Grand Total
Asian/Asian British	60 7%	165 4%	225 4%	Asian/Asian British	170 5%	55 3%	225 4%
Black/African/Caribbean/Black British	20	50 1%	70 1%	Black/African/Caribbean/Black British	50 1%	20	70 1%
Mixed/multiple ethnic groups	30 4%	95 2%	125 2%	Mixed/multiple ethnic groups	90 3%	35 2%	125 2%
Not known	220 25%	275 6%	495 10%	Not known	250 7%	245 16%	495 10%
Other ethnic group	50 6%	140 3%	190 4%	Other ethnic group	150 4%	40 3%	190 4%
Prefer not to say	35 4%	165 4%	190 4%	Prefer not to say	145 4%	50 3%	190 4%
White	465 52%	3,430 79%	3,870 75%	White	2,740 76%	1,130 72%	3,870 75%
Grand Total	880 100%	4,315 100%	5,165 100%	Grand Total	3,590 100%	1,570 100%	5,165 100%

Include staff employed by
University of York

Ethnicity: last 5 years



Headcount at 31 December

	2021	2022	2023	2024	2025
Asian/Asian British	205	220	250	240	225
Black/African/Caribbean/Black British	55	70	80	75	70
Mixed/multiple ethnic groups	105	120	135	125	125
Not known	100	315	340	430	495
Other ethnic group	160	180	200	200	190
Prefer not to say	175	195	215	195	190
White	4,140	4,360	4,380	3,980	3,870

Include staff employed by
University of York

Nationality / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical	Prof/HoD	Grand Total
UK	190	74%	1,195	89%	2,125	75%	55	98%	125	54%	20	355	81%
EEA	10		65	5%	300	10%	0		25	10%	0	60	13%
Rest of world	60	23%	75	6%	415	15%	0		80	35%	0	25	6%
Not known	0		0		0		0		0		0	0	5
Grand Total	255	100%	1,335	100%	2,845	100%	60	100%	230	100%	20	440	100%
												5,165	100%

Nationality / staff group

	Academic		Research		Support		Teaching		Grand Total	
UK	660	68%	515	60%	2,440	90%	455	71%	4,055	79%
EEA	165	17%	115	13%	110	4%	60	10%	450	9%
Rest of world	145	15%	230	27%	165	6%	120	19%	655	13%
Not known	0		0		0		0		5	
Grand Total	970	100%	860	100%	2,715	100%	640	100%	5,165	100%

Nationality / contract type

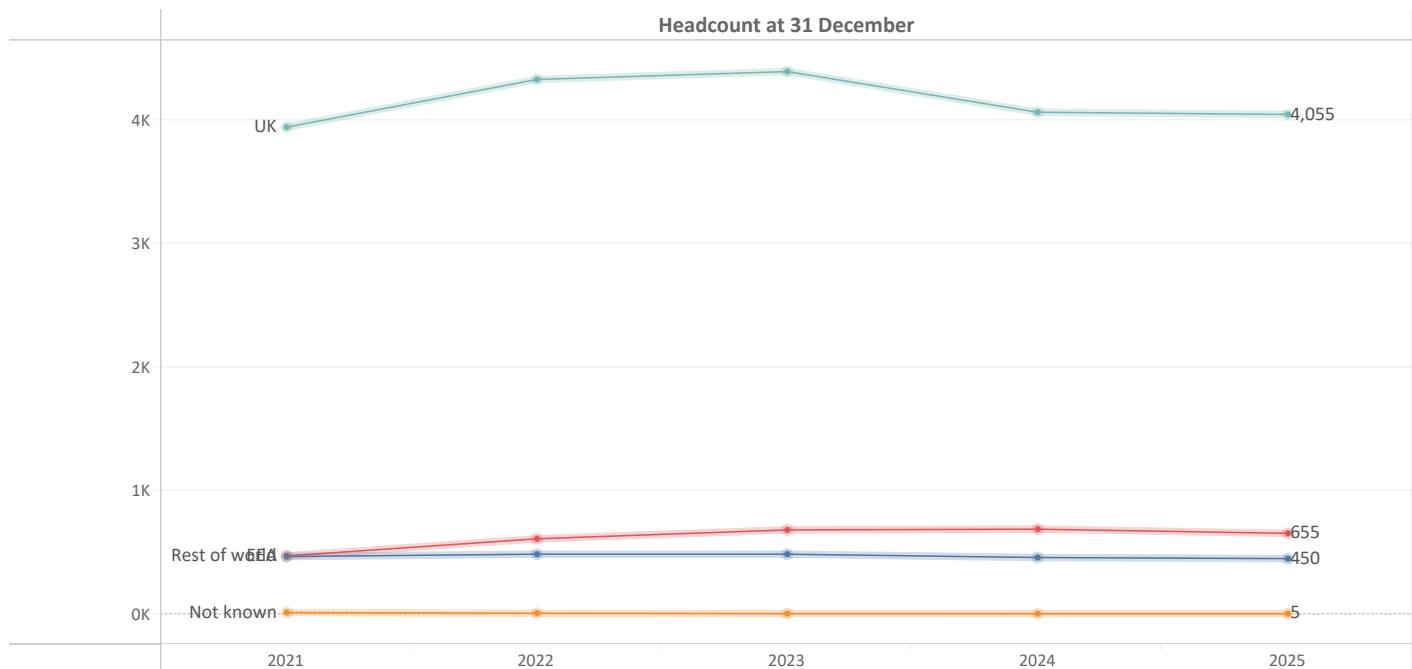
	FTC		Open		Grand Total	
UK	550	62%	3,530	82%	4,055	79%
EEA	95	11%	360	8%	450	9%
Rest of world	235	27%	425	10%	655	13%
Not known	0		0		5	
Grand Total	880	100%	4,315	100%	5,165	100%

Nationality / FT or PT

	FT		PT		Grand Total	
UK	2,785	77%	1,270	81%	4,055	79%
EEA	350	10%	100	6%	450	9%
Rest of world	455	13%	200	13%	655	13%
Not known	5		0		5	
Grand Total	3,590	100%	1,570	100%	5,165	100%

Include staff employed by
University of York

Nationality: last 5 years



Headcount at 31 December

	2021	2022	2023	2024	2025
UK	3,980	4,360	4,425	4,090	4,055
EEA	470	490	485	460	450
Rest of world	475	610	685	690	655
Not known	15	5	5	5	5

Include staff employed by
University of York

Gender / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical	Prof/HoD		Grand Total	
Man	110	43%	465	35%	1,265	45%	30	52%	120	53%	10	275	63%	2,270	44%
Other	0		15		25	1%	0		5		0	5		45	1%
Woman	145	56%	860	64%	1,550	55%	30	48%	105	46%	5	160	37%	2,845	55%
Grand Total	255	100%	1,335	100%	2,845	100%	60	100%	230	100%	20	440	100%	5,165	100%

Gender / staff group

	Academic		Research		Support		Teaching		Grand Total	
Man	570	59%	380	44%	1,045	38%	295	46%	2,270	44%
Other	10		15		20		5		45	1%
Woman	395	41%	465	54%	1,650	61%	340	54%	2,845	55%
Grand Total	970	100%	860	100%	2,715	100%	640	100%	5,165	100%

Gender / contract type

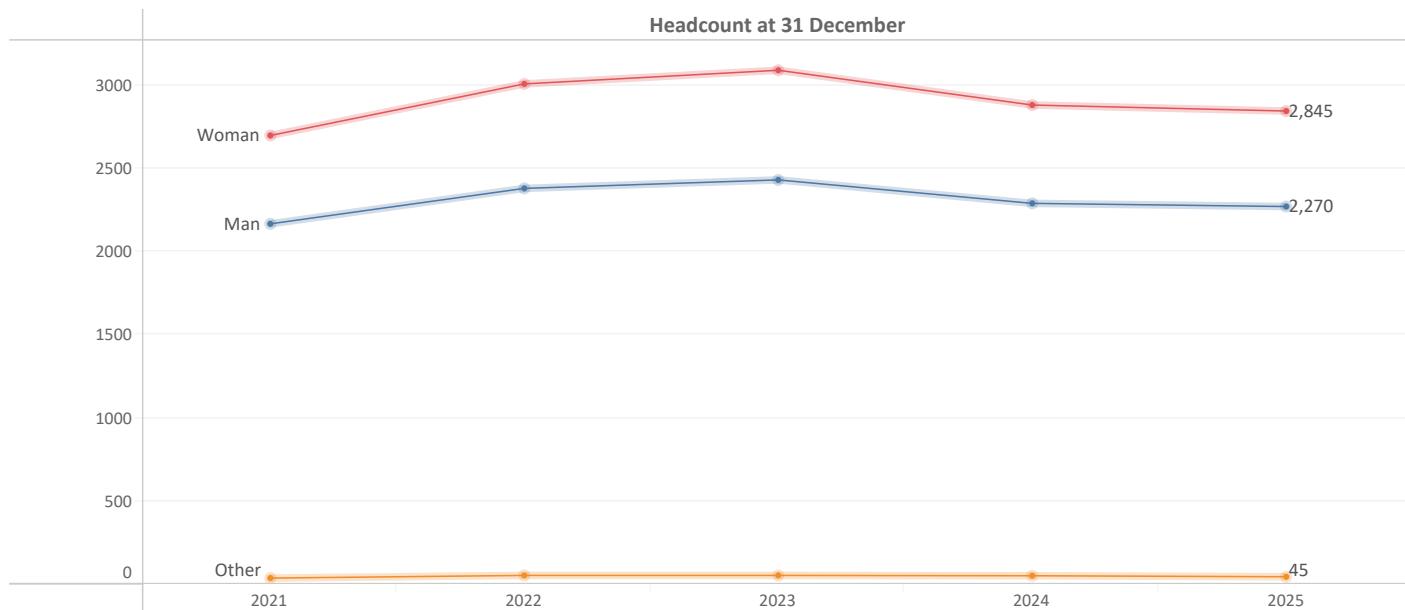
	FTC		Open		Grand Total	
Man	405	46%	1,885	44%	2,270	44%
Other	10		35	1%	45	1%
Woman	465	53%	2,395	55%	2,845	55%
Grand Total	880	100%	4,315	100%	5,165	100%

Gender / FT or PT

	FT		PT		Grand Total	
Man	1,785	50%	485	31%	2,270	44%
Other	40	1%	5		45	1%
Woman	1,765	49%	1,080	69%	2,845	55%
Grand Total	3,590	100%	1,570	100%	5,165	100%

Include staff employed by
University of York

Gender: last 5 years



Headcount at 31 December

	2021	2022	2023	2024	2025
Man	2,180	2,385	2,440	2,295	2,270
Other	40	55	55	55	45
Woman	2,720	3,020	3,110	2,890	2,845

Include staff employed by
University of York

Sexual orientation / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Bisexual, Gay or L...	5		105	8%	215	8%	0		20		5		20		375	7%
Heterosexual or str...	25	11%	835	63%	1,680	59%	45	74%	55	24%	5		260	59%	2,895	56%
Not known	215	85%	235	18%	645	23%	10		145	63%	10		105	23%	1,360	26%
Other sexual orie...	5		25	2%	20		0		5		0		0		50	1%
Prefer not to ans..	5		135	10%	275	10%	5		5		0		55	13%	480	9%
Grand Total	255	100%	1,335	100%	2,845	100%	60	100%	230	100%	20		440	100%	5,165	100%

Sexual orientation / staff group

	Academic		Research		Support		Teaching		Grand Total	
Bisexual, Gay or lesbian, or Queer	70	7%	75	9%	180	7%	50	8%	375	7%
Heterosexual or straight	540	56%	470	55%	1,610	59%	290	46%	2,895	56%
Not known	245	25%	235	27%	635	23%	250	39%	1,360	26%
Other sexual orientation	5		10		35	1%	5		50	1%
Prefer not to answer	115	12%	70	8%	260	10%	45	7%	480	9%
Grand Total	970	100%	860	100%	2,715	100%	640	100%	5,165	100%

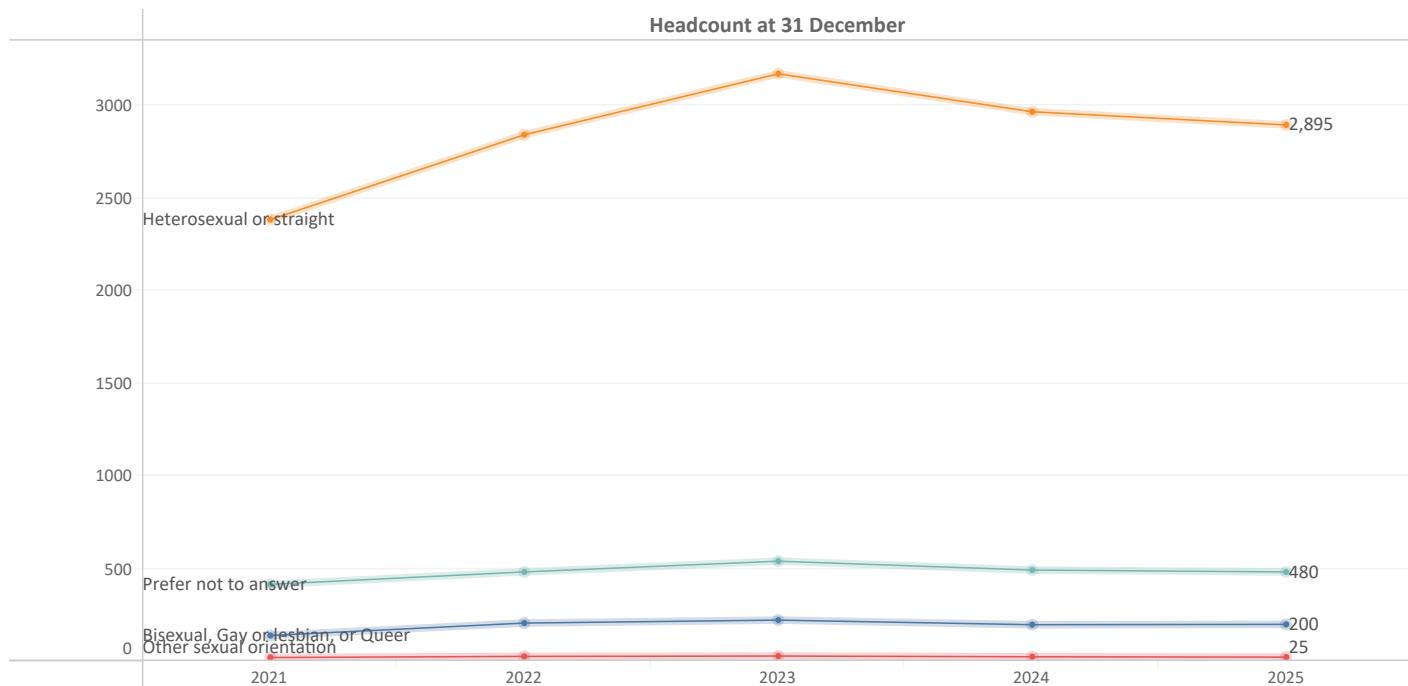
Sexual orientation / contract type

	FTC		Open		Grand Total	
Bisexual, Gay or lesbian, or Queer	80	9%	295	7%	375	7%
Heterosexual or straight	350	39%	2,565	59%	2,895	56%
Not known	375	43%	995	23%	1,360	26%
Other sexual orientation	15		40	1%	50	1%
Prefer not to answer	65	8%	425	10%	480	9%
Grand Total	880	100%	4,315	100%	5,165	100%

Sexual orientation / FT or PT

	FT		PT		Grand Total	
Bisexual, Gay or lesbian, or Queer	300	8%	75	5%	375	7%
Heterosexual or straight	2,115	59%	780	50%	2,895	56%
Not known	780	22%	580	37%	1,360	26%
Other sexual orientation	35	1%	15		50	1%
Prefer not to answer	360	10%	120	8%	480	9%
Grand Total	3,590	100%	1,570	100%	5,165	100%

Sexual orientation: last 5 years



Headcount at 31 December

	2021	2022	2023	2024	2025
Bisexual, Gay or lesbian, or Queer	265	370	415	375	375
Heterosexual or straight	2,400	2,850	3,185	2,975	2,895
Not known	1,820	1,710	1,400	1,340	1,360
Other sexual orientation	35	45	60	55	50
Prefer not to answer	420	485	545	495	480

Include staff employed by
University of York

Gender identity / grade

	Grade 1-2	Grade 3-5	Grade 6-8	Snr Mgt	Other	Clinical	Prof/HoD	Grand Total
Man	20	315 24%	890 31%	20	40 17%	5	195 45%	1,480 29%
Non-binary	0	10	20	0	0	0	0	30 1%
Not known	215 85%	215 16%	610 22%	10	145 62%	10	95 22%	1,300 25%
Prefer not to ..	5	45 3%	100 4%	0	5	0	20	175 3%
Self-described	0	5	10	0	0	0	0	20
Woman	15	745 56%	1,215 43%	25 45%	40 18%	5	120 28%	2,160 42%
Grand Total	255 100%	1,335 100%	2,845 100%	60 100%	230 100%	20	440 100%	5,165 100%

Gender identity / staff group

	Academic	Research	Support	Teaching	Grand Total
Man	405 42%	250 29%	675 25%	155 24%	1,480 29%
Non-binary	5	10	15	0	30 1%
Not known	230 24%	225 26%	615 23%	240 38%	1,300 25%
Prefer not to answer	40 4%	15	95 4%	20	175 3%
Self-described	5	0	10	5	20
Woman	285 30%	355 41%	1,305 48%	215 34%	2,160 42%
Grand Total	970 100%	860 100%	2,715 100%	640 100%	5,165 100%

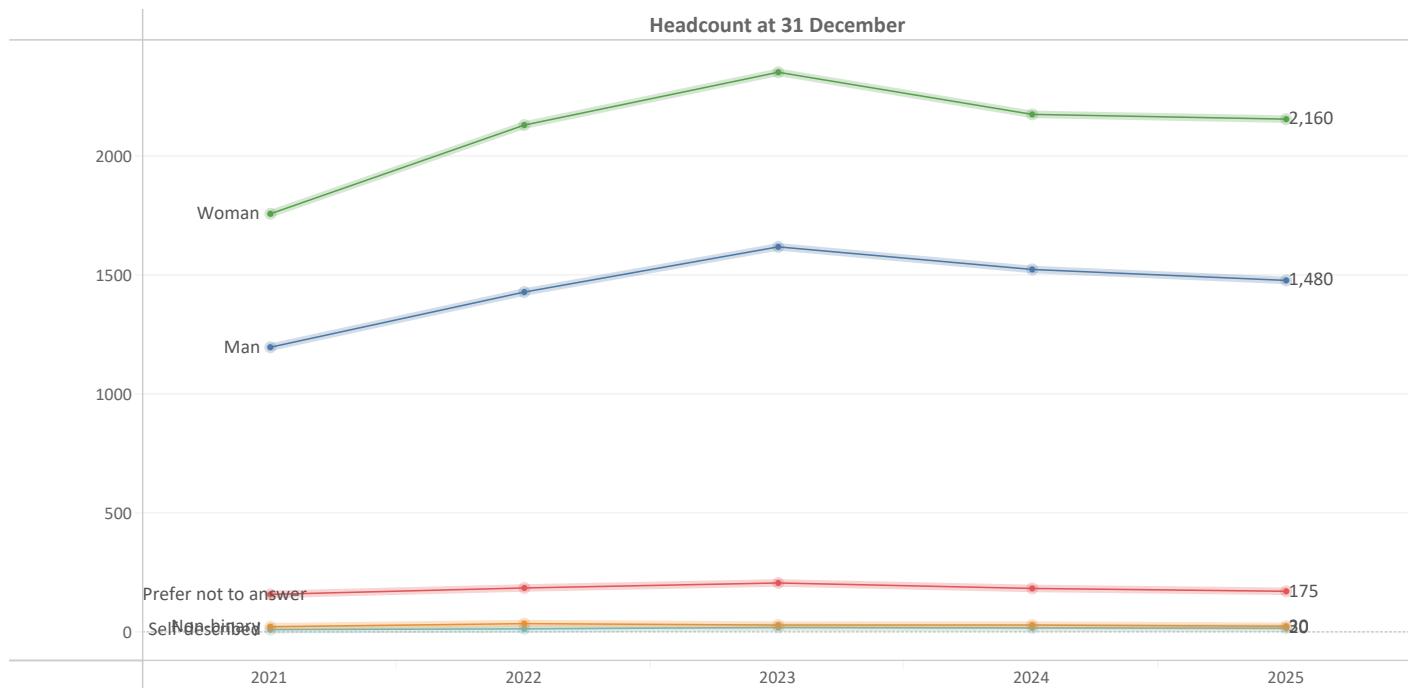
Gender identity / contract type

	FTC	Open	Grand Total
Man	200 0	1,290 0	1,480 0
Non-binary	5	20	30 0
Not known	365 0	945 0	1,300 0
Prefer not to ..	15	165 0	175 0
Self-described	5	15	20
Woman	290 0	1,880 0	2,160 0
Grand Total	880 1	4,315 1	5,165 1

Gender identity / FT or PT

	FT	PT	Grand Total
Man	1,250 35%	230 15%	1,480 29%
Non-binary	25 1%	0	30 1%
Not known	730 20%	575 37%	1,300 25%
Prefer not to ans..	130 4%	45 3%	175 3%
Self-described	15	5	20
Woman	1,445 40%	715 46%	2,160 42%
Grand Total	3,590 100%	1,570 100%	5,165 100%

Gender identity: last 5 years



Headcount at 31 December

	2021	2022	2023	2024	2025
Man	1,205	1,435	1,625	1,530	1,480
Non-binary	25	40	35	35	30
Not known	1,755	1,640	1,340	1,280	1,300
Prefer not to answer	160	190	210	185	175
Self-described	15	15	25	20	20
Woman	1,780	2,145	2,375	2,190	2,160

Include staff employed by
University of York

Carer / staff group

	Academic		Research		Support		Teaching		Grand Total	
No	300	31%	400	46%	1,125	41%	220	34%	2,035	39%
Not known	245	25%	235	27%	640	24%	250	39%	1,360	26%
Prefer not to say	65	6%	30	3%	120	4%	25	4%	235	5%
Yes - Adult over 65	30	3%	20		80	3%	15		140	3%
Yes - Child/children under 18	285	30%	160	19%	655	24%	110	18%	1,210	23%
Yes - Disabled adult	15		5		35	1%	5		60	1%
Yes - Disabled child/children under 18	10		5		15		0		30	1%
Yes - Multiple:child/disabled/elder care	25	2%	10		40	2%	15		85	2%
Grand Total	970	100%	860	100%	2,715	100%	640	100%	5,165	100%

Carer / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt	Other		Clinical	Prof/HoD	Grand Total	
No	25	9%	670	50%	1,125	40%	15	75	32%	5	130	30%	
Not known	220	86%	240	18%	640	23%	10	145	62%	10	105	24%	
Prefer not to say	5		65	5%	135	5%	0	0		0	25	6%	
Yes - Adult over 65	5		40	3%	70	2%	5	0		0	20	4%	
Yes - Child/children under 18	5		280	21%	765	27%	25	40%	10	5	130	30%	
Yes - Disabled adult	0		15		30	1%	0	0		0	10	60	
Yes - Disabled child/children under 18	0		5		15		0	0		0	5	30	
Yes - Multiple:child/disabled/elder care	0		15		60	2%	0	0		0	10	85	
Grand Total	255	100%	1,335	100%	2,845	100%	60	100%	230	100%	20	440	100%
												5,165	100%

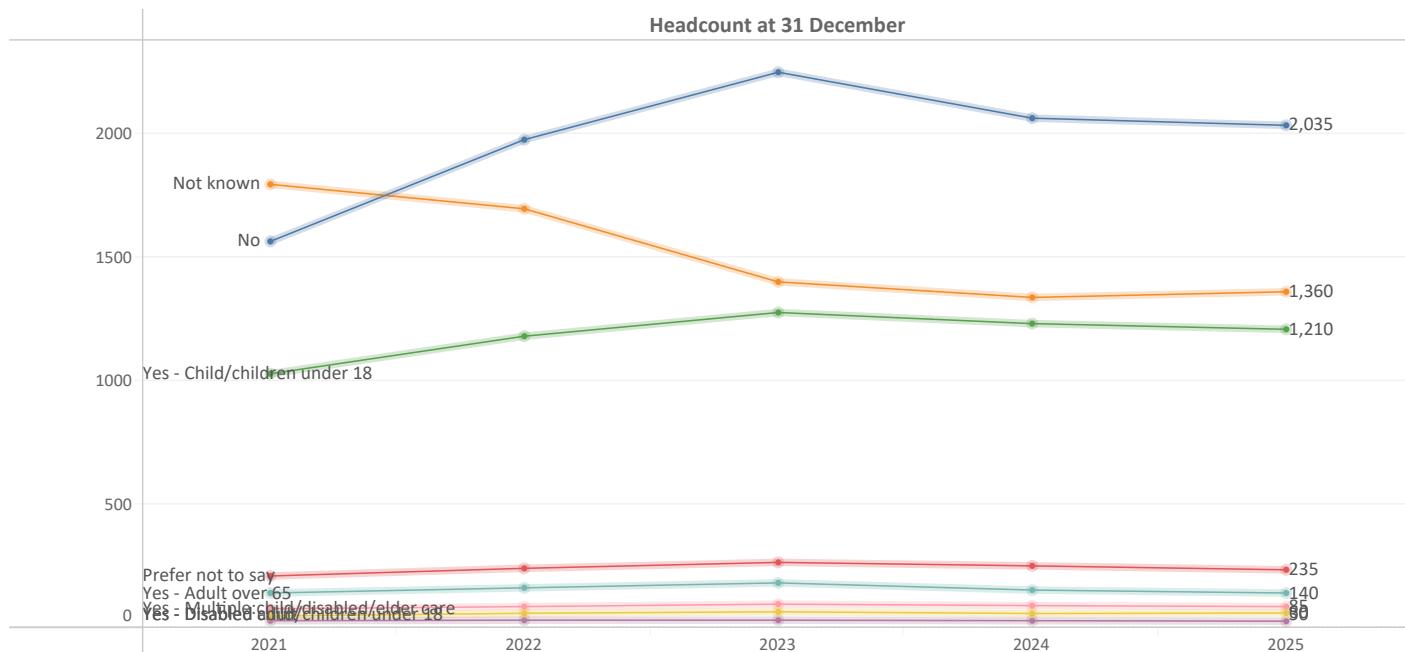
Carer / contract type

	FTC		Open		Grand Total	
No	370	42%	1,675	39%	2,035	39%
Not known	370	42%	1,000	23%	1,360	26%
Prefer not to say	20		220	5%	235	5%
Yes - Adult over 65	15		130	3%	140	3%
Yes - Child/children under 18	85	10%	1,135	26%	1,210	23%
Yes - Disabled adult	10		50	1%	60	1%
Yes - Disabled child/children under 18	0		25	1%	30	1%
Yes - Multiple:child/disabled/elder care	10		80	2%	85	2%
Grand Total	880	100%	4,315	100%	5,165	100%

Carer / FT or PT

	FT		PT		Grand Total	
No	1,640	46%	400	25%	2,035	39%
Not known	775	22%	585	37%	1,360	26%
Prefer not to say	185	5%	55	3%	235	5%
Yes - Adult over 65	110	3%	30	2%	140	3%
Yes - Child/children under 18	770	21%	440	28%	1,210	23%
Yes - Disabled adult	40	1%	20		60	1%
Yes - Disabled child/children under 18	20		10		30	1%
Yes - Multiple:child/disabled/elder care	55	2%	35	2%	85	2%
Grand Total	3,590	100%	1,570	100%	5,165	100%

Carer responsibility: last 5 years



Headcount at 31 December

	2021	2022	2023	2024	2025
No	1,580	1,990	2,265	2,075	2,035
Not known	1,810	1,705	1,410	1,340	1,360
Prefer not to say	210	245	265	255	235
Yes - Adult over 65	145	165	185	155	140
Yes - Child/children under 18	1,035	1,185	1,285	1,240	1,210
Yes - Disabled adult	50	60	65	60	60
Yes - Disabled child/children under 18	30	30	30	30	30
Yes - Multiple:child/disabled/elder care	80	90	100	90	85

Include staff employed by
University of York

Religion / grade

	Grade 1-2	Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical	Prof/HoD		Grand Total		
No religion (agnostic / atheist / no religion)	15	585	44%	1,185	42%	30	48%	60	26%	5	190	43%	2,060	40%	
Not known	215	84%	240	18%	655	23%	10	145	63%	10	100	23%	1,375	27%	
Prefer not to say	10		170	13%	330	12%	5		10	0	60	14%	580	11%	
Religious / belief	15		345	26%	670	24%	15		20	5	90	20%	1,150	22%	
Grand Total	255	100%	1,335	100%	2,845	100%	60	100%	230	100%	20	440	100%	5,165	100%

Religion / staff group

	Academic		Research		Support		Teaching		Grand Total	
No religion (agnostic / atheist / no religion)	395	40%	360	42%	1,120	41%	195	30%	2,060	40%
Not known	245	25%	240	28%	645	24%	250	39%	1,375	27%
Prefer not to say	130	13%	75	8%	335	12%	50	8%	580	11%
Religious / belief	205	21%	185	22%	615	23%	150	23%	1,150	22%
Grand Total	970	100%	860	100%	2,715	100%	640	100%	5,165	100%

Religion / contract type

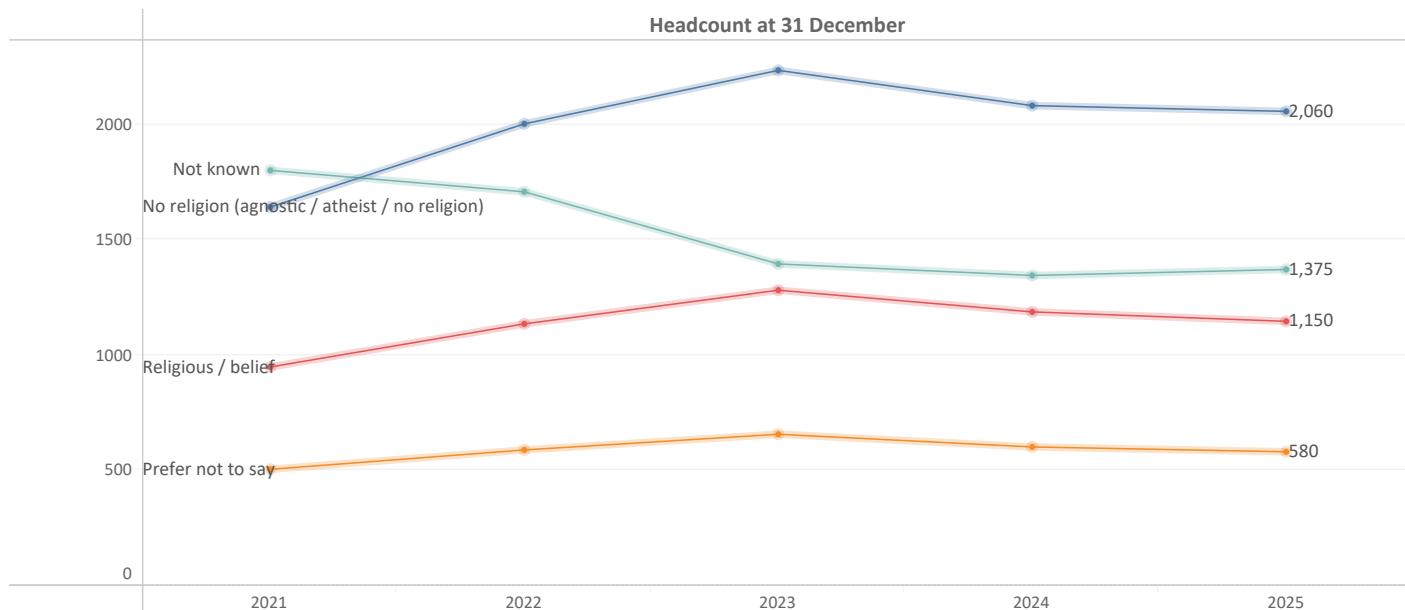
	FTC	Open		Grand Total	
No religion (agnostic / atheist / no religion)	310	35%	1,765	41%	2,060
Not known	375	43%	1,005	23%	1,375
Prefer not to say	55	6%	535	12%	580
Religious / belief	140	16%	1,010	23%	1,150
Grand Total	880	100%	4,315	100%	5,165

Religion / FT or PT

	FT	PT	Grand Total	
No religion (agnostic / atheist / no religion)	1,550	43%	510	33%
Not known	785	22%	585	37%
Prefer not to say	440	12%	145	9%
Religious / belief	820	23%	330	21%
Grand Total	3,590	100%	1,570	100%

Include staff employed by
University of York

Religion: last 5 years



Headcount at 31 December

	2021	2022	2023	2024	2025
No religion (agnostic / atheist / no religion)	1,655	2,015	2,250	2,095	2,060
Not known	1,815	1,715	1,400	1,350	1,375
Prefer not to say	510	595	665	605	580
Religious / belief	955	1,140	1,285	1,195	1,150