

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/>

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% |

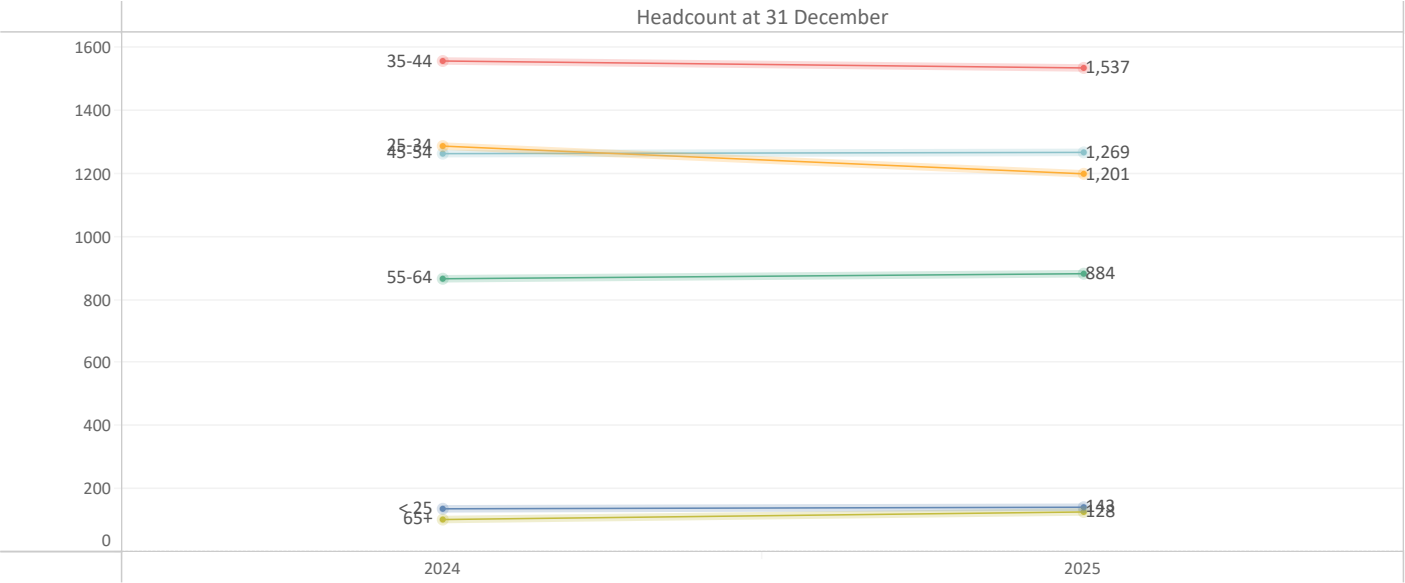
Age / contract type

| | 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% |

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 | |
| Not disabled | 85 | 34% | 735 | 55% | 1,705 | 60% | 30 | 53% | 65 | 28% | 5 | | 305 | 70% | 2,925 | 57% |
| Not known | 145 | 56% | 330 | 25% | 740 | 26% | 15 | | 150 | 64% | 10 | | 80 | 19% | 1,470 | 28% |
| 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 | |
| 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% |

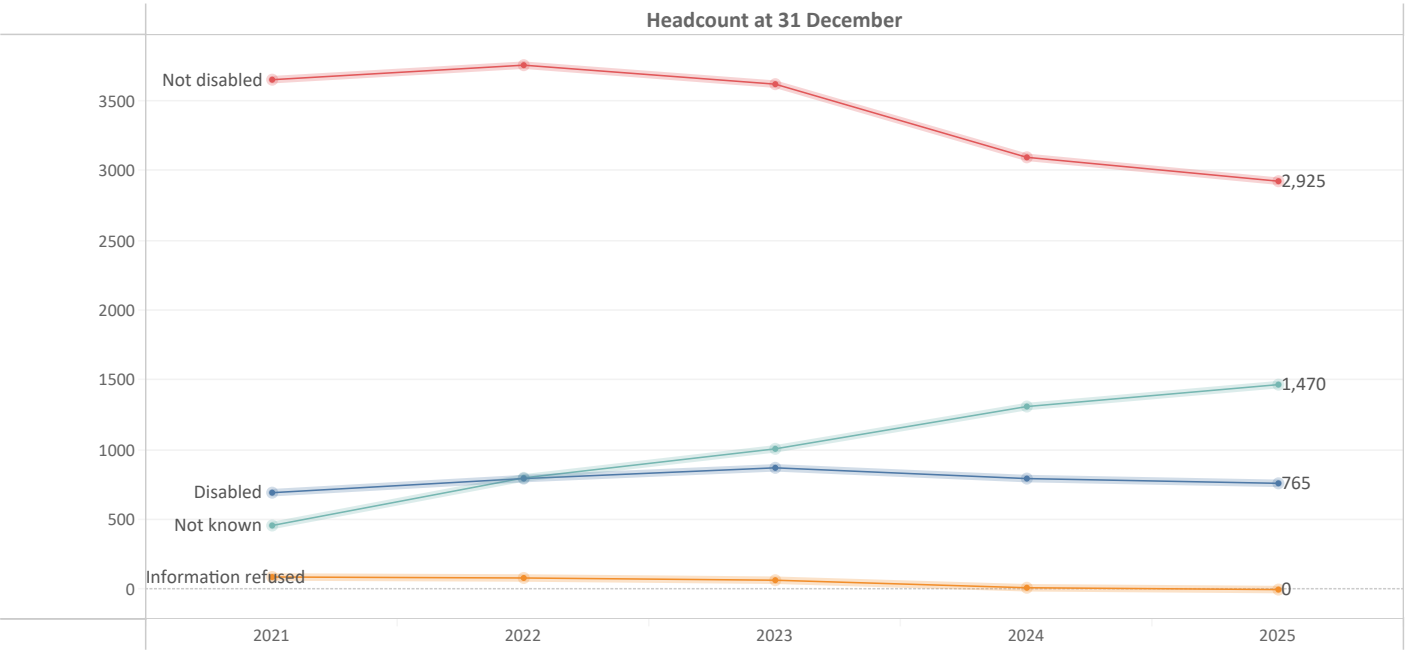
Disability / contract type

| | FTC | | Open | | Grand Total | |
|---------------------|-----|------|-------|------|-------------|------|
| Disabled | 95 | 11% | 675 | 16% | 765 | 15% |
| Information refused | 0 | | 0 | | 0 | |
| 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 | |
| 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 |

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

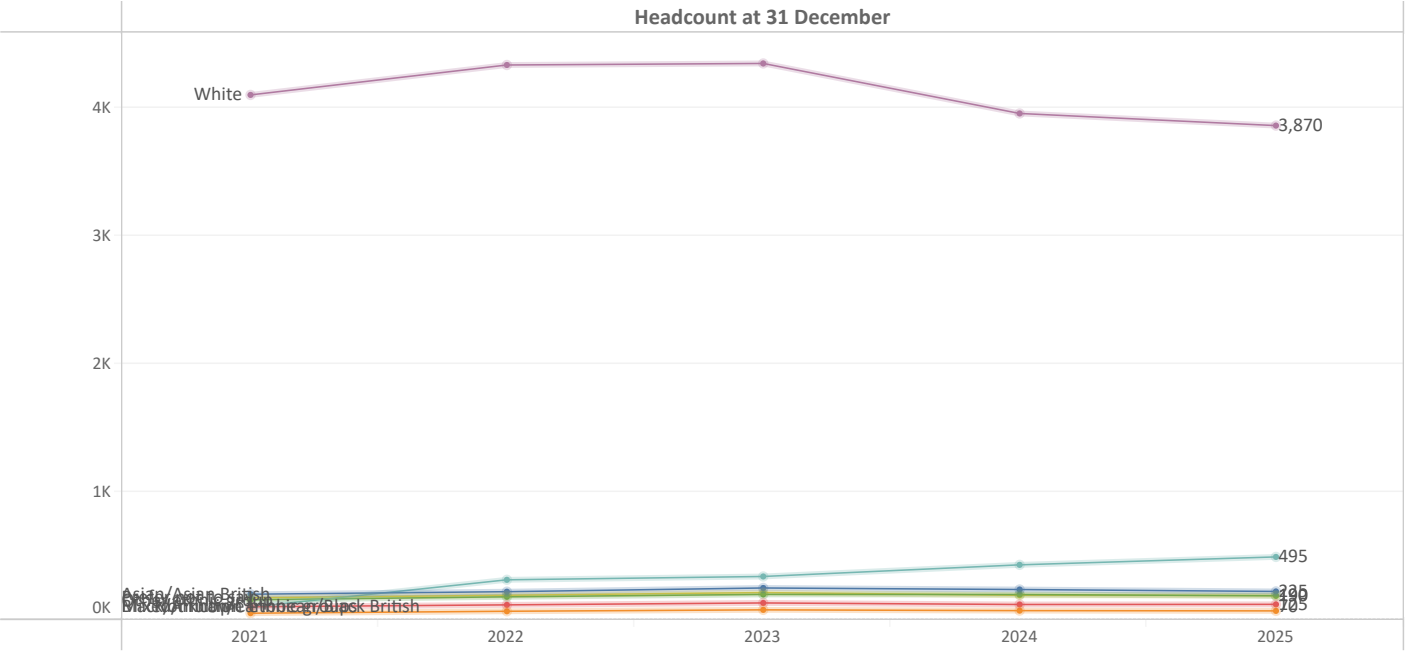
| | FTC | | Open | | Grand Total | |
|---------------------------------------|-----|------|-------|------|-------------|------|
| Asian/Asian British | 60 | 7% | 165 | 4% | 225 | 4% |
| Black/African/Caribbean/Black British | 20 | | 50 | 1% | 70 | 1% |
| Mixed/multiple ethnic groups | 30 | 4% | 95 | 2% | 125 | 2% |
| Not known | 220 | 25% | 275 | 6% | 495 | 10% |
| Other ethnic group | 50 | 6% | 140 | 3% | 190 | 4% |
| Prefer not to say | 35 | 4% | 165 | 4% | 190 | 4% |
| White | 465 | 52% | 3,430 | 79% | 3,870 | 75% |
| Grand Total | 880 | 100% | 4,315 | 100% | 5,165 | 100% |

Ethnicity / FT or PT

| | FT | | PT | | Grand Total | |
|---------------------------------------|-------|------|-------|------|-------------|------|
| Asian/Asian British | 170 | 5% | 55 | 3% | 225 | 4% |
| Black/African/Caribbean/Black British | 50 | 1% | 20 | | 70 | 1% |
| Mixed/multiple ethnic groups | 90 | 3% | 35 | 2% | 125 | 2% |
| Not known | 250 | 7% | 245 | 16% | 495 | 10% |
| Other ethnic group | 150 | 4% | 40 | 3% | 190 | 4% |
| Prefer not to say | 145 | 4% | 50 | 3% | 190 | 4% |
| White | 2,740 | 76% | 1,130 | 72% | 3,870 | 75% |
| 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% | 4,055 | 79% |
| EEA | 10 | | 65 | 5% | 300 | 10% | 0 | | 25 | 10% | 0 | 60 | 13% | 450 | 9% |
| Rest of world | 60 | 23% | 75 | 6% | 415 | 15% | 0 | | 80 | 35% | 0 | 25 | 6% | 655 | 13% |
| 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

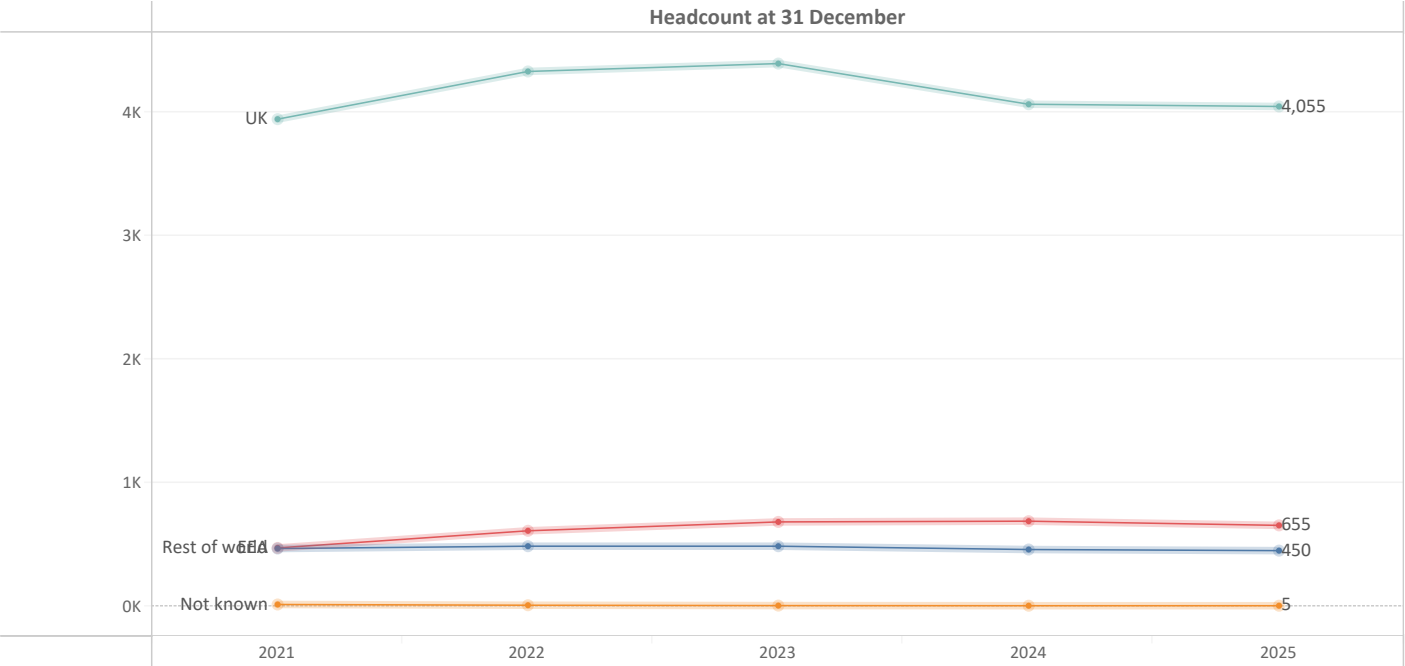
| | FTC | | Open | | Grand Total | |
|---------------|-----|------|-------|------|-------------|------|
| UK | 550 | 62% | 3,530 | 82% | 4,055 | 79% |
| EEA | 95 | 11% | 360 | 8% | 450 | 9% |
| Rest of world | 235 | 27% | 425 | 10% | 655 | 13% |
| Not known | 0 | | 0 | | 5 | |
| Grand Total | 880 | 100%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

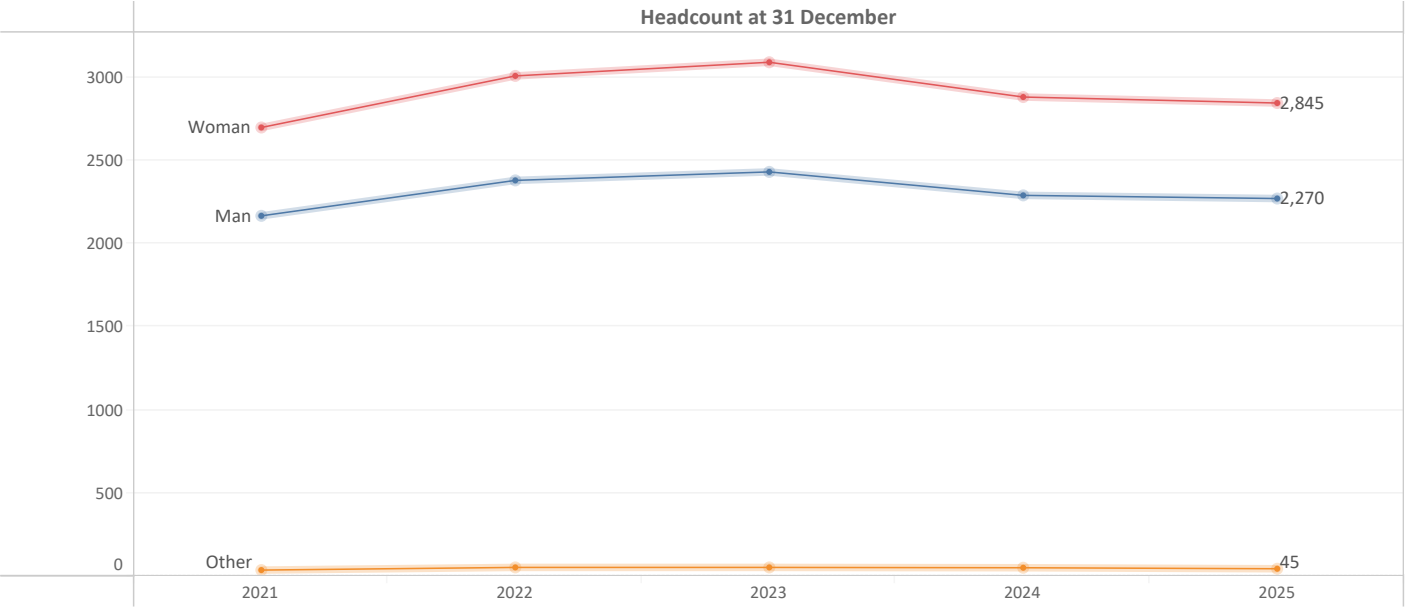
| | FTC | | Open | | Grand Total | |
|-------------|-----|------|-------|------|-------------|------|
| Man | 405 | 46% | 1,885 | 44% | 2,270 | 44% |
| Other | 10 | | 35 | 1% | 45 | 1% |
| Woman | 465 | 53% | 2,395 | 55% | 2,845 | 55% |
| Grand Total | 880 | 100% | 4,315 | 100% | 5,165 | 100% |

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 s.. | 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% |

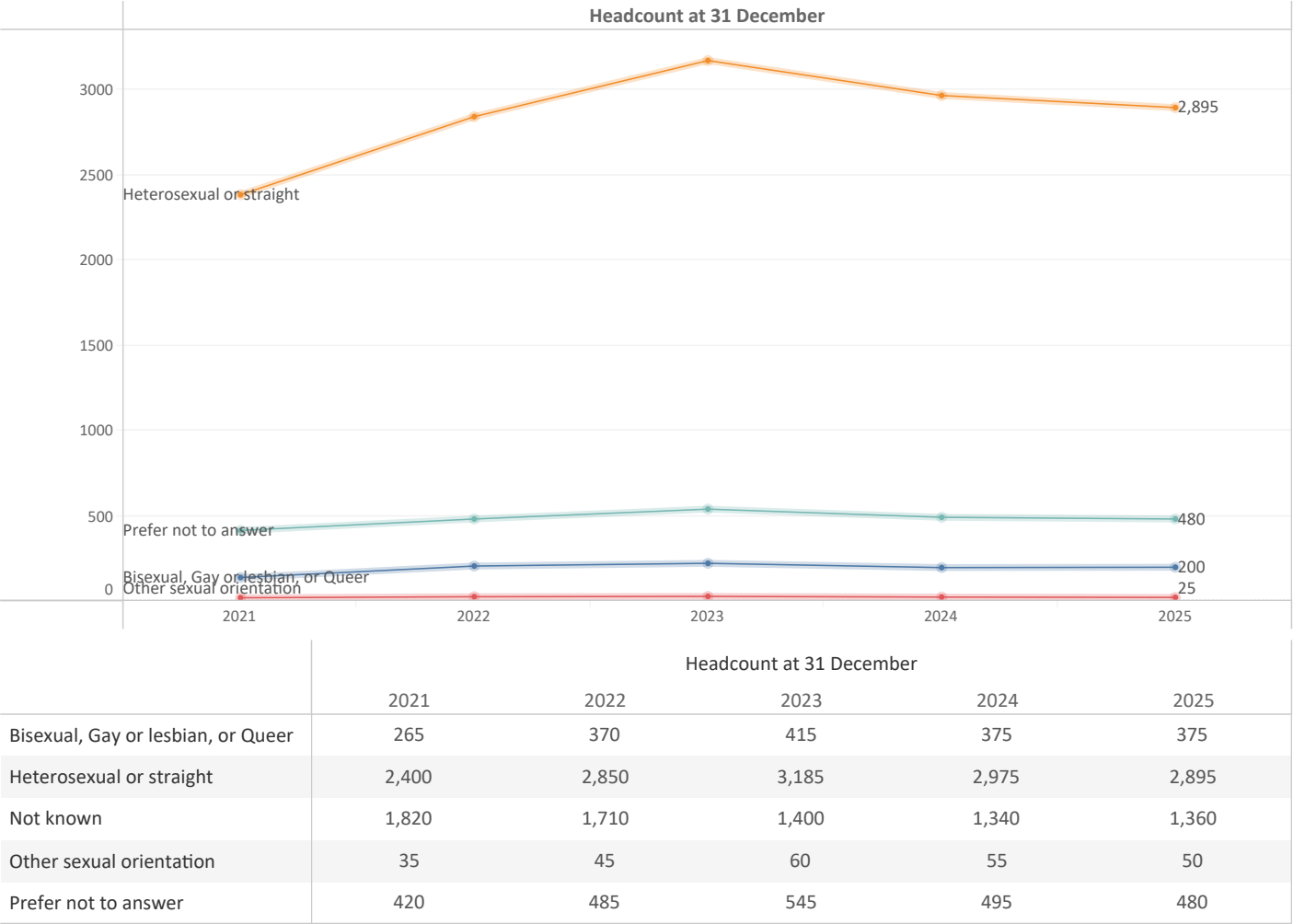
Sexual orientation / contract type

| | 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



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% |

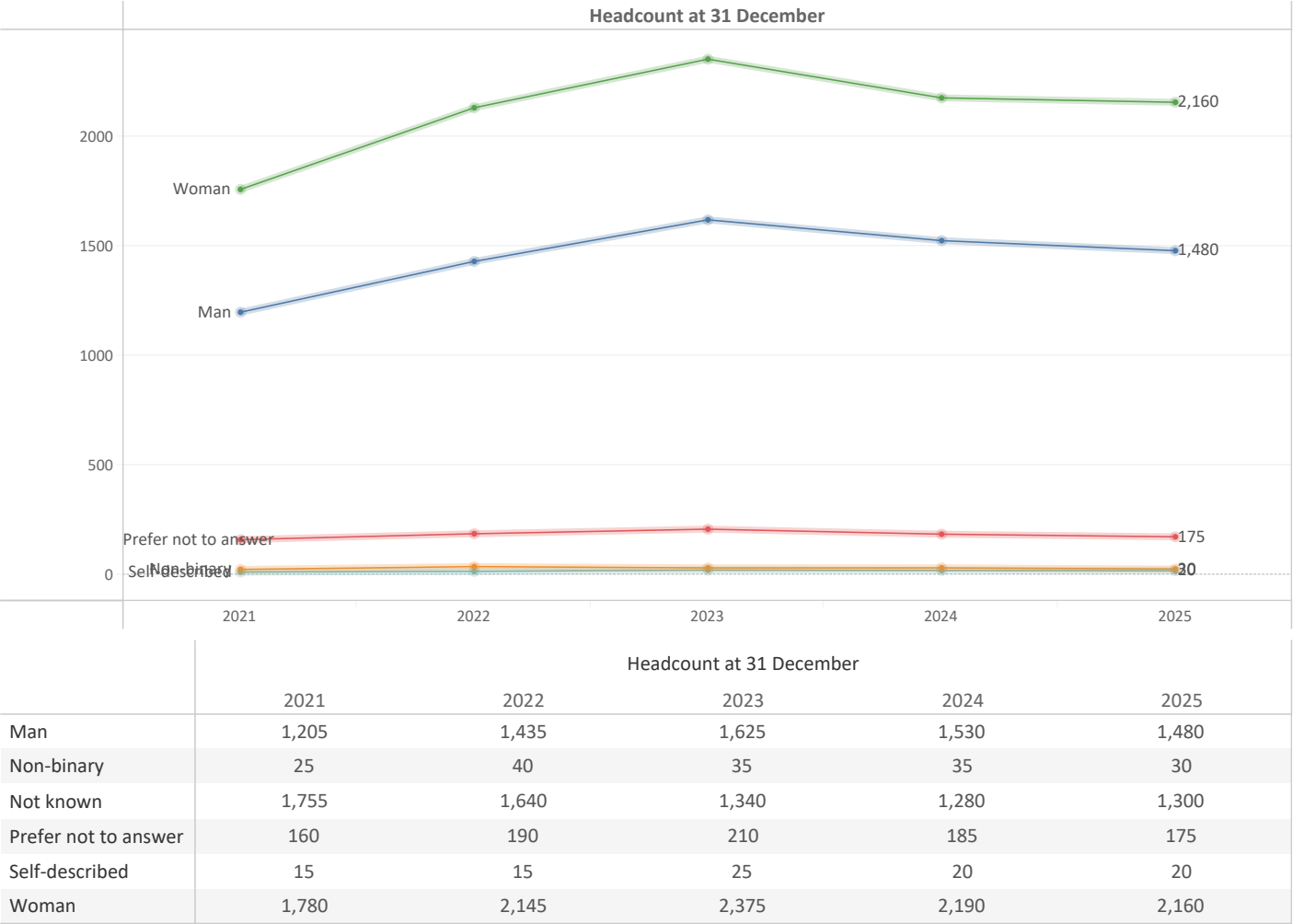
Gender identity / contract type

| | 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



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% | 2,035 | 39% |
| Not known | 220 | 86% | 240 | 18% | 640 | 23% | 10 | | 145 | 62% | 10 | | 105 | 24% | 1,360 | 26% |
| Prefer not to say | 5 | | 65 | 5% | 135 | 5% | 0 | | 0 | | 0 | | 25 | 6% | 235 | 5% |
| Yes - Adult over 65 | 5 | | 40 | 3% | 70 | 2% | 5 | | 0 | | 0 | | 20 | | 140 | 3% |
| Yes - Child/children under 18 | 5 | | 280 | 21% | 765 | 27% | 25 | 40% | 10 | | 5 | | 130 | 30% | 1,210 | 23% |
| Yes - Disabled adult | 0 | | 15 | | 30 | 1% | 0 | | 0 | | 0 | | 10 | | 60 | 1% |
| Yes - Disabled child/children under 18 | 0 | | 5 | | 15 | | 0 | | 0 | | 0 | | 5 | | 30 | 1% |
| Yes - Multiple:child/disabled/elder care | 0 | | 15 | | 60 | 2% | 0 | | 0 | | 0 | | 10 | | 85 | 2% |
| Grand Total | 255 | 100% | 1,335 | 100% | 2,845 | 100% | 60 | 100% | 230 | 100% | 20 | | 440 | 100% | 5,165 | 100% |

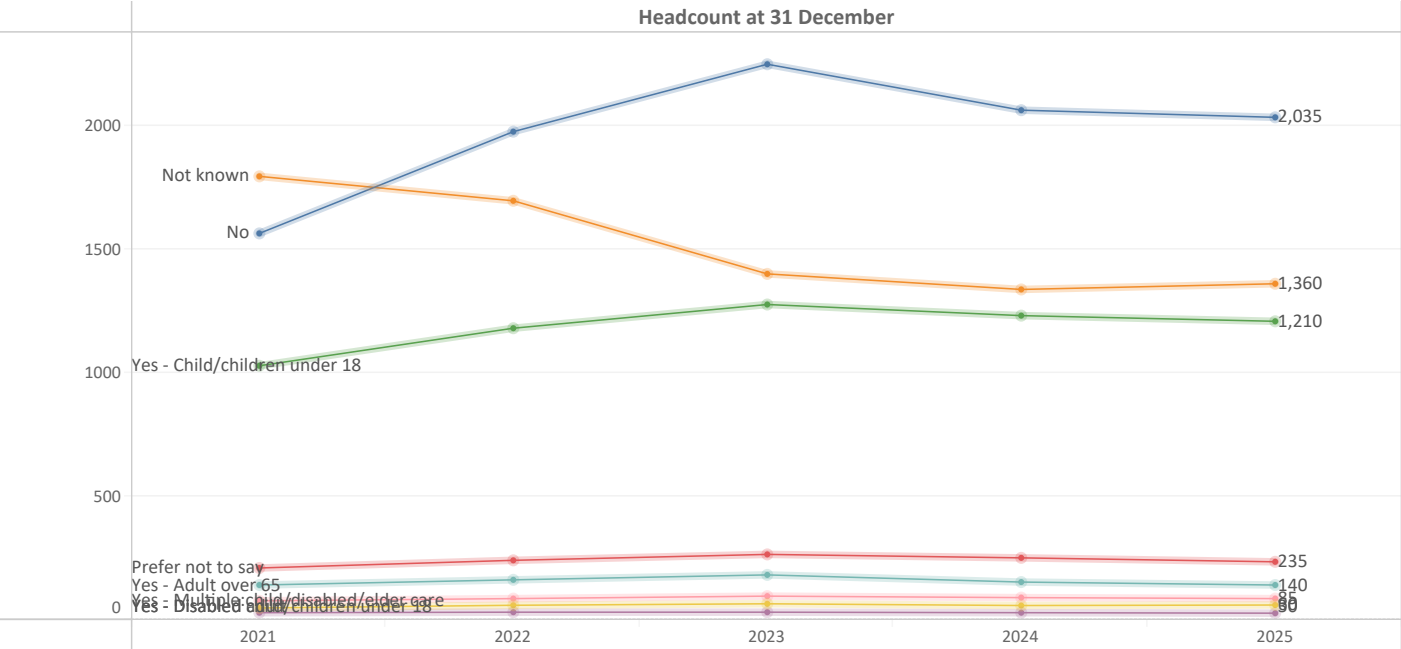
Carer / contract type

| | 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 | 40% |
| Not known | 375 | 43% | 1,005 | 23% | 1,375 | 27% |
| Prefer not to say | 55 | 6% | 535 | 12% | 580 | 11% |
| Religious / belief | 140 | 16% | 1,010 | 23% | 1,150 | 22% |
| Grand Total | 880 | 100% | 4,315 | 100% | 5,165 | 100% |

Religion / FT or PT

| | FT | | PT | | Grand Total | |
|--|-------|------|-------|------|-------------|------|
| No religion (agnostic / atheist / no religion) | 1,550 | 43% | 510 | 33% | 2,060 | 40% |
| Not known | 785 | 22% | 585 | 37% | 1,375 | 27% |
| Prefer not to say | 440 | 12% | 145 | 9% | 580 | 11% |
| Religious / belief | 820 | 23% | 330 | 21% | 1,150 | 22% |
| Grand Total | 3,590 | 100% | 1,570 | 100% | 5,165 | 100% |

Religion: last 5 years

