

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.

<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	25	8%	105	7%	5		0		55	19%	0		0		185	3%
25-34	45	16%	510	33%	675	23%	0		185	64%	0		0		1,410	25%
35-44	45	15%	375	24%	1,135	38%	15		40	14%	5		60	14%	1,665	30%
45-54	60	21%	305	19%	715	24%	25	39%	5		10		165	37%	1,280	23%
55-64	95	32%	245	16%	385	13%	20		5		5		170	38%	920	16%
65+	20		30	2%	40	1%	0		0		0		50	11%	140	3%
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15		450	100%	5,600	100%

Age / staff group

	Academic		Research		Support		Teaching		Grand Total	
< 25	0		5		150	5%	30	4%	185	3%
25-34	90	8%	365	45%	740	24%	230	31%	1,410	25%
35-44	375	36%	290	35%	820	27%	190	25%	1,665	30%
45-54	300	29%	95	12%	740	24%	150	20%	1,280	23%
55-64	230	22%	55	7%	510	17%	130	17%	920	16%
65+	55	5%	5		65	2%	15		140	3%
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

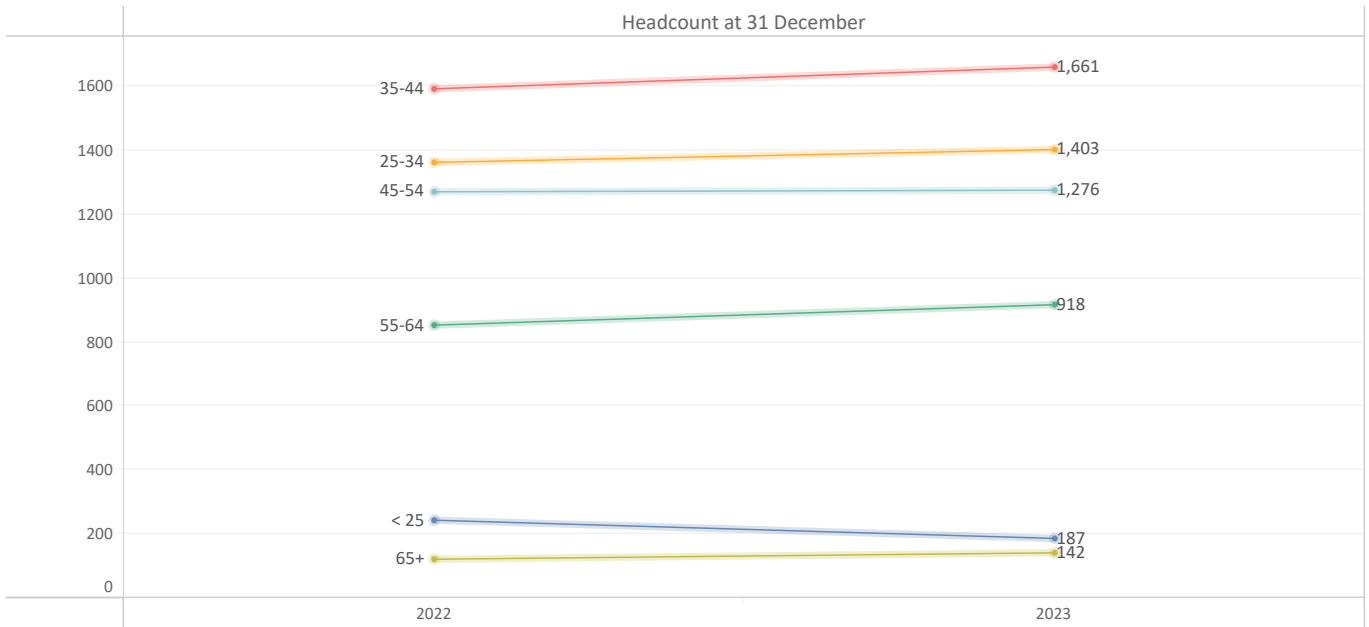
Age / contract type

	FTC		Open		Grand Total	
< 25	100	9%	90	2%	185	3%
25-34	575	53%	840	18%	1,410	25%
35-44	250	23%	1,425	31%	1,665	30%
45-54	90	8%	1,205	26%	1,280	23%
55-64	60	5%	875	19%	920	16%
65+	10		135	3%	140	3%
Grand Total	1,080	100%	4,565	100%	5,600	100%

Age / FT or PT

	FT		PT		Grand Total	
< 25	120	3%	70	4%	185	3%
25-34	1,030	26%	380	23%	1,410	25%
35-44	1,240	32%	425	25%	1,665	30%
45-54	910	23%	370	22%	1,280	23%
55-64	575	15%	345	21%	920	16%
65+	55	1%	90	5%	140	3%
Grand Total	3,925	100%	1,675	100%	5,600	100%

Age: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
< 25	120	110	170	245	185
25-34	1,020	990	1,185	1,370	1,410
35-44	1,350	1,410	1,460	1,600	1,665
45-54	1,225	1,220	1,230	1,280	1,280
55-64	755	765	790	855	920
65+	120	115	105	120	140

Disability / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Disabled	35	12%	275	18%	380	13%	10		35	12%	0		40	9%	770	14%
Information refused	25	9%	150	9%	225	8%	5		25	9%	0		50	11%	470	8%
Not disabled	145	50%	1,065	68%	2,220	75%	45	73%	175	60%	15		355	79%	3,995	71%
Not known	85	29%	80	5%	130	4%	5		55	20%	5		10		365	7%
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15		450	100%	5,600	100%

Disability / staff group

	Academic		Research		Support		Teaching		Grand Total	
Disabled	105	10%	105	13%	455	15%	105	14%	770	14%
Information refused	90	9%	60	7%	265	9%	60	8%	470	8%
Not disabled	815	78%	595	72%	2,095	69%	515	69%	3,995	71%
Not known	35	3%	60	8%	205	7%	70	9%	365	7%
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

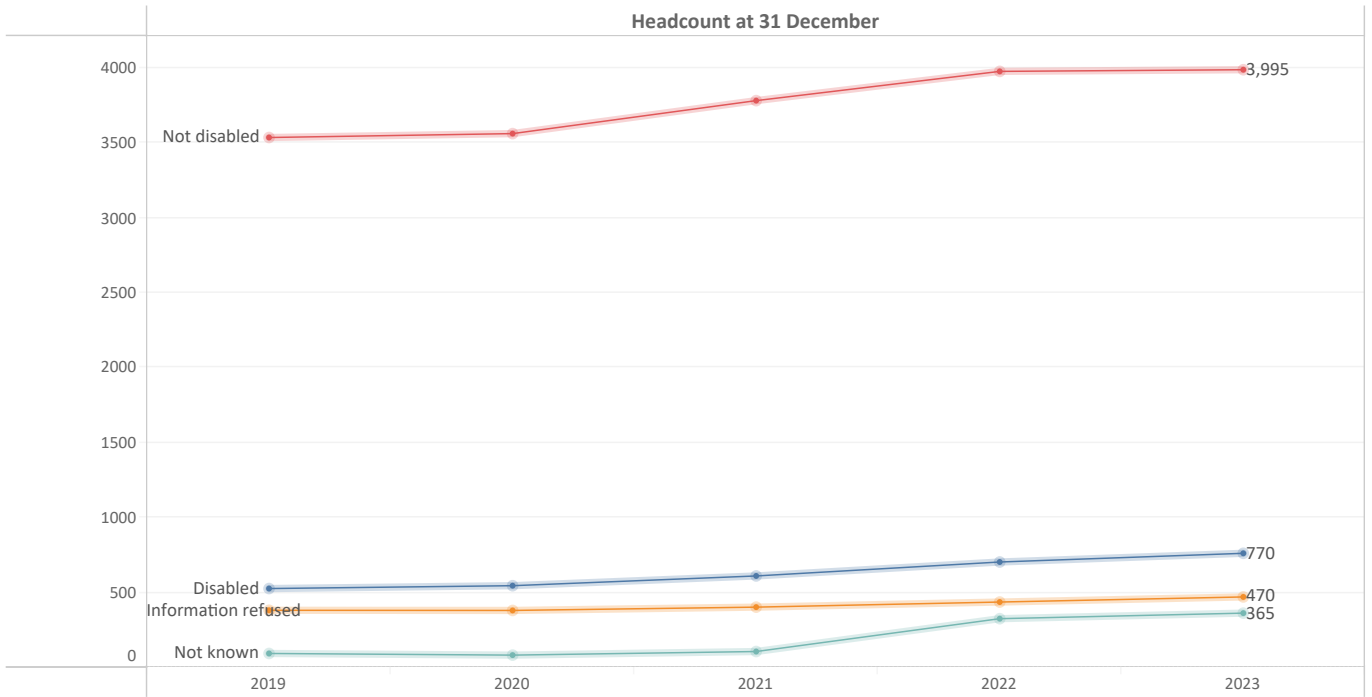
Disability / contract type

	FTC		Open		Grand Total	
Disabled	140	13%	630	14%	770	14%
Information refused	85	8%	395	9%	470	8%
Not disabled	685	63%	3,340	73%	3,995	71%
Not known	170	16%	195	4%	365	7%
Grand Total	1,080	100%	4,565	100%	5,600	100%

Disability / FT or PT

	FT		PT		Grand Total	
Disabled	540	14%	225	13%	770	14%
Information refused	340	9%	130	8%	470	8%
Not disabled	2,880	73%	1,120	67%	3,995	71%
Not known	165	4%	200	12%	365	7%
Grand Total	3,925	100%	1,675	100%	5,600	100%

Disability trend



Disability: table

	Headcount at 31 December				
	2019	2020	2021	2022	2023
Disabled	535	555	620	710	770
Information refused	385	385	405	440	470
Not disabled	3,570	3,590	3,805	3,990	3,995
Not known	95	85	110	325	365

Ethnicity/ grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Asian/Asian British	45	15%	20		145	5%	0		20		0		15		245	4%
Black/African/Caribbean/Black British	5		15		55	2%	0		5		0		0		80	1%
Mixed/multiple ethnic groups	0		35	2%	80	3%	0		15		0		5		135	2%
Not known	50	18%	80	5%	150	5%	5		60	20%	5		15		360	6%
Other ethnic group	5		25	2%	125	4%	0		40	13%	0		10		200	4%
Prefer not to say	5		55	3%	110	4%	0		10		0		25	6%	210	4%
White	175	60%	1,340	85%	2,290	77%	50	86%	140	49%	10		380	84%	4,370	78%
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15		450	100%	5,600	100%

Ethnicity/ staff group

	Academic		Research		Support		Teaching		Grand Total	
Asian/Asian British	65	6%	65	8%	80	3%	40	5%	245	4%
Black/African/Caribbean/Black British	10		25	3%	25	1%	15		80	1%
Mixed/multiple ethnic groups	25	3%	30	4%	50	2%	25	3%	135	2%
Not known	50	5%	75	9%	170	6%	75	10%	360	6%
Other ethnic group	45	4%	50	6%	50	2%	60	8%	200	4%
Prefer not to say	60	6%	30	3%	100	3%	25	3%	210	4%
White	795	76%	550	67%	2,545	84%	510	68%	4,370	78%
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

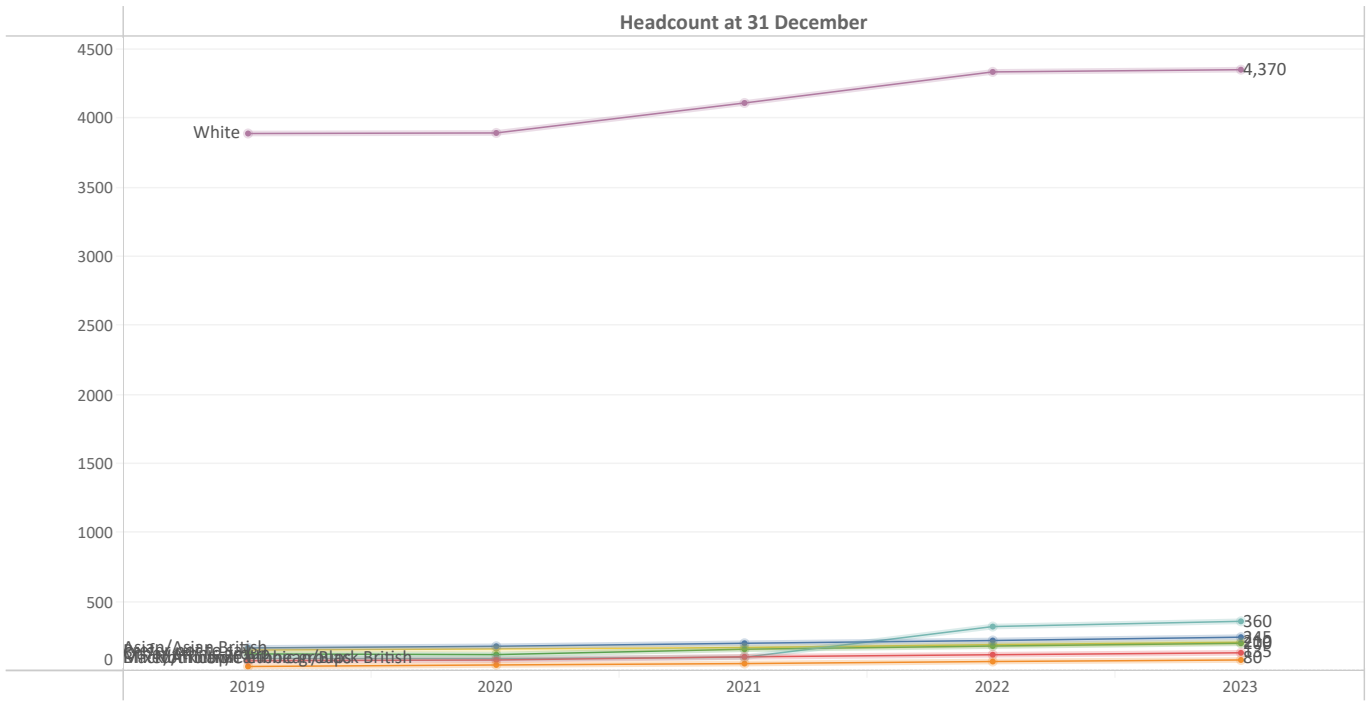
Ethnicity/ contract type

	FTC		Open		Grand Total	
Asian/Asian British	80	7%	165	4%	245	4%
Black/African/Caribbean/Black British	30	3%	50	1%	80	1%
Mixed/multiple ethnic groups	40	4%	95	2%	135	2%
Not known	170	16%	190	4%	360	6%
Other ethnic group	80	7%	125	3%	200	4%
Prefer not to say	35	3%	180	4%	210	4%
White	645	60%	3,760	82%	4,370	78%
Grand Total	1,080	100%	4,565	100%	5,600	100%

Ethnicity/ FT or PT

	FT		PT		Grand Total	
Asian/Asian British	175	4%	75	4%	245	4%
Black/African/Caribbean/Black British	60	2%	20		80	1%
Mixed/multiple ethnic groups	95	2%	40	2%	135	2%
Not known	185	5%	180	11%	360	6%
Other ethnic group	150	4%	55	3%	200	4%
Prefer not to say	160	4%	45	3%	210	4%
White	3,105	79%	1,265	75%	4,370	78%
Grand Total	3,925	100%	1,675	100%	5,600	100%

Ethnicity: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
Asian/Asian British	170	180	205	220	245
Black/African/Caribbean/Black British	35	45	55	70	80
Mixed/multiple ethnic groups	75	80	105	120	135
Not known	95	90	100	325	360
Other ethnic group	125	120	160	180	200
Prefer not to say	155	160	175	195	210
White	3,935	3,935	4,145	4,355	4,370

Nationality/grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
UK	220	76%	1,400	89%	2,210	75%	55	97%	150	51%	15	360	80%	4,390	78%	
EEA	10		75	5%	315	11%	0		30	10%	0	60	13%	490	9%	
Rest of world	60	20%	85	6%	420	14%	0		110	38%	0	30	7%	705	13%	
Not known	0		5		10		0		0		0	0		20		
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15	450	100%	5,600	100%	

Nationality/ staff group

	Academic		Research		Support		Teaching		Grand Total	
UK	700	67%	490	59%	2,715	90%	515	69%	4,390	78%
EEA	180	17%	125	15%	120	4%	70	9%	490	9%
Rest of world	165	16%	205	25%	175	6%	165	22%	705	13%
Not known	5		0		10		0		20	
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

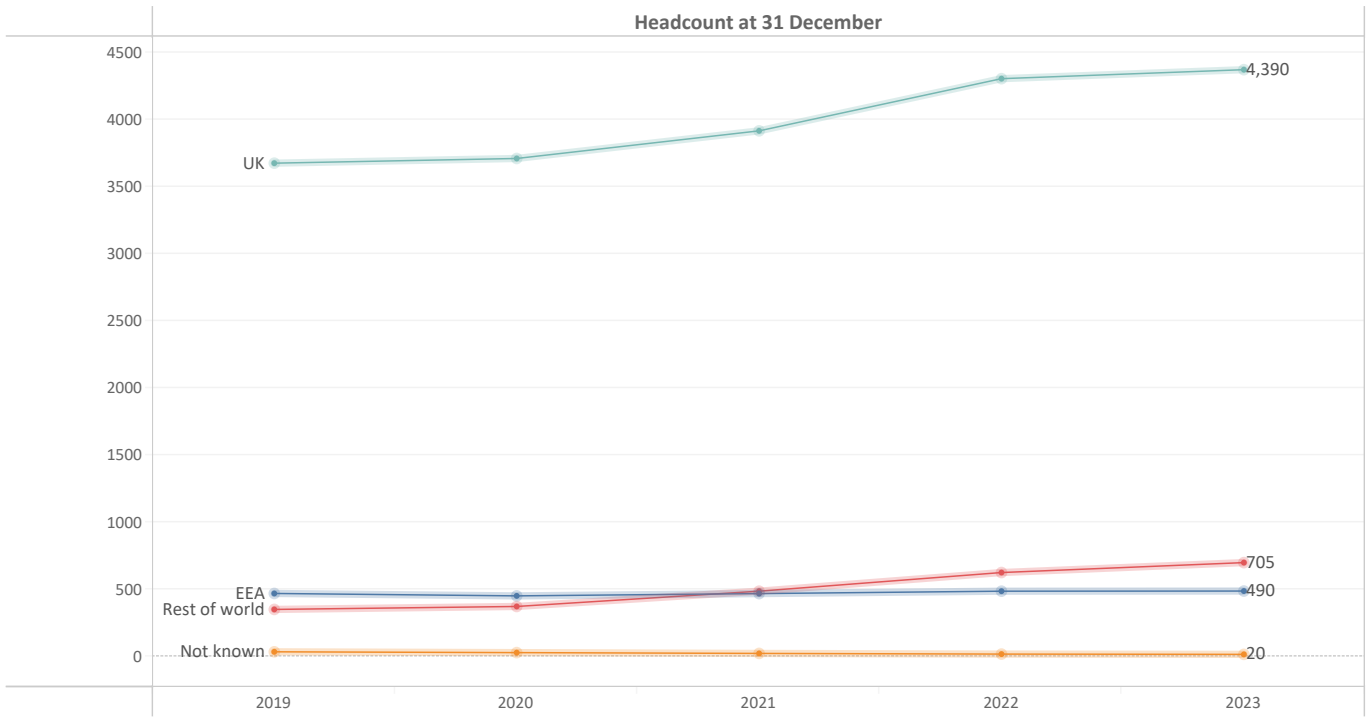
Nationality/ contract type

	FTC		Open		Grand Total	
UK	655	61%	3,775	83%	4,390	78%
EEA	120	11%	375	8%	490	9%
Rest of world	305	28%	405	9%	705	13%
Not known	0		15		20	
Grand Total	1,080	100%	4,565	100%	5,600	100%

Nationality/ FT or PT

	FT		PT		Grand Total	
UK	3,040	77%	1,350	81%	4,390	78%
EEA	390	10%	100	6%	490	9%
Rest of world	480	12%	220	13%	705	13%
Not known	15		5		20	
Grand Total	3,925	100%	1,675	100%	5,600	100%

Nationality: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
UK	3,720	3,750	3,950	4,325	4,390
EEA	475	460	475	490	490
Rest of world	355	375	490	630	705
Not known	35	30	25	20	20

Gender / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical	Prof/HoD		Grand Total	
Man	135	46%	505	32%	1,345	45%	35	58%	135	47%	10	285	63%	2,440	44%
Other	0		15		30	1%	0		5		0	0		55	1%
Woman	155	53%	1,045	67%	1,580	54%	25	42%	150	51%	5	165	37%	3,105	55%
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15	450	100%	5,600	100%

Gender / staff group

	Academic		Research		Support		Teaching		Grand Total	
Man	630	60%	370	45%	1,125	37%	340	45%	2,440	44%
Other	10		15		25	1%	10		55	1%
Woman	410	39%	440	54%	1,870	62%	405	54%	3,105	55%
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

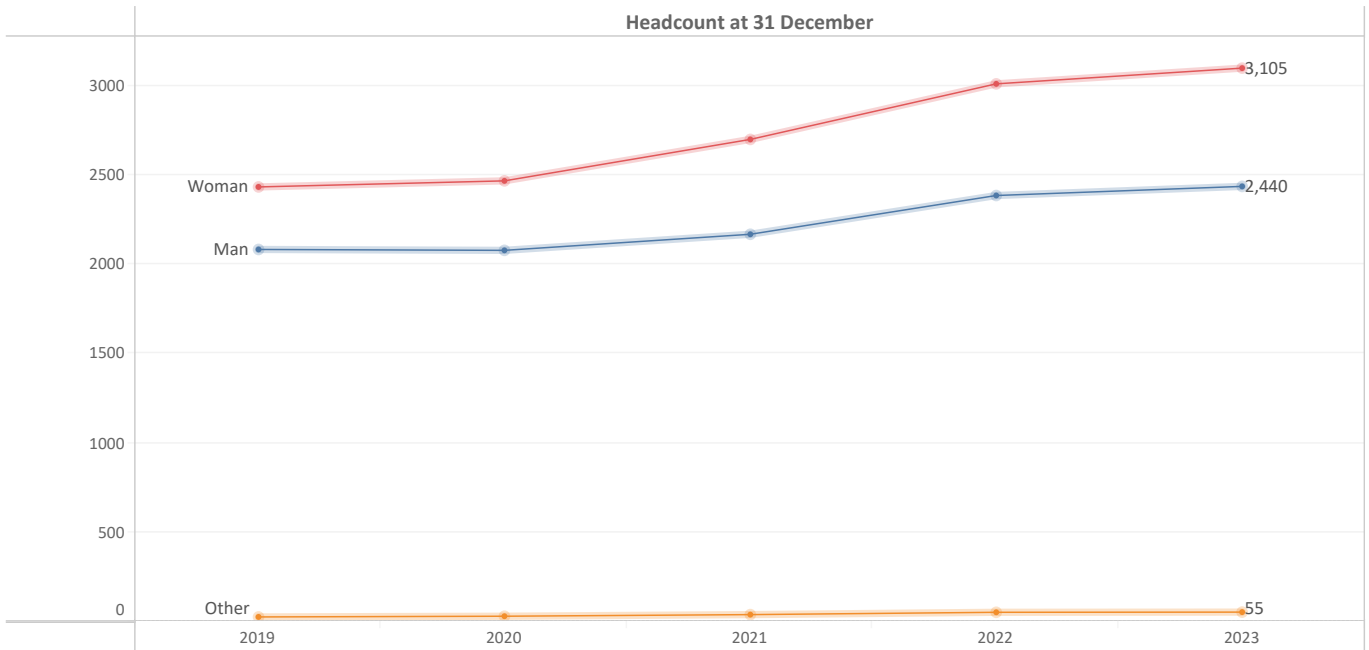
Gender / contract type

	FTC		Open		Grand Total	
Man	485	45%	1,975	43%	2,440	44%
Other	15		40	1%	55	1%
Woman	580	54%	2,555	56%	3,105	55%
Grand Total	1,080	100%	4,565	100%	5,600	100%

Gender / FT or PT

	FT		PT		Grand Total	
Man	1,945	50%	495	30%	2,440	44%
Other	40	1%	15		55	1%
Woman	1,945	50%	1,160	69%	3,105	55%
Grand Total	3,925	100%	1,675	100%	5,600	100%

Gender: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
Man	2,095	2,090	2,180	2,390	2,440
Other	25	30	40	55	55
Woman	2,465	2,495	2,720	3,020	3,105

Sexual orientation / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Bisexual, Gay or lesbian, or Queer	10		135	9%	215	7%	5		30	11%	0		15		410	7%
Heterosexual or straight	45	16%	970	62%	1,710	58%	45	75%	80	28%	5		255	56%	3,095	55%
Not known	225	78%	275	18%	730	25%	10		145	50%	10		125	28%	1,515	27%
Other sexual orientation	5		20		25	1%	0		5		0		0		55	1%
Prefer not to answer	5		165	10%	275	9%	0		30	10%	0		60	13%	530	9%
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15		450	100%	5,600	100%

Sexual orientation / staff group

	Academic		Research		Support		Teaching		Grand Total	
Bisexual, Gay or lesbian, or Queer	65	6%	70	8%	215	7%	60	8%	410	7%
Heterosexual or straight	555	53%	440	54%	1,785	59%	335	45%	3,095	55%
Not known	305	29%	235	28%	715	24%	280	37%	1,515	27%
Other sexual orientation	5		10		35	1%	10		55	1%
Prefer not to answer	120	12%	70	8%	275	9%	65	9%	530	9%
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

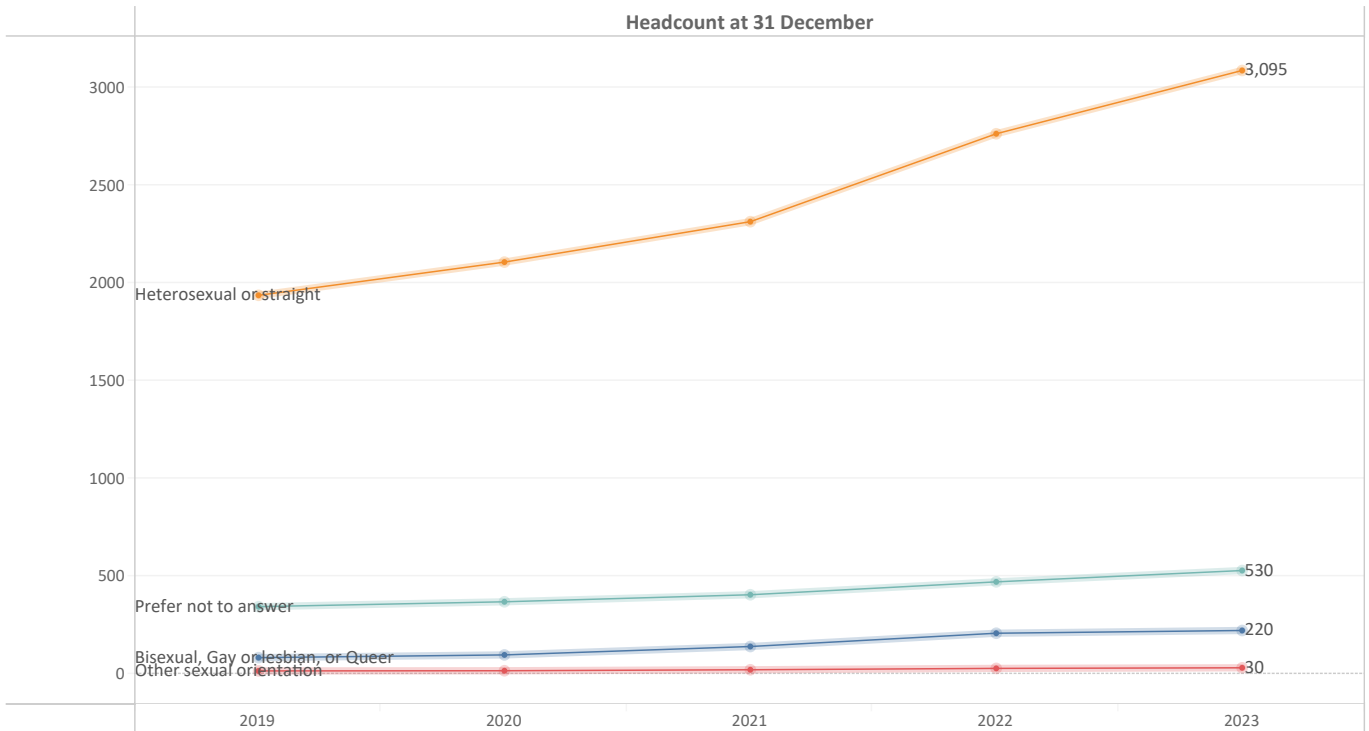
Sexual orientation / contract type

	FTC		Open		Grand Total	
Bisexual, Gay or lesbian, or Queer	110	10%	300	7%	410	7%
Heterosexual or straight	505	47%	2,615	57%	3,095	55%
Not known	355	33%	1,170	26%	1,515	27%
Other sexual orientation	20		40	1%	55	1%
Prefer not to answer	95	9%	440	10%	530	9%
Grand Total	1,080	100%	4,565	100%	5,600	100%

Sexual orientation / FT or PT

	FT		PT		Grand Total	
Bisexual, Gay or lesbian, or Queer	325	8%	85	5%	410	7%
Heterosexual or straight	2,285	58%	810	48%	3,095	55%
Not known	890	23%	625	37%	1,515	27%
Other sexual orientation	40	1%	15		55	1%
Prefer not to answer	390	10%	140	8%	530	9%
Grand Total	3,925	100%	1,675	100%	5,600	100%

Sexual orientation: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
Bisexual, Gay or lesbian, or Queer	170	195	260	365	410
Heterosexual or straight	1,950	2,120	2,330	2,770	3,095
Not known	2,100	1,905	1,910	1,810	1,515
Other sexual orientation	20	25	30	45	55
Prefer not to answer	350	370	410	470	530

Gender identity / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
Man	30	11%	340	22%	925	31%	25	42%	60	21%	5	190	42%	1,565	28%	
Not known	230	80%	260	17%	700	24%	10		140	49%	10	120	27%	1,465	26%	
Other	0		15		30	1%	0		5		0	0		55	1%	
Prefer not to answer	5		60	4%	110	4%	0		10		0	20		205	4%	
Woman	20		890	57%	1,195	40%	20		75	26%	0	115	26%	2,310	41%	
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15	450	100%	5,600	100%	

Gender identity / staff group

	Academic		Research		Support		Teaching		Grand Total	
Man	425	41%	245	30%	715	24%	190	25%	1,565	28%
Not known	290	28%	220	27%	700	23%	270	36%	1,465	26%
Other	10		15		25	1%	10		55	1%
Prefer not to answer	45	4%	30	3%	110	4%	30	4%	205	4%
Woman	285	27%	315	38%	1,470	49%	250	34%	2,310	41%
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

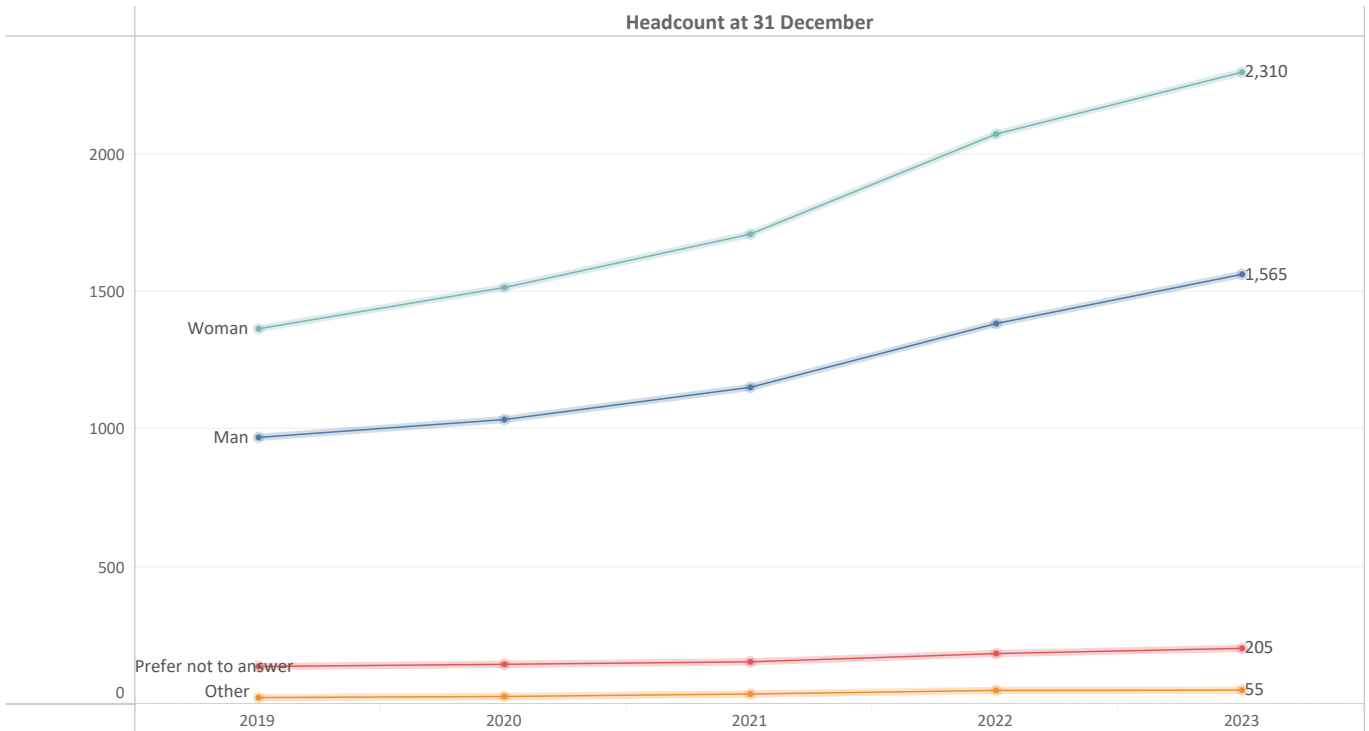
Gender identity / contract type

	FTC		Open		Grand Total	
Man	300	0	1,280	0	1,565	0
Not known	350	0	1,125	0	1,465	0
Other	15		40	0	55	0
Prefer not to answer	30	0	180	0	205	0
Woman	385	0	1,940	0	2,310	0
Grand Total	1,080	1	4,565	1	5,600	1

Gender identity / FT or PT

	FT		PT		Grand Total	
Man	1,335	34%	230	14%	1,565	28%
Not known	850	22%	620	37%	1,465	26%
Other	40	1%	15		55	1%
Prefer not to answer	160	4%	45	3%	205	4%
Woman	1,545	39%	765	46%	2,310	41%
Grand Total	3,925	100%	1,675	100%	5,600	100%

Gender identity: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
Man	975	1,045	1,160	1,390	1,565
Not known	2,060	1,860	1,855	1,750	1,465
Other	25	30	40	55	55
Prefer not to answer	140	145	155	185	205
Woman	1,385	1,535	1,730	2,085	2,310

Carer / staff group

	Academic		Research		Support		Teaching		Grand Total	
No	310	30%	355	43%	1,280	42%	280	37%	2,220	40%
Not known	300	29%	235	29%	725	24%	275	37%	1,525	27%
Prefer not to say	70	7%	35	4%	140	5%	30	4%	270	5%
Yes - Adult over 65	30	3%	25	3%	95	3%	20		165	3%
Yes - Child/children under 18	285	27%	155	19%	690	23%	115	16%	1,240	22%
Yes - Disabled adult	20		5		30	1%	10		60	1%
Yes - Disabled child/children under 18	10		5		15		0		30	1%
Yes - Multiple:child/disabled/elder care	20		10		45	1%	15		90	2%
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

Carer / grade

	Grade 1-2		Grade 3-5		Grade 6-8		Snr Mgt		Other		Clinical		Prof/HoD		Grand Total	
No	35	12%	790	50%	1,135	38%	15		125	42%	0		125	28%	2,220	40%
Not known	235	81%	275	18%	725	25%	10		145	50%	10		125	28%	1,525	27%
Prefer not to say	5		75	5%	150	5%	0		10		0		30	7%	270	5%
Yes - Adult over 65	5		55	4%	75	3%	10		5		0		20		165	3%
Yes - Child/children under 18	10		325	21%	765	26%	20		5		5		125	27%	1,240	22%
Yes - Disabled adult	0		15		30	1%	0		5		0		10		60	1%
Yes - Disabled child/children under 18	0		10		15		0		0		0		5		30	1%
Yes - Multiple:child/disabled/elder care	0		20		60	2%	0		0		0		10		90	2%
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15		450	100%	5,600	100%

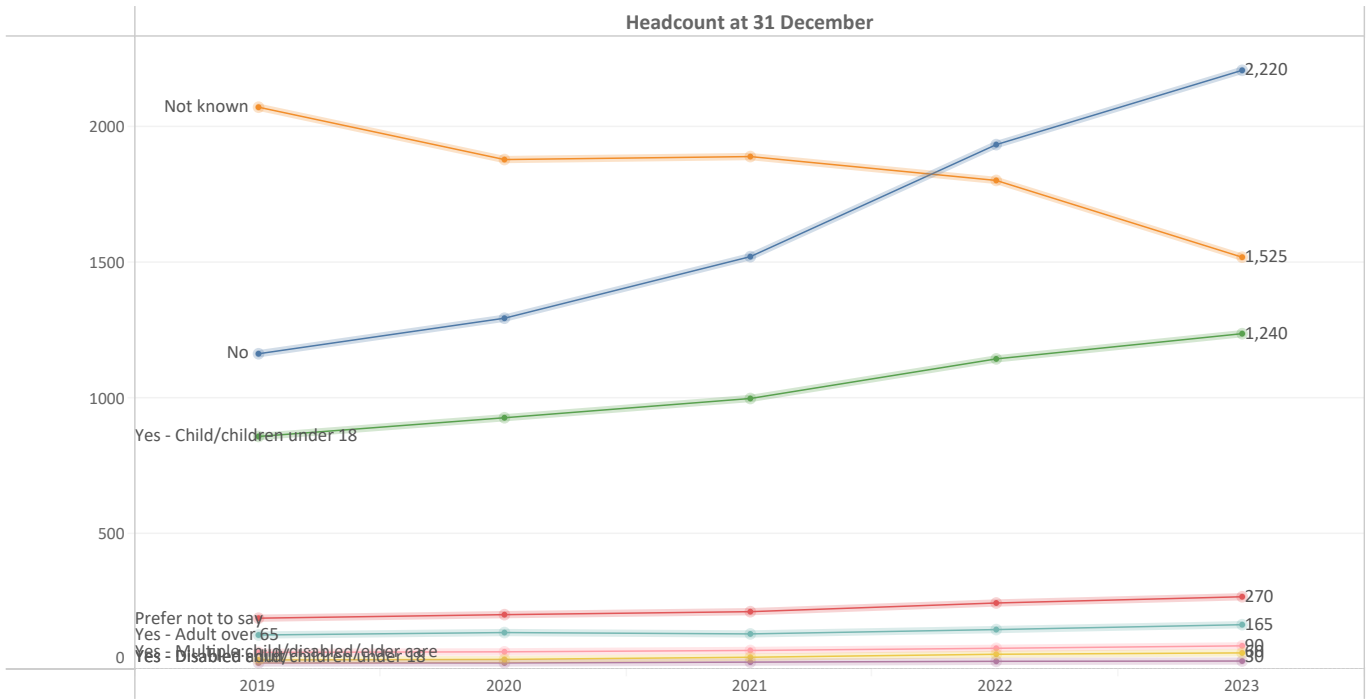
Carer / contract type

	FTC		Open		Grand Total	
No	515	48%	1,715	38%	2,220	40%
Not known	360	33%	1,170	26%	1,525	27%
Prefer not to say	35	3%	240	5%	270	5%
Yes - Adult over 65	25	2%	145	3%	165	3%
Yes - Child/children under 18	130	12%	1,130	25%	1,240	22%
Yes - Disabled adult	10		50	1%	60	1%
Yes - Disabled child/children under 18	0		30	1%	30	1%
Yes - Multiple:child/disabled/elder care	5		85	2%	90	2%
Grand Total	1,080	100%	4,565	100%	5,600	100%

Carer / FT or PT

	FT		PT		Grand Total	
No	1,760	45%	455	27%	2,220	40%
Not known	895	23%	630	38%	1,525	27%
Prefer not to say	215	5%	55	3%	270	5%
Yes - Adult over 65	120	3%	45	3%	165	3%
Yes - Child/children under 18	815	21%	430	26%	1,240	22%
Yes - Disabled adult	45	1%	15		60	1%
Yes - Disabled child/children under 18	25	1%	10		30	1%
Yes - Multiple:child/disabled/elder care	55	1%	30	2%	90	2%
Grand Total	3,925	100%	1,675	100%	5,600	100%

Carer responsibility: last 5 years



	Headcount at 31 December					
	2019	2020	2021	2022	2023	
No	1,180	1,310	1,540	1,945	2,220	
Not known	2,095	1,895	1,900	1,805	1,525	
Prefer not to say	190	205	215	245	270	
Yes - Adult over 65	130	135	135	150	165	
Yes - Child/children under 18	865	935	1,005	1,150	1,240	
Yes - Disabled adult	35	40	45	55	60	
Yes - Disabled child/children under 18	25	25	30	30	30	
Yes - Multiple:child/disabled/elder care	65	70	75	80	90	

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)	25	9%	685	44%	1,180	40%	25	44%	80	28%	0	190	42%	2,180	39%	
Not known	225	79%	275	18%	730	25%	10		145	50%	10	125	28%	1,520	27%	
Prefer not to say	10		200	13%	345	12%	5		25	8%	0	60	14%	640	11%	
Religious / belief	30	10%	405	26%	705	24%	15		40	14%	5	75	16%	1,260	22%	
Grand Total	290	100%	1,565	100%	2,955	100%	60	100%	290	100%	15	450	100%	5,600	100%	

Religion / staff group

	Academic		Research		Support		Teaching		Grand Total	
No religion (agnostic / atheist / no religion)	405	39%	340	42%	1,230	41%	220	29%	2,180	39%
Not known	305	29%	230	28%	720	24%	275	37%	1,520	27%
Prefer not to say	135	13%	80	9%	365	12%	70	9%	640	11%
Religious / belief	200	19%	175	21%	705	23%	185	25%	1,260	22%
Grand Total	1,050	100%	825	100%	3,020	100%	750	100%	5,600	100%

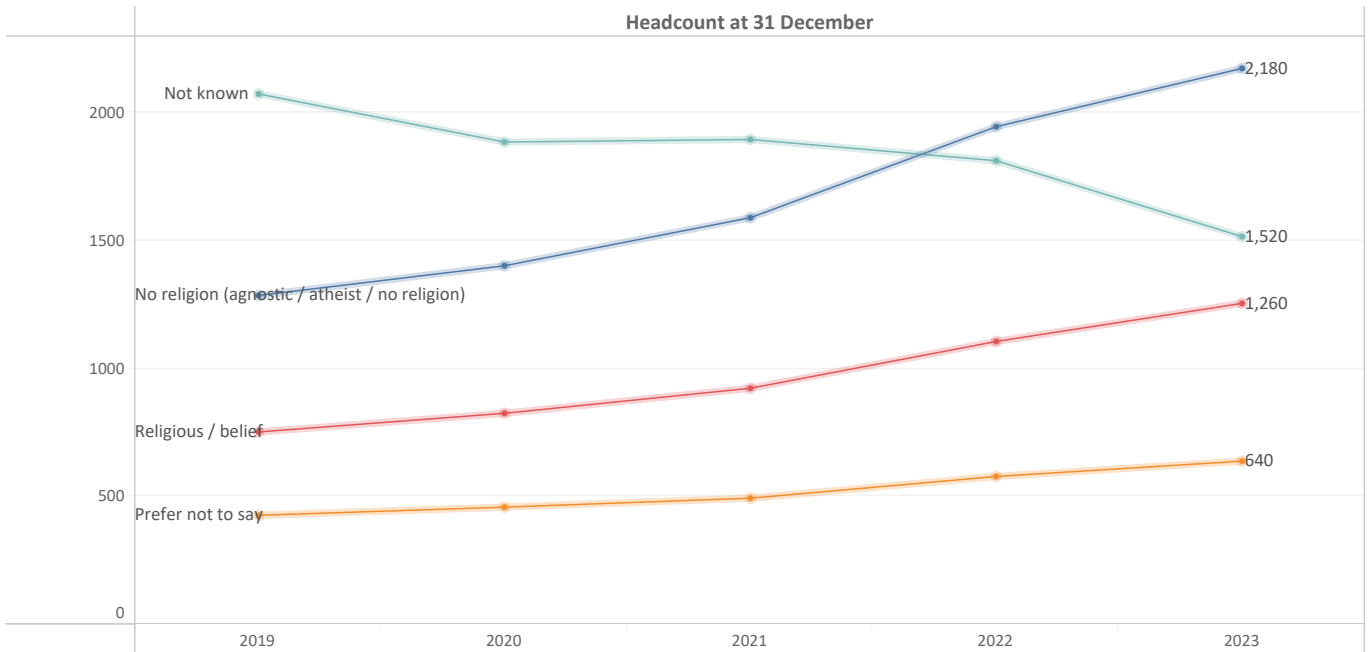
Religion / contract type

	FTC		Open		Grand Total	
No religion (agnostic / atheist / no religion)	400	37%	1,805	39%	2,180	39%
Not known	355	33%	1,170	26%	1,520	27%
Prefer not to say	90	9%	560	12%	640	11%
Religious / belief	230	22%	1,035	23%	1,260	22%
Grand Total	1,080	100%	4,565	100%	5,600	100%

Religion / FT or PT

	FT		PT		Grand Total	
No religion (agnostic / atheist / no religion)	1,660	42%	520	31%	2,180	39%
Not known	890	23%	635	38%	1,520	27%
Prefer not to say	495	13%	150	9%	640	11%
Religious / belief	885	23%	375	22%	1,260	22%
Grand Total	3,925	100%	1,675	100%	5,600	100%

Religion: last 5 years



	Headcount at 31 December				
	2019	2020	2021	2022	2023
No religion (agnostic / atheist / no religion)	1,300	1,415	1,600	1,955	2,180
Not known	2,095	1,905	1,910	1,815	1,520
Prefer not to say	430	465	500	585	640
Religious / belief	765	835	930	1,110	1,260