

## University of Leeds all staff turnover (voluntary leavers) data

The following data provides information on staff across the institution who voluntarily resigned over the period 1<sup>st</sup> August 2010 – 31<sup>st</sup> July 2011, by total number of staff within a protected characteristic and contract type. Please note that for this period, voluntary leavers data includes information on those staff that either resigned or opted to take the University's Voluntary Leavers Scheme. Data on staff leaving at the end of fixed term contracts are not included. A total of 575 staff voluntarily resigned out of a total 7338 staff population, approximately 8% of staff across the institution.

**Figure 1. Gender**

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Female</b>	3889	336	9%
<b>Male</b>	3449	239	7%
<b>TOTAL</b>	7338	575	8%

Figure 1 highlights the total staff turnover by gender. A total of 336 female staff resigned between the period August 2010 – July 2011, this equates to 9% of total female staff population. A total of 239 male staff resigned between the same period, this equates to 7% of the total male staff population.

### Figure 2. Ethnicity

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>BME</b>	802	107	13%
<b>White</b>	5480	367	7%
<b>Prefer not to answer</b>	449	15	3%
<b>Unknown</b>	607	86	14%
<b>TOTAL</b>	7338	575	8%

Figure 2 compares staff turnover rates for all staff by ethnicity in the same period. Approximately 7% of the total white staff population resigned, this figure almost doubles when the data for BME staff is analysed. For the same period, approximately 13% of the total BME staff population resigned. There is a large turnover rate for the total staff population who have not stated their ethnicity, at 14%, suggesting further activity could be considered to increase disclosure.

### Figure 3. Disability

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Disabled</b>	353	22	6%
<b>Non disabled</b>	6040	464	7%
<b>Prefer not to answer</b>	457	15	4%
<b>Unknown</b>	488	74	15%
<b>TOTAL</b>	7338	575	8%

Figure 3 compares staff turnover rates for all staff by disability in the same period. Of the total number of staff who had stated they had a disability, 6% resigned. Of the total number of staff who had stated they were non disabled, 7% resigned. However the

largest staff turnover rate was for staff who had not stated their disability status, at 15%, suggesting further activity could be considered to increase disclosure.

**Figure 4. Religion**

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Buddhist</b>	43	1	2%
<b>Christian</b>	1747	28	2%
<b>Hindu</b>	53	5	9%
<b>Jewish</b>	36	0	0%
<b>Muslim</b>	78	5	6%
<b>Sikh</b>	21	0	0%
<b>Other religion</b>	89	1	1%
<b>None</b>	1700	56	3%
<b>Prefer not to answer</b>	827	24	3%
<b>Unknown</b>	2744	455	17%
<b>TOTAL</b>	7338	575	8%

Figure 4 provides information on staff turnover rates by religion in the same period. There is a large proportion of staff leaving who have not disclosed their religion (17%). Further narrative is unavailable as the statistics are too small to identify meaningful trends across the university.

**Figure 5. Sexual orientation**

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Bisexual</b>	66	6	9%
<b>Gay man</b>	46	5	11%
<b>Gay woman/lesbian</b>	55	2	4%
<b>Heterosexual/straight</b>	3566	81	2%
<b>Other</b>	20	0	0%
<b>Prefer not to answer</b>	841	26	3%
<b>Unknown</b>	2744	455	17%
<b>TOTAL</b>	7338	575	8%

Figure 5 provides information on staff turnover rates by sexual orientation in the same period. Approximately 11% of the total staff of who stated they were a gay man resigned, and 9% of the total staff group who stated they were a gay woman / lesbian resigned. In contrast, nearly 2% of the total staff group who stated they were heterosexual / straight resigned. Similar to figure 4, there is a large proportion of staff leaving who have not disclosed their sexual orientation (17%).

**Figure 6. Age**

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Under 20</b>	19	6	32%
<b>20 - 29</b>	1231	205	17%
<b>30 - 39</b>	2148	196	9%
<b>40 - 49</b>	1927	80	4%
<b>50 - 59</b>	1510	67	4%
<b>60 +</b>	503	21	4%
<b>TOTAL</b>	7338	575	8%

Figure 6 provides information on staff turnover rates by different age groups in the same period. Approximately 32% of the total staff group aged under 20 resigned, followed by a similar higher figure of 17% from the total staff population aged 20 – 29.

**Figure 7. Contract status**

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Full time</b>	5027	289	6%
<b>Part time</b>	2311	286	12%
<b>TOTAL</b>	7338	575	8%

Figure 7 provides information on staff turnover rates by contact status in the same period. An estimated 12% of the total staff group working part time resigned, compared to a smaller figure of 6% of the total staff group working full time.

**Figure 8. Contract type**

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Fixed term</b>	2447	248	10%
<b>Permanent</b>	4891	327	7%
<b>TOTAL</b>	7338	575	8%

Figure 8 provides information on staff turnover by contract type in the same period. An estimated 10% of the total staff group working on a fixed term basis resigned, compared to a smaller figure of 7% of the total staff group working on a permanent contract.

**Figure 9. Caring responsibilities**

	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Yes</b>	1637	23	1%
<b>No</b>	2358	79	3%
<b>Prefer not to answer</b>	599	18	3%
<b>Unknown</b>	2744	455	17%
<b>TOTAL</b>	7338	575	.8%

Figure 9 provides information on staff turnover by caring responsibilities. Approximately 1% of staff of the total staff group who have caring responsibilities resigned, whereas nearly 3% of the total staff group who have no caring responsibilities resigned in the same period. Similar to the figures above there is a large proportion of staff leaving who have not disclosed information about whether they have caring responsibilities (17%)