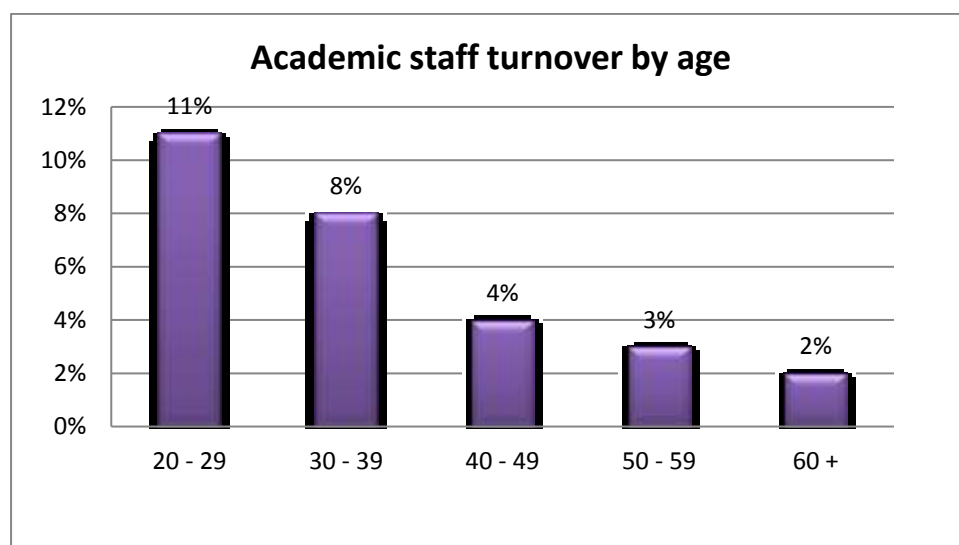


University of Leeds - academic staff turnover by protected characteristic 1 August 2011 – 31 July 2012

The following data provides information on academic staff across the university who voluntarily resigned over the period August 2011 – July 2012, by protected characteristic and contract type. A total of 176 academic staff resigned out of a total academic population of 3106, equating to a 6% staff turnover rate.

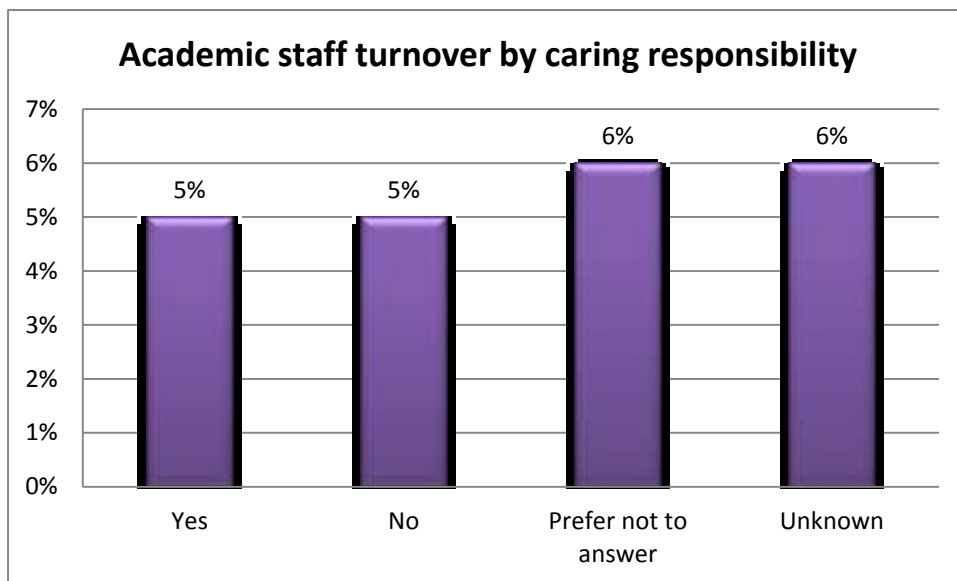
Figure 1. Age



	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	302	32	11%
30 - 39	997	84	8%
40 - 49	915	34	4%
50 - 59	615	21	3%
60 +	277	5	2%
TOTAL	3106	176	6%

Figure 1 provides information on the turnover rates of academic staff by age, including the total headcount. The highest staff turnover for staff in this period were aged 20 – 29 and 30 – 39, at a total turnover rate of 19%.

Figure 2. Caring Responsibility¹

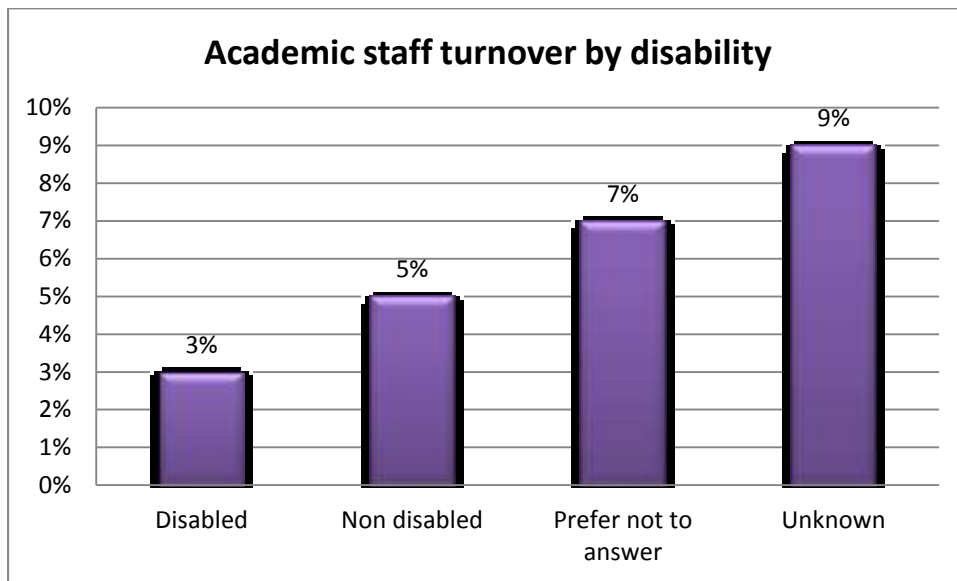


	Total staff	Voluntary Leavers	% Turnover
Yes	716	36	5%
No	911	50	5%
Prefer not to answer	467	26	6%
Unknown	1012	64	6%
TOTAL	3106	176	6%

Figure 2 provides information on the turnover rates of academic staff by caring responsibility. In total, 5% of academic staff who declared they had a caring responsibility, resigned.

¹ Defined as: caring for either one or more children, one or more disabled children, a relative or family member

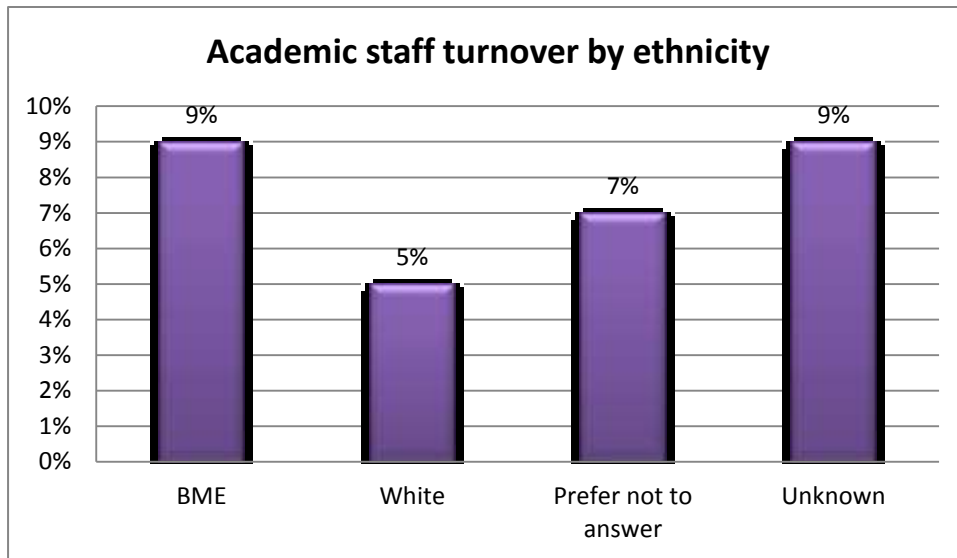
Figure 3. Disability



	Total staff	Voluntary Leavers	% Turnover
Disabled	109	3	3%
Non disabled	2441	130	5%
Prefer not to answer	349	24	7%
Unknown	207	19	9%
TOTAL	3106	176	6%

Figure 3 provides information on the turnover rates of academic staff by disability. Of the total number of academic staff who stated they had a disability, 3% resigned. In comparison, of the academic staff who stated they were non disabled, 5% resigned.

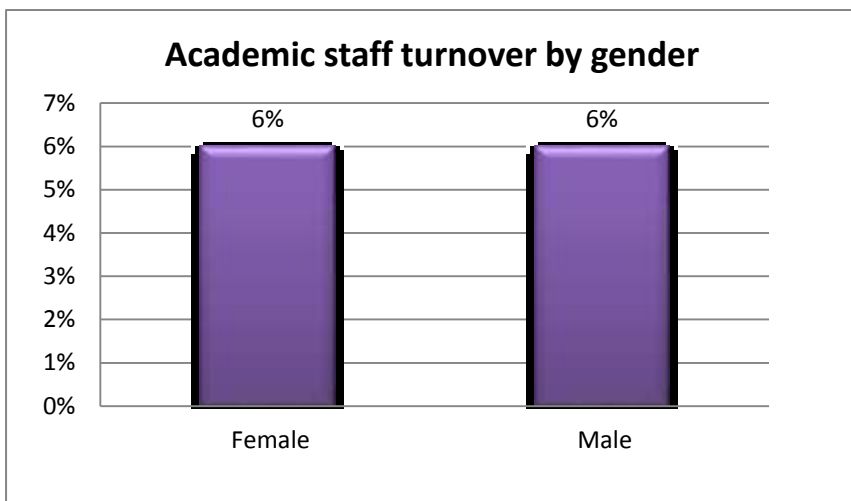
Figure 4. Ethnicity



	Total staff	Voluntary Leavers	% Turnover
BME	335	31	9%
White	2179	100	5%
Prefer not to answer	334	23	7%
Unknown	258	22	9%
TOTAL	3106	176	6%

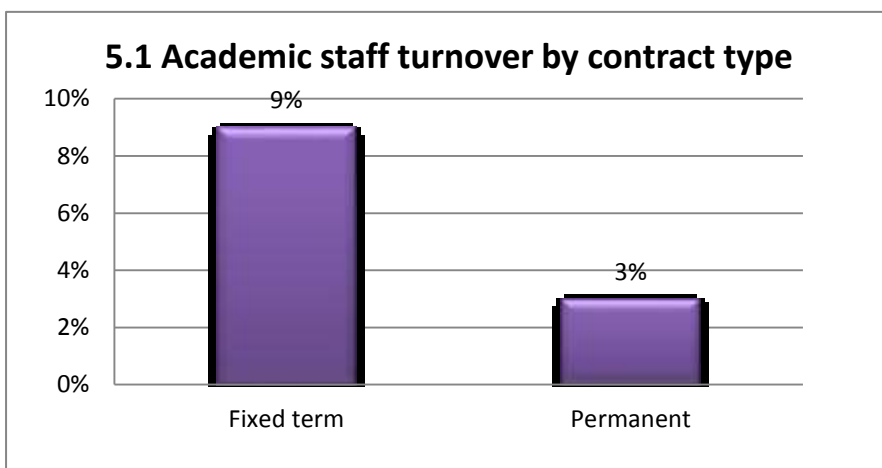
Figure 4 provides information on the turnover rates of academic staff by ethnicity. Of the total academic staff population who declared their ethnicity as Black or Minority Ethnic, 9% resigned. In comparison, of the total academic staff who declared their ethnicity as White, 5% resigned.

Figure 5. Gender



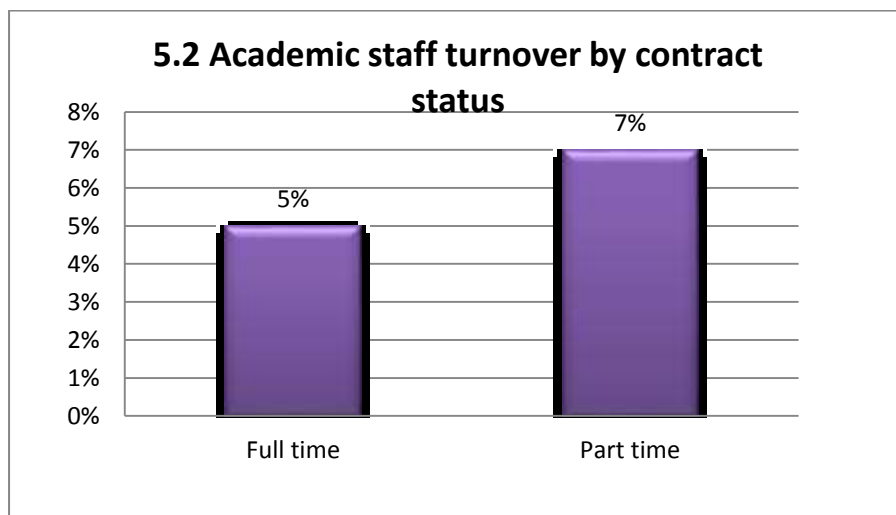
	Total staff	Voluntary Leavers	% Turnover
Female	1266	74	6%
Male	1840	102	6%
TOTAL	3106	176	6%

Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	1353	123	9%
Permanent	1753	53	3%
TOTAL	3106	176	6%

Contract status



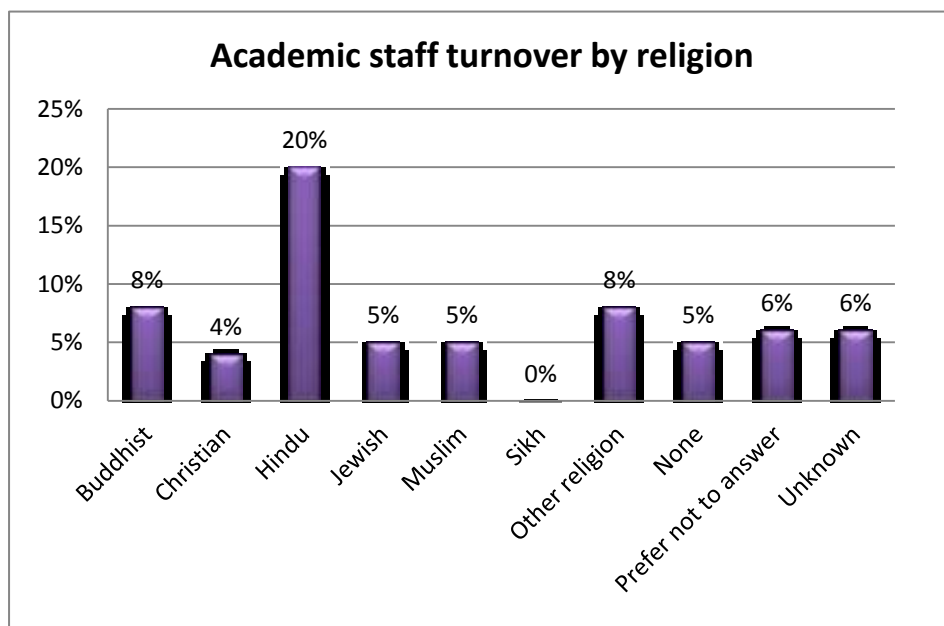
	Total staff	Voluntary Leavers	% Turnover
Full time	2402	129	5%
Part time	704	47	7%
TOTAL	3106	176	6%

Figure 5 provides information on the turnover rates of academic staff by gender. A total of 6% of female academic staff population, and a total of 6% of male academic staff population resigned.

Figure 5.1 provides information on academic staff turnover rates by contract type. Of the academic staff working on a fixed term contract, 9% resigned compared to 3% of academic staff working on a permanent contract.

Figure 5.2 provides information on academic staff turnover by contract status. Of the academic staff working full time, 5% resigned, compared to 7% of academic staff working part time.

Figure 6. Religion

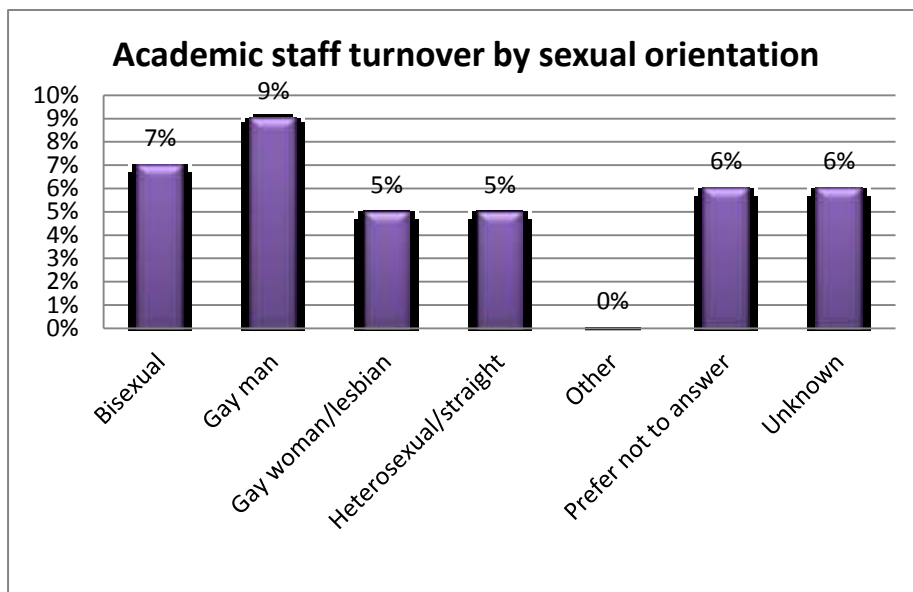


	Total staff	Voluntary Leavers	% Turnover
Buddhist	25	2	8%
Christian	631	24	4%
Hindu	30	6	20%
Jewish	19	1	5%
Muslim	37	2	5%
Sikh	5	0	0%
Other religion	26	2	8%
None	772	41	5%
Prefer not to answer	549	34	6%
Unknown	1012	64	6%
TOTAL	3106	176	6%

Figure 6 provides information on the turnover rates of academic staff by religion. The largest academic staff turnover was amongst Hindu staff, at 20%, followed by Buddhist staff and staff with other religious beliefs (at 8%). In addition, of the academic staff who did not answer the question relating to their religion, 6% resigned.

Please note: it is difficult to identify meaningful trends as the data sets are too small.

Figure 7. Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
Bisexual	27	2	7%
Gay man	23	2	9%
Gay woman/lesbian	22	1	5%
Heterosexual/straight	1438	73	5%
Other	9	0	0%
Prefer not to answer	575	34	6%
Unknown	1012	64	6%
TOTAL	3106	176	6%

Figure 7 provides information on the turnover rates of academic staff by sexual orientation. Of the total academic staff population who stated they were a gay man, 9% resigned. Of the total academic staff population who stated they were bisexual, 7% resigned. Of the total academic staff population who stated they were heterosexual / straight, 5% resigned. A large proportion academic staff did not answer the monitoring question relating to their sexual orientation (6%) and there is a large proportion of unknown data (6%). Please note: it is difficult to identify meaningful trends as the data sets are too small.