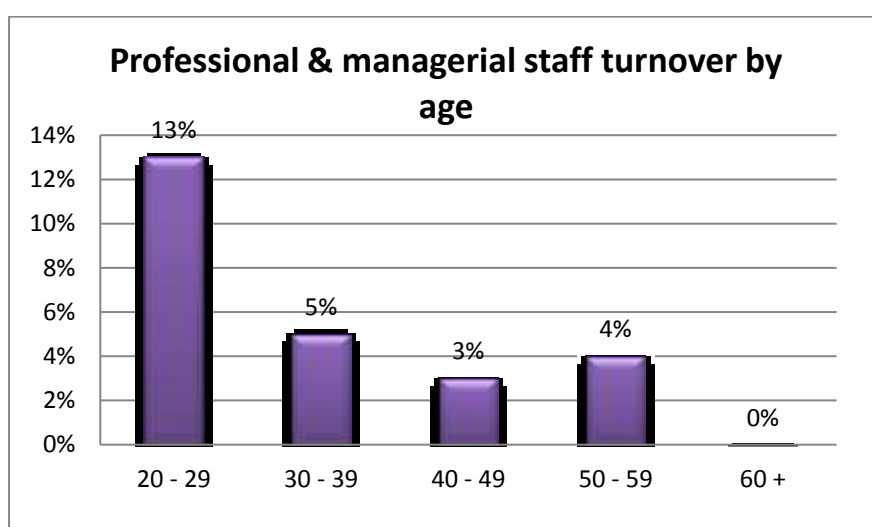


University of Leeds – professional & managerial staff turnover by protected characteristic 1 August 2011 – 31 July 2012

The following data provides information on professional and managerial staff who voluntarily resigned over the period August 2011 – July 2012, by protected characteristic. A total of 58 professional and managerial staff resigned out of a total university professional and managerial staff population of 1337, equating to a 4% staff turnover rate. Please note: the statistics in this area are too small to identify detailed or meaningful trends.

Figure 1. Age



	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	69	9	13%
30 - 39	446	22	5%
40 - 49	458	15	3%
50 - 59	306	12	4%
60 +	58	0	0%
TOTAL	1337	58	4%

Figure 1 provides information on the turnover rates of professional and managerial staff by age. The highest staff turnover in this period is staff aged 20 – 29, at a turnover rate of 13%.

Figure 2. Caring Responsibility¹

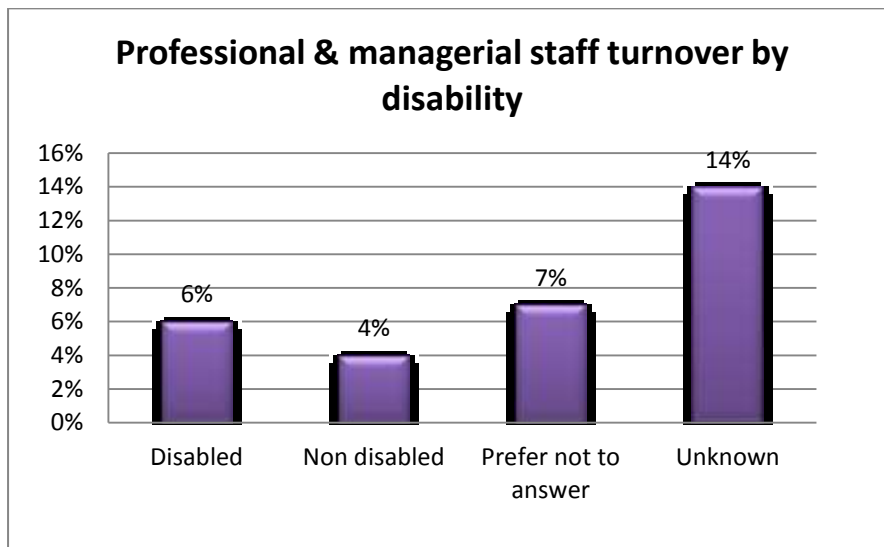


	Total staff	Voluntary Leavers	% Turnover
Yes	436	11	3%
No	521	16	3%
Prefer not to answer	150	11	7%
Unknown	230	20	9%
TOTAL	1337	58	4%

Figure 2 provides information on the turnover rates of professional and managerial staff by caring responsibility. In total 3% of 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. Disability²

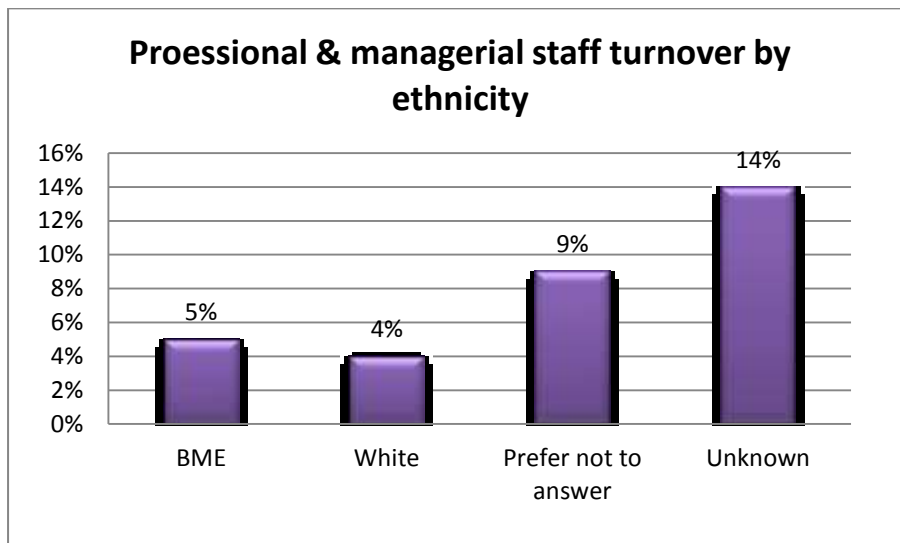


	Total staff	Voluntary Leavers	% Turnover
Disabled	70	4	6%
Non disabled	1122	41	4%
Prefer not to answer	108	8	7%
Unknown	37	5	14%
TOTAL	1337	58	4%

Figure 3 provides information on the turnover rates of professional and managerial staff by disability status. 6% of professional and managerial staff who stated they had a disability resigned. In comparison, 4% of professional and managerial staff who stated they were non-disabled, resigned.

² The University currently defines a disability as a physical or mental impairment that has lasted, or is expected to last 12 months or more and has a substantial effect on your ability to carry out day to day activities.

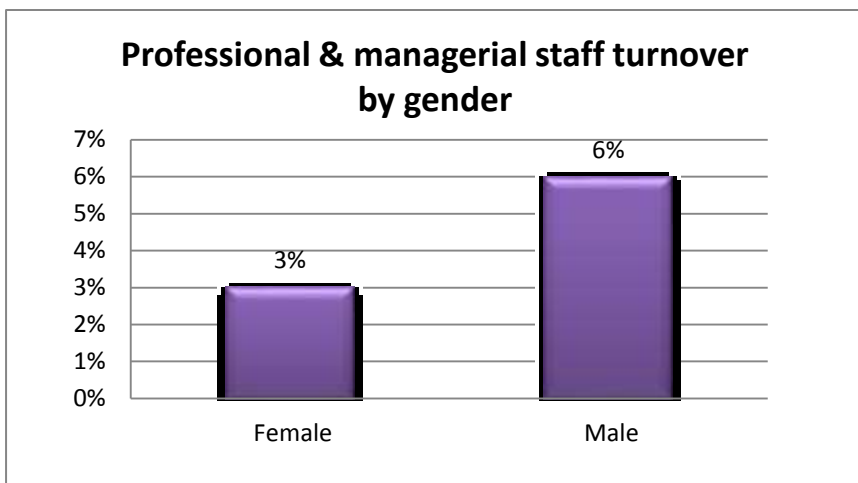
Figure 4. Ethnicity



	Total staff	Voluntary Leavers	% Turnover
BME	79	4	5%
White	1123	40	4%
Prefer not to answer	92	8	9%
Unknown	43	6	14%
TOTAL	1337	58	4%

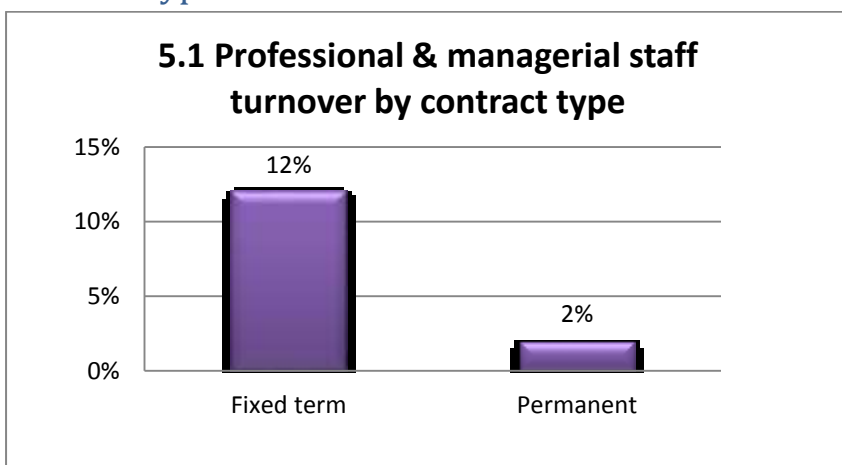
Figure 4 provides information on the turnover rates of professional and managerial staff by ethnicity. 5% of professional and managerial staff who declared their ethnicity as Black or Minority Ethnic (BME) resigned. In comparison, 4% of professional and managerial staff who declared their ethnicity as White resigned.

Figure 5. Gender



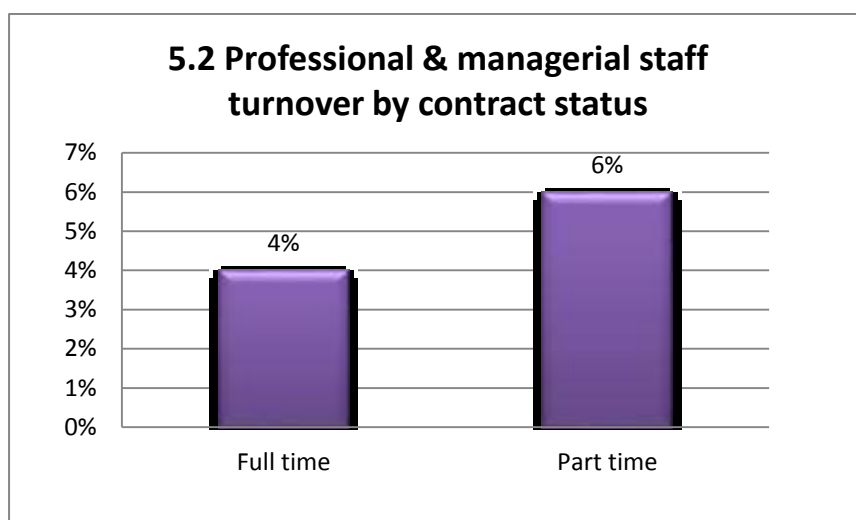
	Total staff	Voluntary Leavers	% Turnover
Female	802	28	3%
Male	535	30	6%
TOTAL	1337	58	4%

Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	312	38	12%
Permanent	1025	20	2%
TOTAL	1337	58	4%

Contract status



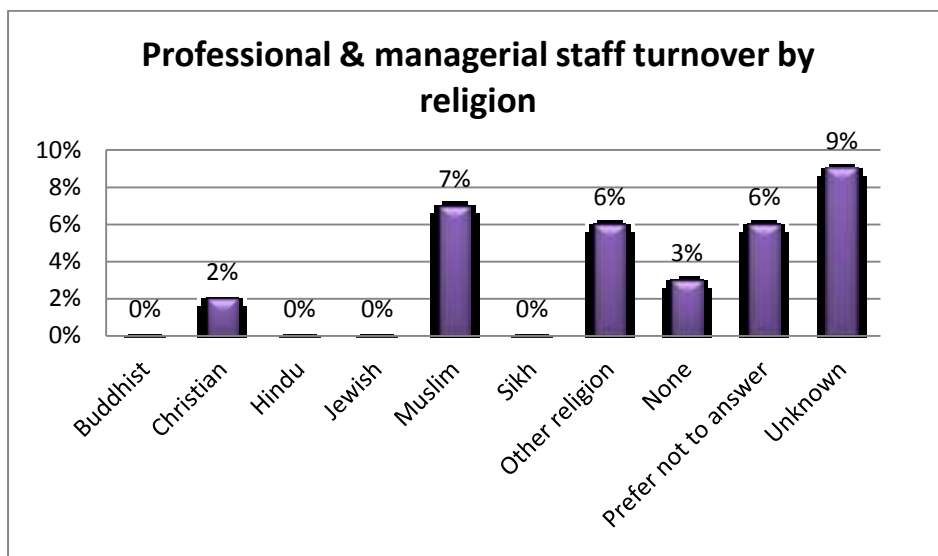
	Total staff	Voluntary Leavers	% Turnover
Full time	987	38	4%
Part time	350	20	6%
TOTAL	1337	58	4%

Figure 5 provides information on the turnover rates of professional and managerial staff by gender and contract type. A total of 3% of female professional and managerial staff resigned, and a total 6% of male professional and managerial staff resigned.

Figure 5.1 provides information on professional and managerial staff turnover rates by contract type. Of the professional and managerial staff working on a fixed term contract, 12% resigned. In comparison, of the professional and managerial staff working on a permanent contract, only 2% resigned.

Figure 5.2 provides information on professional and managerial staff turnover rates by contract status. Of the professional and managerial staff working full time, 4% resigned. In comparison, of the professional and managerial staff working part time, 6% resigned.

Figure 6. Religion

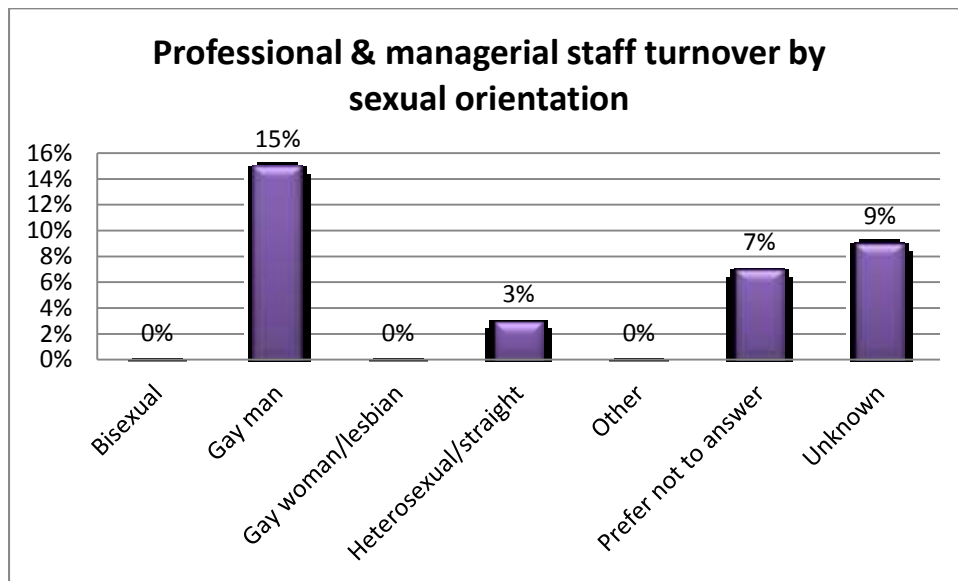


	Total staff	Voluntary Leavers	% Turnover
Buddhist	5	0	0%
Christian	444	11	2%
Hindu	3	0	0%
Jewish	10	0	0%
Muslim	15	1	7%
Sikh	6	0	0%
Other religion	16	1	6%
None	414	13	3%
Prefer not to answer	194	12	6%
Unknown	230	20	9%
TOTAL	1337	58	4%

Figure 6 provides information on the turnover rates of professional and managerial staff by religion. A large proportion of professional and managerial staff did not answer the monitoring question relating to their religion (6%) and there is a large proportion of unknown data (9%).

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	14	0	0%
Gay man	13	2	15%
Gay woman/lesbian	13	0	0%
Heterosexual/straight	883	23	3%
Other	0	0	0%
Prefer not to answer	184	13	7%
Unknown	230	20	9%
TOTAL	1337	58	4%

Figure 7 provides information on the turnover rates of professional and managerial staff by sexual orientation. Of the total professional and managerial staff population who stated they were a gay man, 15% resigned. Of the total professional and managerial staff population who stated they were heterosexual / straight, 3% resigned. A large proportion of professional and managerial staff did not answer the monitoring question relating to their sexual orientation (7%) and there is a large proportion of unknown data (9%). Please note: it is difficult to identify meaningful trends as the data sets are too small.