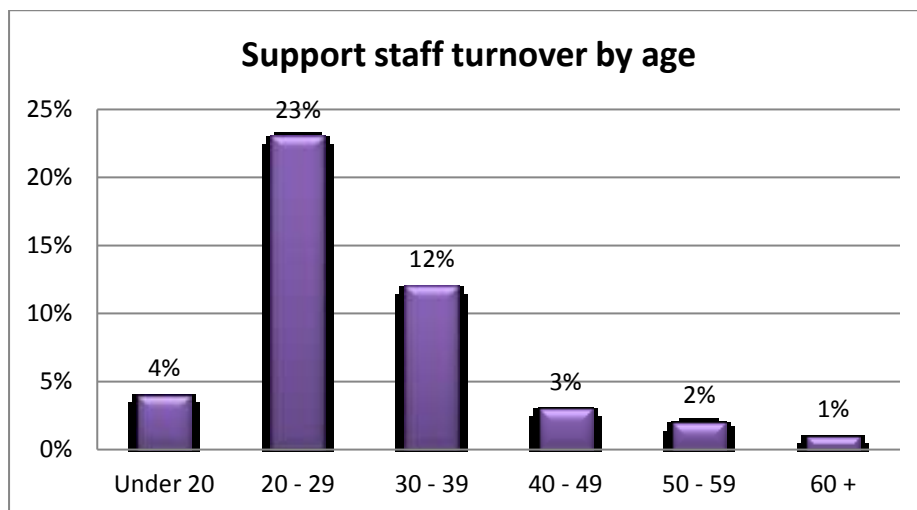


University of Leeds – support staff turnover by protected characteristic 1 August 2011 – 31 July 2012

The following data provides information on support staff who voluntarily resigned over the period August 2011 – July 2012, by protected characteristic. A total of 298 support staff resigned out of a total university support staff population of 2969, equating to a 10% staff turnover rate.

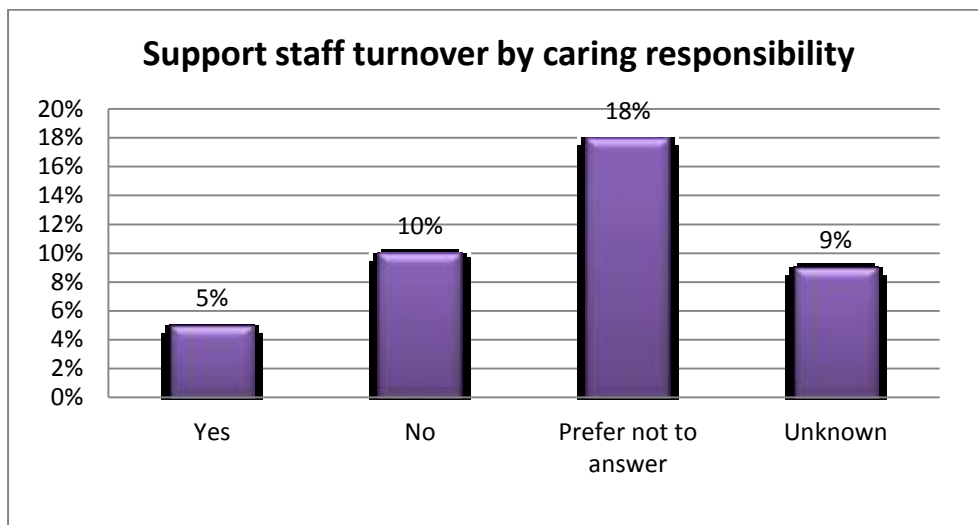
Figure 1. Age



	Total staff	Voluntary Leavers	% Turnover
Under 20	27	1	4%
20 - 29	755	173	23%
30 - 39	746	93	12%
40 - 49	632	17	3%
50 - 59	606	11	2%
60 +	203	3	1%
TOTAL	2969	298	10%

Figure 1 provides information on the turnover rates of support staff by age. The highest staff turnover in this period is staff aged 20 – 29, at a turnover rate of 23%.

Figure 2. Caring Responsibility¹

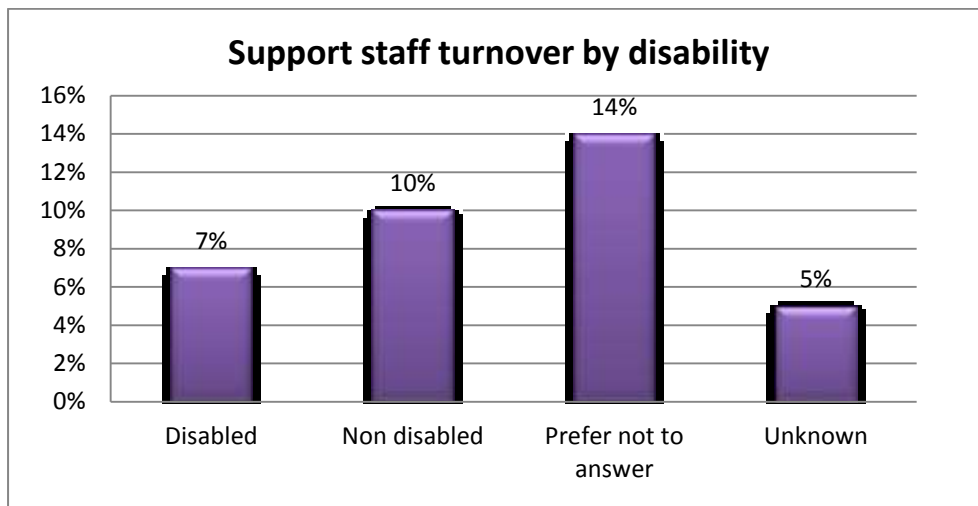


	Total staff	Voluntary Leavers	% Turnover
Yes	534	25	5%
No	1050	100	10%
Prefer not to answer	485	88	18%
Unknown	900	85	9%
TOTAL	2969	298	10%

Figure 2 provides information on the turnover rates of support staff by caring responsibility. In total 5% 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

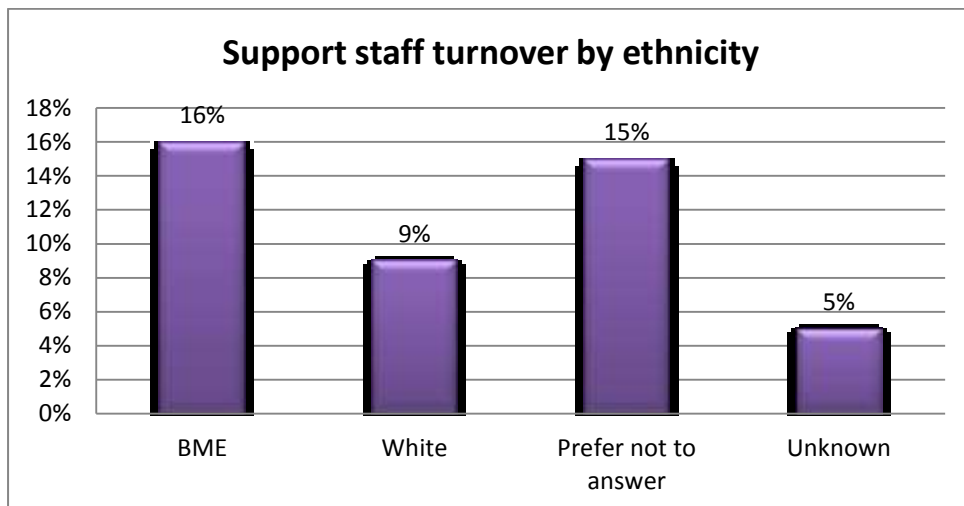
Figure 3. Disability



	Total staff	Voluntary Leavers	% Turnover
Disabled	166	12	7%
Non disabled	2313	232	10%
Prefer not to answer	337	47	14%
Unknown	153	7	5%
TOTAL	2969	298	10%

Figure 3 provides information on the turnover rates of support staff by disability status. 7% of support staff who stated they had a disability resigned. In comparison, 10% of support staff who stated they were non-disabled resigned.

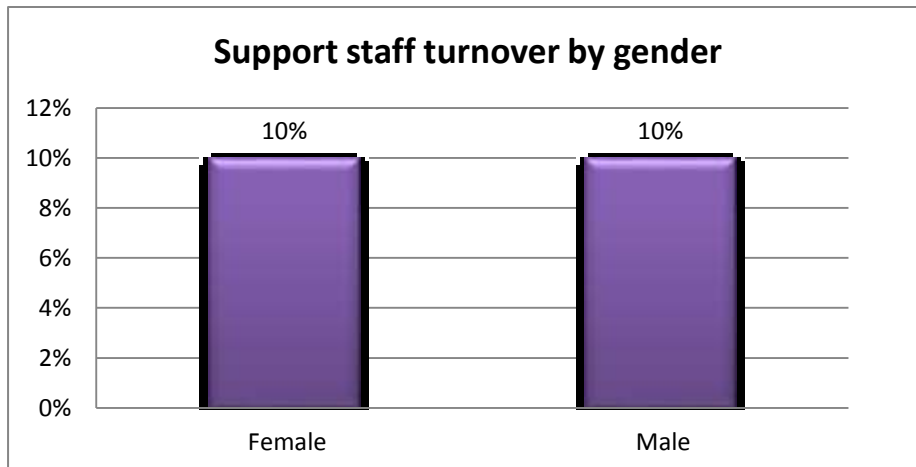
Figure 4. Ethnicity



	Total staff	Voluntary Leavers	% Turnover
BME	341	53	16%
White	2119	190	9%
Prefer not to answer	307	45	15%
Unknown	202	10	5%
TOTAL	2969	298	10%

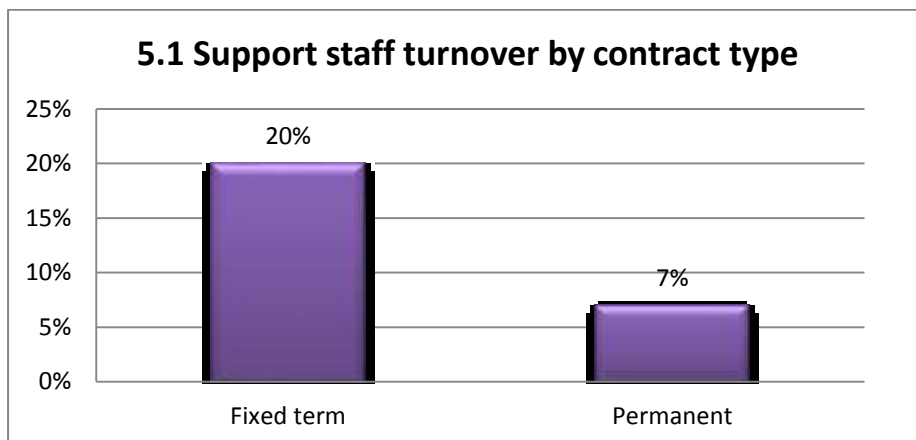
Figure 4 provides information on the turnover rates of support staff by ethnicity. 16% of support staff who declared their ethnicity as Black or Minority Ethnic (BME) resigned. In comparison, 9% of support staff who declared their ethnicity as White resigned.

Figure 5. Gender



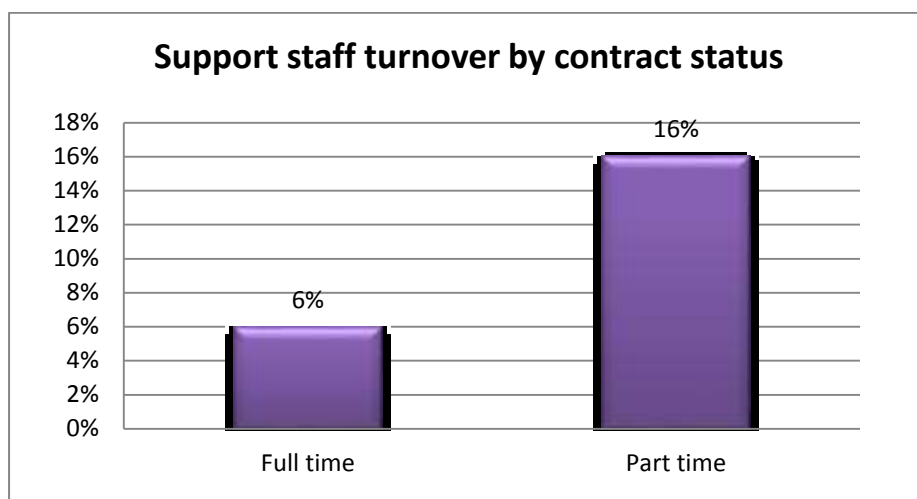
	Total staff	Voluntary Leavers	% Turnover
Female	1872	187	10%
Male	1097	111	10%
TOTAL	2969	298	10%

Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	690	138	20%
Permanent	2279	160	7%
TOTAL	2969	298	10%

Figure 5.2 Contract status



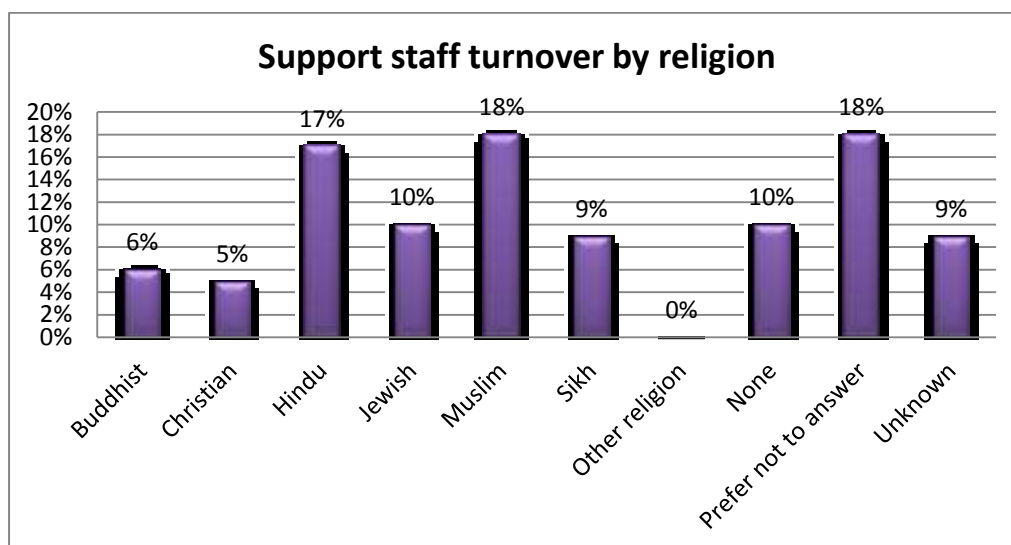
	Total staff	Voluntary Leavers	% Turnover
Full time	1714	100	6%
Part time	1255	198	16%
TOTAL	2969	298	10%

Figure 5 provides information on the turnover rates support staff by gender and contract type. A total of 10% of female support staff resigned, and a total of 10% of male support staff resigned.

Figure 5.1 provides information on support staff turnover rates by contract type. Of the support staff working on a fixed term contract, 20% resigned. In comparison, of the support staff working on a permanent contract, only 7% resigned.

Figure 5.2 provides information on support staff turnover rates by contract status. Of the support staff working full time, 6% resigned. In comparison, of the support staff working part time, 16% resigned

Figure 6. Religion

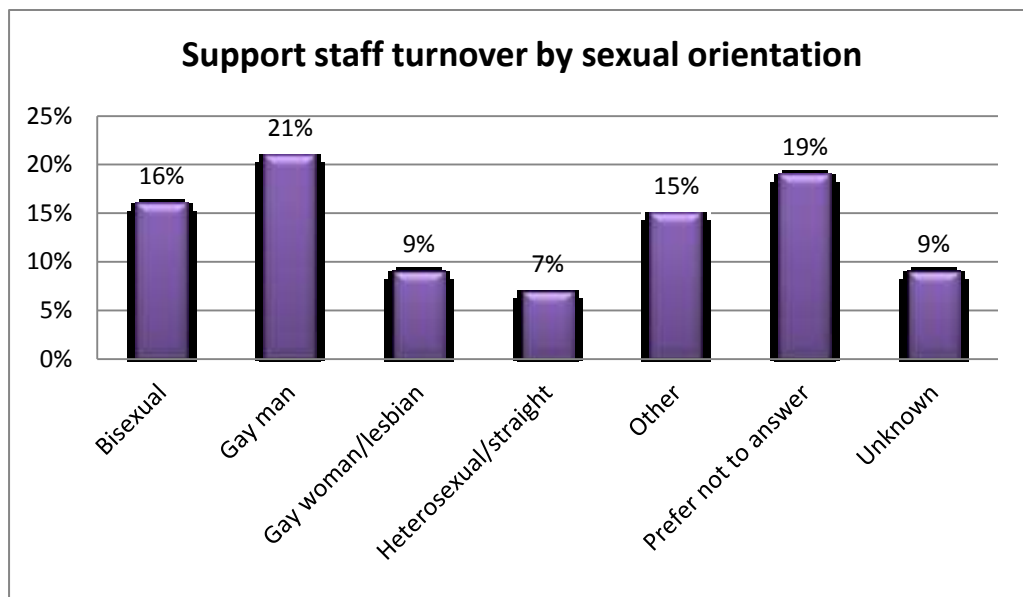


	Total staff	Voluntary Leavers	% Turnover
Buddhist	16	1	6%
Christian	779	41	5%
Hindu	18	3	17%
Jewish	10	1	10%
Muslim	34	6	18%
Sikh	11	1	9%
Other religion	52	0	0%
None	624	64	10%
Prefer not to answer	525	96	18%
Unknown	900	85	9%
TOTAL	2969	298	10%

Figure 6 provides information on the turnover rates of support staff by religion. The largest turnover rate was amongst Muslim staff, at 18%, followed by Hindu staff at 10%. In addition, of the staff who decided not to answer the question relating to their religion, 18% 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	31	5	16%
Gay man	14	3	21%
Gay woman/lesbian	23	2	9%
Heterosexual/straight	1455	102	7%
Other	13	2	15%
Prefer not to answer	533	99	19%
Unknown	900	85	9%
TOTAL	2969	298	10%

Figure 7 provides information on the turnover rates of support staff by sexual orientation.

There was a 16% turnover rate of support staff who stated there were bisexual

There was a 21% turnover rate of support staff who stated there were gay.

There was a 9% turnover rate of support staff who stated there were lesbian.

There was a 7% turnover rate of support staff who stated there were heterosexual.

In addition, a proportion of staff data remains unknown (9%) and a large proportion of staff prefer not to answer the question relating to their sexual orientation (19%).

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