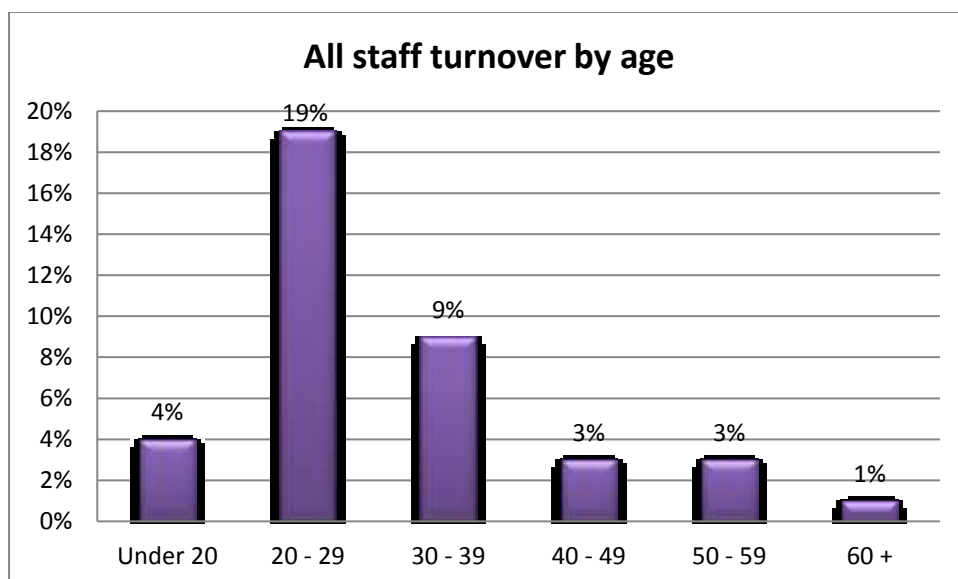


## University of Leeds - all staff turnover by protected characteristic 1 August 2011 – 31 July 2012

The following data provides information on staff across the university who voluntarily resigned over the period August 2011 – July 2012, by protected characteristic and contract type. A total of 532 resigned out of a total staff population of 7412, equating to equating to a 7% staff turnover rate across the university.

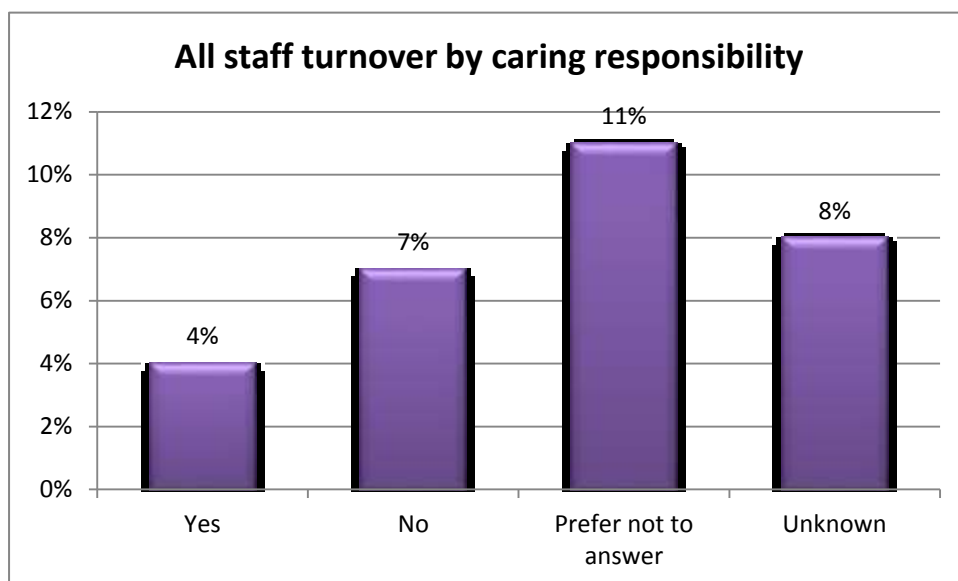
Figure 1. Age



	Total staff	Voluntary Leavers	% Turnover
<b>Under 20</b>	27	1	4%
<b>20 - 29</b>	1126	214	19%
<b>30 - 39</b>	2189	199	9%
<b>40 - 49</b>	2005	66	3%
<b>50 - 59</b>	1527	44	3%
<b>60 +</b>	538	8	1%
<b>TOTAL</b>	7412	532	7%

Figure 1 provides information on the turnover rates of all university staff by age, including the total headcount and percentage (%) turnover by each age category. The highest % staff group to resign were aged 20 – 29, at 19%. The lowest staff group to resign were aged 60+.

Figure 2. Caring Responsibility<sup>1</sup>

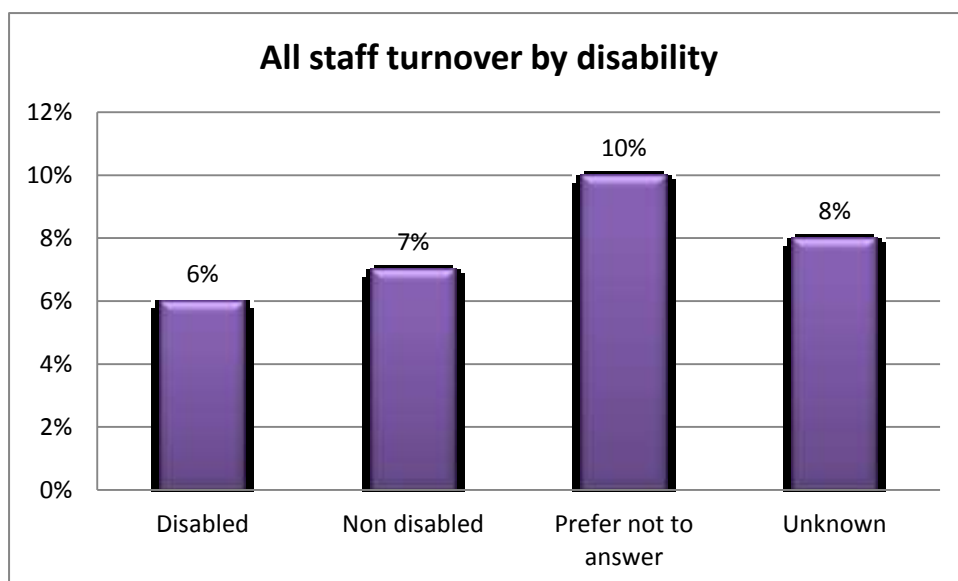


	Total staff	Voluntary Leavers	% Turnover
<b>Yes</b>	1686	72	4%
<b>No</b>	2482	166	7%
<b>Prefer not to answer</b>	1102	125	11%
<b>Unknown</b>	2142	169	8%
<b>TOTAL</b>	7412	532	7%

Figure 2 provides information on the turnover rates of all university staff by caring responsibility. Of the staff who resigned between August 2011 – July 2012, 4% declared they had caring responsibilities, compared to 1% from the previous year. 7% of the total staff group with no caring responsibilities resigned between August 2011 – July 2012, compared to 3% from the previous year.

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

Figure 3. Disability<sup>2</sup>

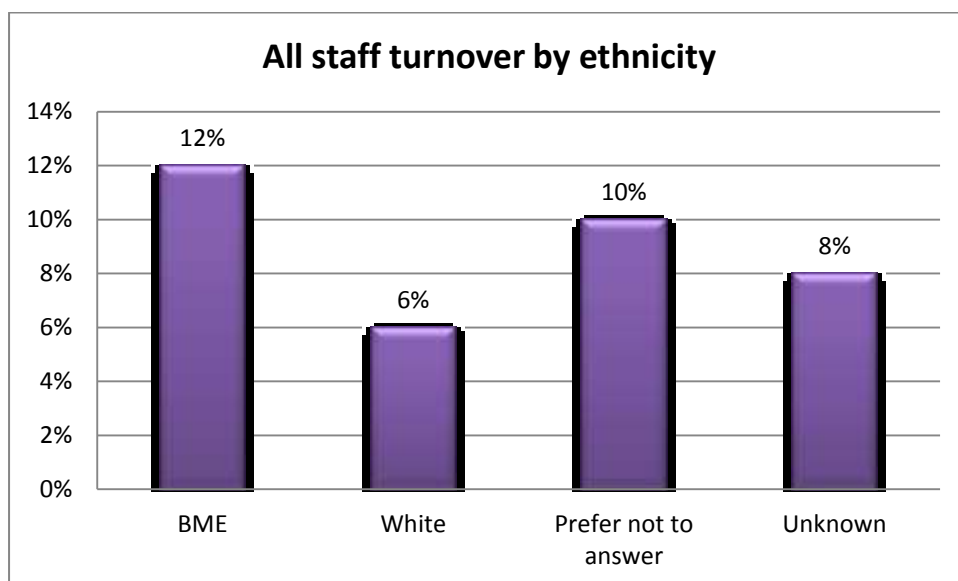


	Total staff	Voluntary Leavers	% Turnover
<b>Disabled</b>	345	19	6%
<b>Non disabled</b>	5876	403	7%
<b>Prefer not to answer</b>	794	79	10%
<b>Unknown</b>	397	31	8%
<b>TOTAL</b>	7412	532	7%

Figure 3 provides information on the turnover rates of all university staff by disability status. Of the total number of staff who stated they had a disability, 6% resigned, this is the same figure as the previous year. Of the total number of staff who stated they were non disabled, 7% resigned, again the same figure as the previous year. Of the total number staff who had not stated their disability status (unknown), 8% resigned, compared to 15% from the previous year.

<sup>2</sup> 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

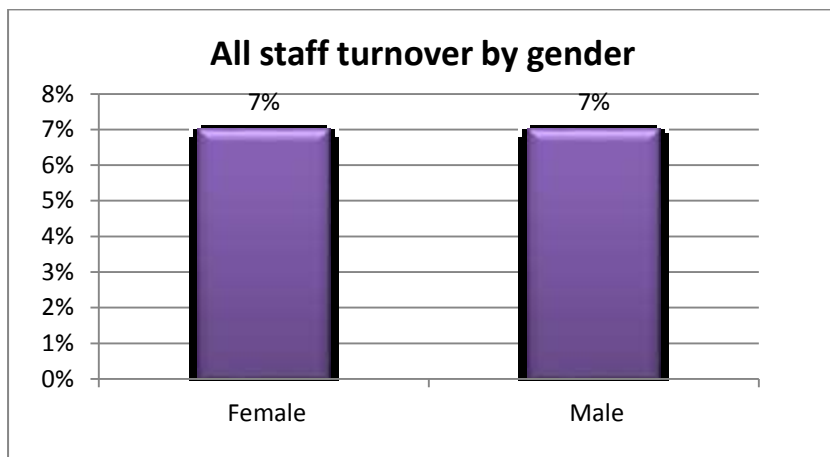


	Total staff	Voluntary Leavers	% Turnover
<b>BME</b>	755	88	12%
<b>White</b>	5421	330	6%
<b>Prefer not to answer</b>	733	76	10%
<b>Unknown</b>	503	38	8%
<b>TOTAL</b>	7412	532	7%

Figure 4 provides information on the turnover rates of all university staff by ethnicity. Of the total staff population who declared their ethnicity as 'White', 7% resigned, compared to 6% from the previous year.

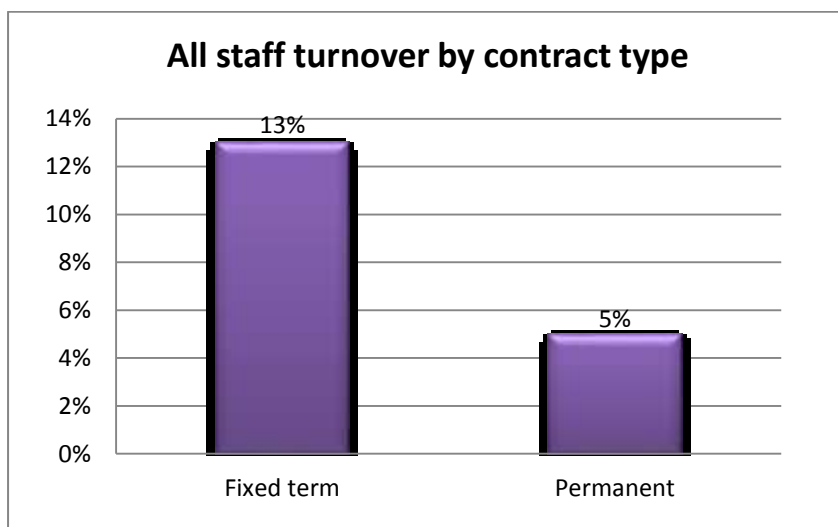
In addition, of the total staff population who declared their ethnicity as 'Black or Minority Ethnic', 12% resigned, compared to 13% from the previous year.

Figure 5. Gender



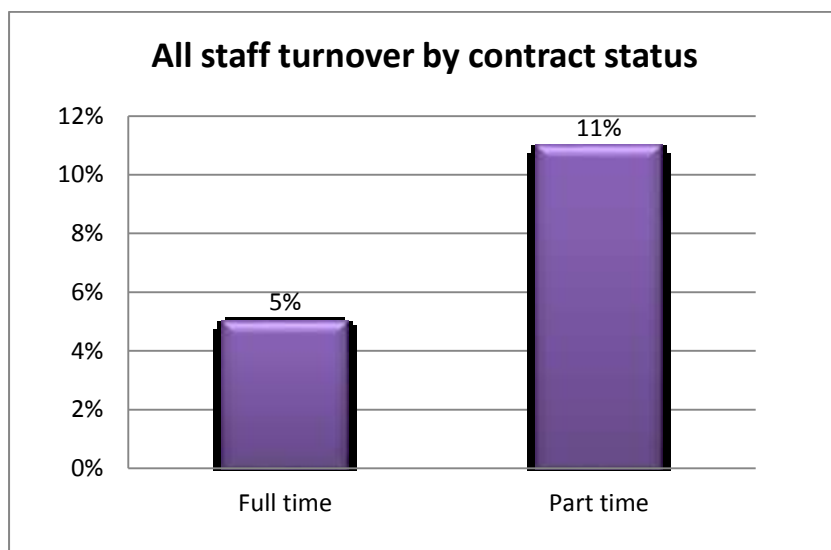
	Total staff	Voluntary Leavers	% Turnover
Female	3940	289	7%
Male	3472	243	7%
<b>TOTAL</b>	<b>7412</b>	<b>532</b>	<b>7%</b>

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	2355	299	13%
Permanent	5057	233	5%
<b>TOTAL</b>	<b>7412</b>	<b>532</b>	<b>7%</b>

Figure 5.2 Contract status



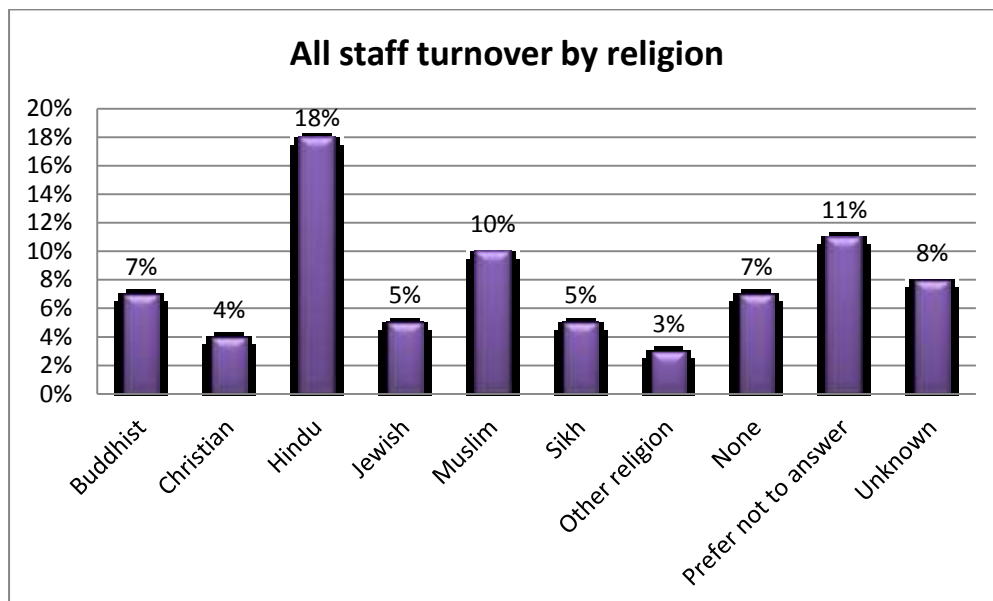
	Total staff	Voluntary Leavers	% Turnover
<b>Full time</b>	5103	267	5%
<b>Part time</b>	2309	265	11%
<b>TOTAL</b>	7412	532	7%

Figure 5 provides information on the turnover rates of all university staff by gender. A total of 7% of female staff population, and a total of 7% of male staff population resigned during the period August 2011 – July 2012. In comparison, 9% of female staff population and 7% of male staff population resigned in the previous year.

Figure 5.1 provides information on staff turnover by contract type. 13% of the total staff group working on a fixed term basis resigned in the period August 2011 – July 2012, compared to just 5% of the total staff group working on a permanent contract.

Figure 5.2 provides information on staff turnover by contract status in the same period. Of the staff working part time, 11% resigned compared to 5% of staff working full time.

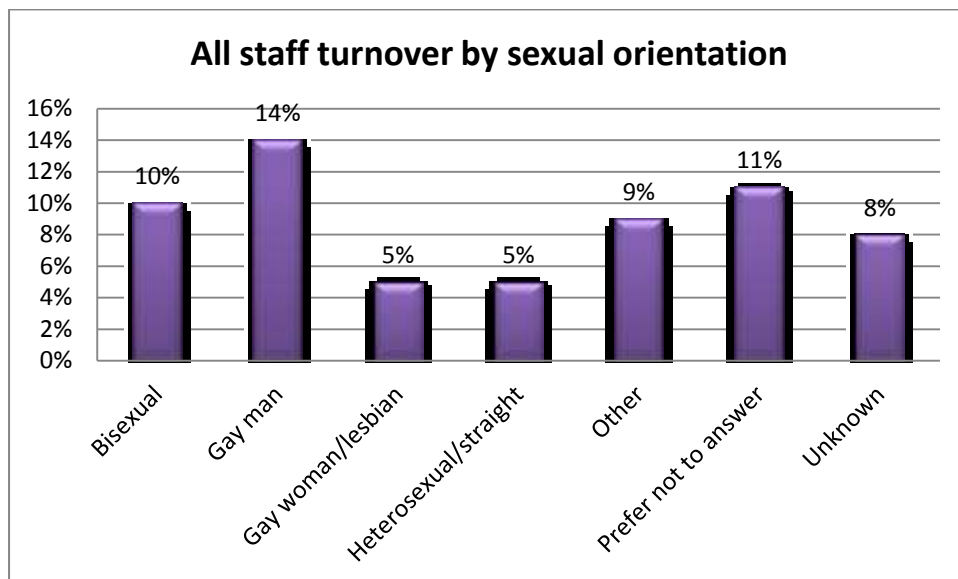
Figure 6. Religion



	Total staff	Voluntary Leavers	% Turnover
<b>Buddhist</b>	46	3	7%
<b>Christian</b>	1854	76	4%
<b>Hindu</b>	51	9	18%
<b>Jewish</b>	39	2	5%
<b>Muslim</b>	86	9	10%
<b>Sikh</b>	22	1	5%
<b>Other religion</b>	94	3	3%
<b>None</b>	1810	118	7%
<b>Prefer not to answer</b>	1268	142	11%
<b>Unknown</b>	2142	169	8%
<b>TOTAL</b>	7412	532	7%

Figure 6 provides information on the turnover rates of all university staff by religion. The largest % turnover rate was amongst Hindu staff, at 18%, followed by Muslim staff at 10%. In addition, of the staff who decided not to answer the question relating to their religion, 11% resigned. Please note: Further narrative is unavailable as the statistics are too small to identify meaningful trends.

Figure 7. Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
<b>Bisexual</b>	72	7	10%
<b>Gay man</b>	50	7	14%
<b>Gay woman/lesbian</b>	58	3	5%
<b>Heterosexual/straight</b>	3776	198	5%
<b>Other</b>	22	2	9%
<b>Prefer not to answer</b>	1292	146	11%
<b>Unknown</b>	2142	169	8%
<b>TOTAL</b>	7412	532	7%

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

Of the total staff population who stated they were a gay man, 14% resigned.

Of the total staff population who stated they were bisexual, 10%resigned.

Of the total staff population who stated they were lesbian, 5%resigned,

Of the staff population who stated they were heterosexual / straight, 5%resigned.

A large proportion of staff data remains unknown (8%).