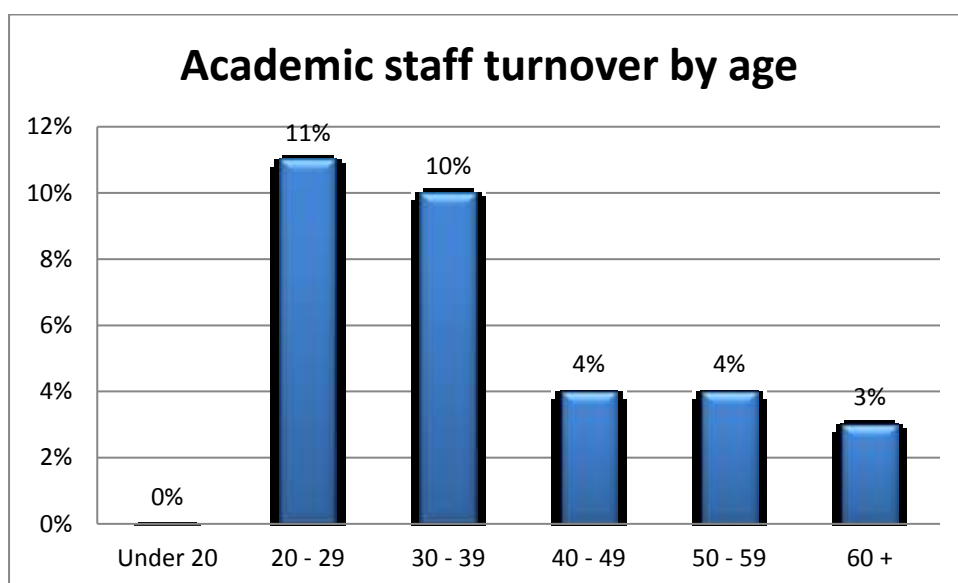


University of Leeds - academic staff turnover by protected characteristic 1 August 2012 – 31 July 2013

The following data provides information on academic staff who voluntarily resigned over the period August 2012 – July 2013, by protected characteristic and contract type. A total of 203 resigned out of an academic population of 3150, equating to a 6% staff turnover rate.

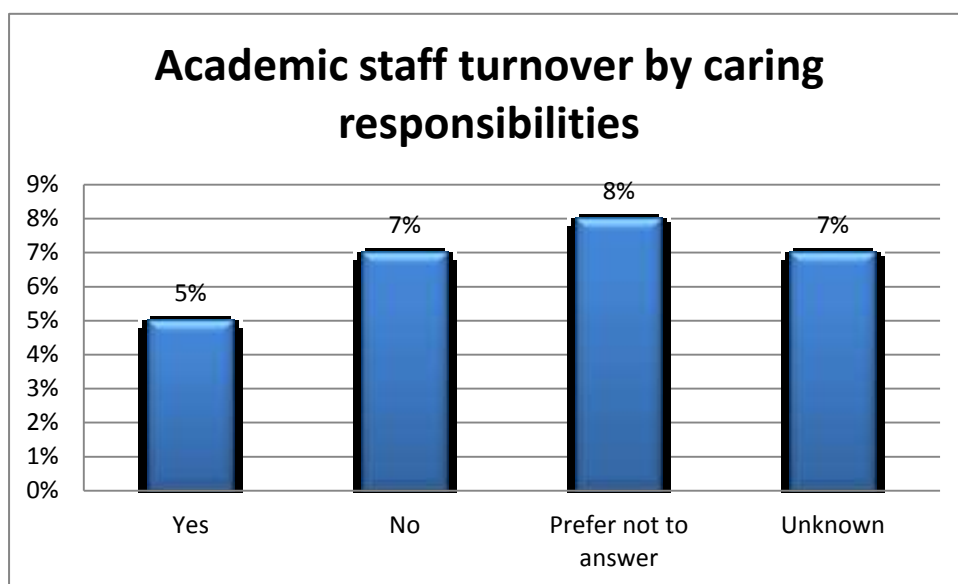
Figure 1. Age



	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	272	30	11%
30 - 39	1044	102	10%
40 - 49	904	40	4%
50 - 59	645	23	4%
60 +	285	8	3%
TOTAL	3150	203	6%

Figure 1 provides information on the turnover rates by age, including the total headcount and percentage (%) turnover by each age category. The highest % staff group to resign were aged 20-29 (11%). The lowest turnover rate was from staff aged 60+.

Figure 2. Caring Responsibility¹

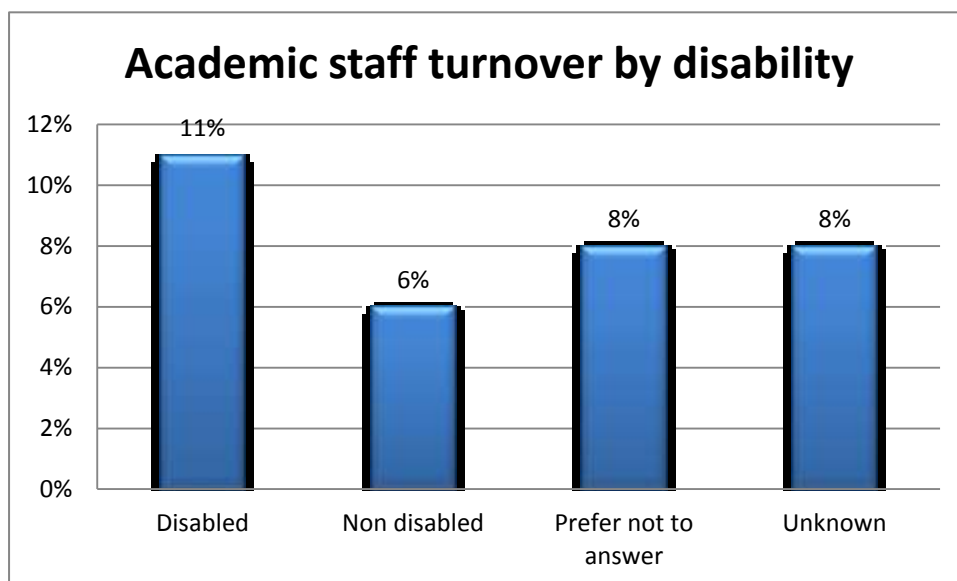


	Total staff	Voluntary Leavers	% Turnover
Yes	705	34	5%
No	953	62	7%
Prefer not to answer	573	45	8%
Unknown	919	62	7%
TOTAL	3150	203	6%

Figure 2 provides information on the turnover rates of staff by caring responsibility. Those who declared they had caring responsibilities had 5% turnover. 7% of the total staff group with no caring responsibilities resigned.

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

Figure 3. Disability²

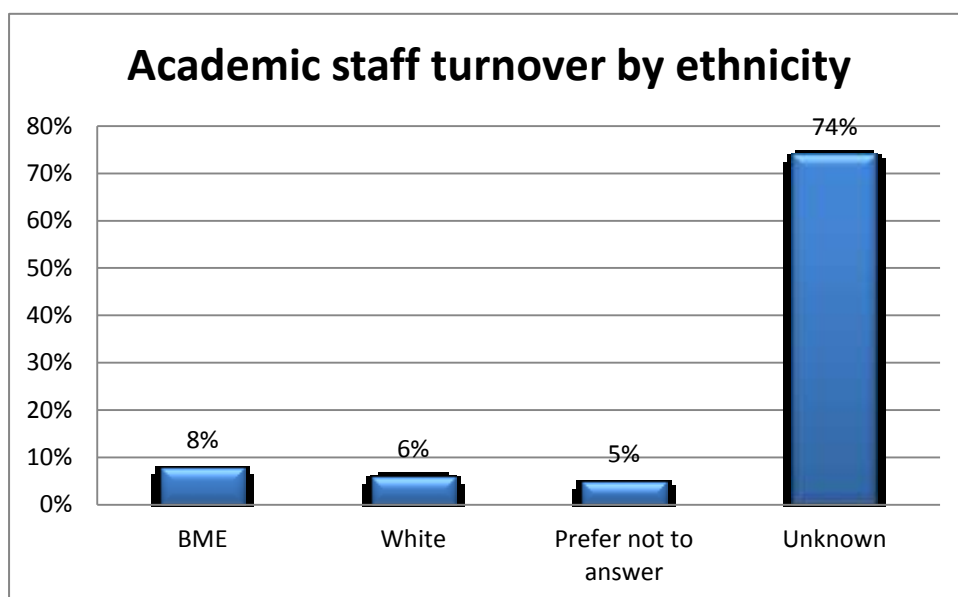


	Total staff	Voluntary Leavers	% Turnover
Disabled	94	10	11%
Non disabled	2368	138	6%
Prefer not to answer	493	39	8%
Unknown	195	16	8%
TOTAL	3150	203	6%

Figure 3 provides information on the turnover rates of staff by disability status. Of the total number of staff who stated they had a disability, 11% resigned. Of the total number of staff who stated they were non disabled, 6% resigned. Of the total number staff who had not stated their disability status (unknown), 8% 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

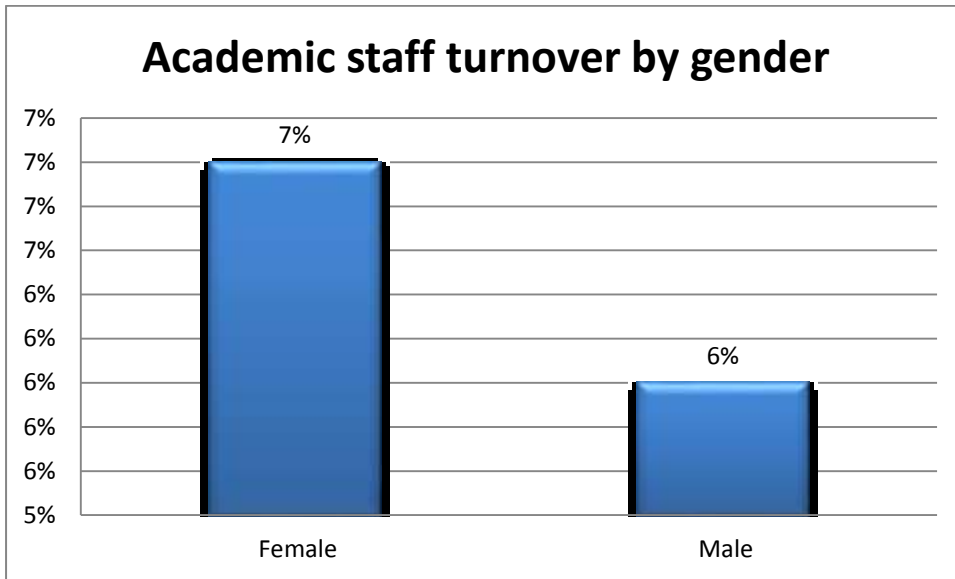


	Total staff	Voluntary Leavers	% Turnover
BME	317	24	8%
White	2156	126	6%
Prefer not to answer	650	33	5%
Unknown	27	20	74%
TOTAL	3150	203	6%

Figure 4 provides information on the turnover rates of staff by ethnicity. Of the total staff population who declared their ethnicity as 'White', 6% resigned.

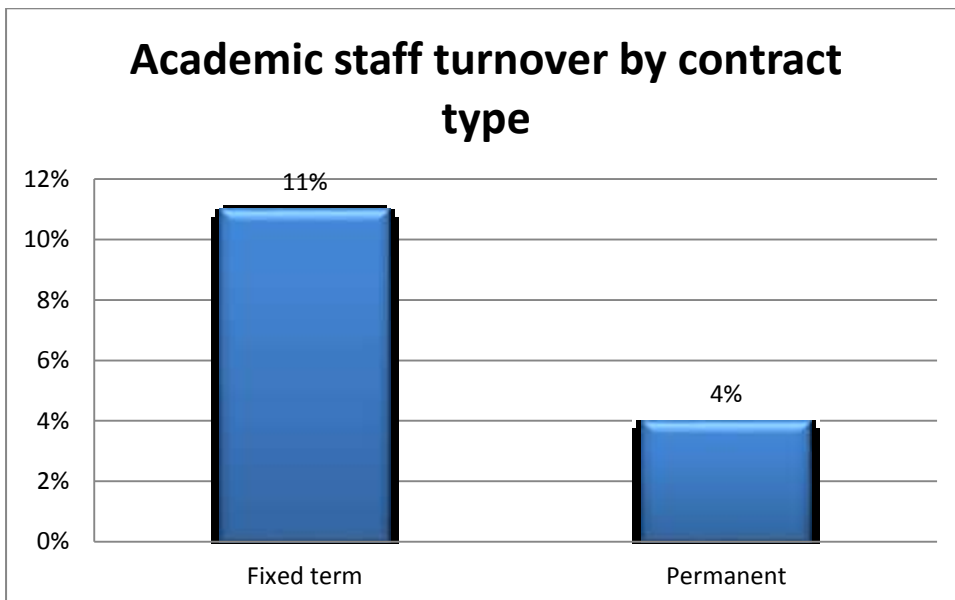
In addition, of the total staff population who declared their ethnicity as 'Black or Minority Ethnic', 8% resigned.

Figure 5. Gender



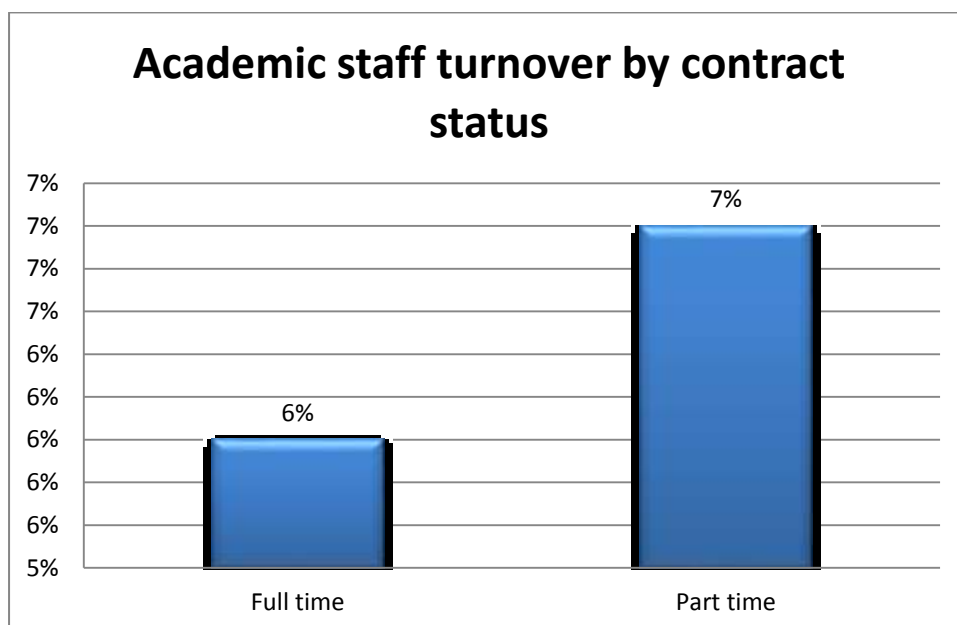
	Total staff	Voluntary Leavers	% Turnover
Female	1290	92	7%
Male	1860	111	6%
TOTAL	3150	203	6%

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	1204	133	11%
Permanent	1946	70	4%
TOTAL	3150	203	6%

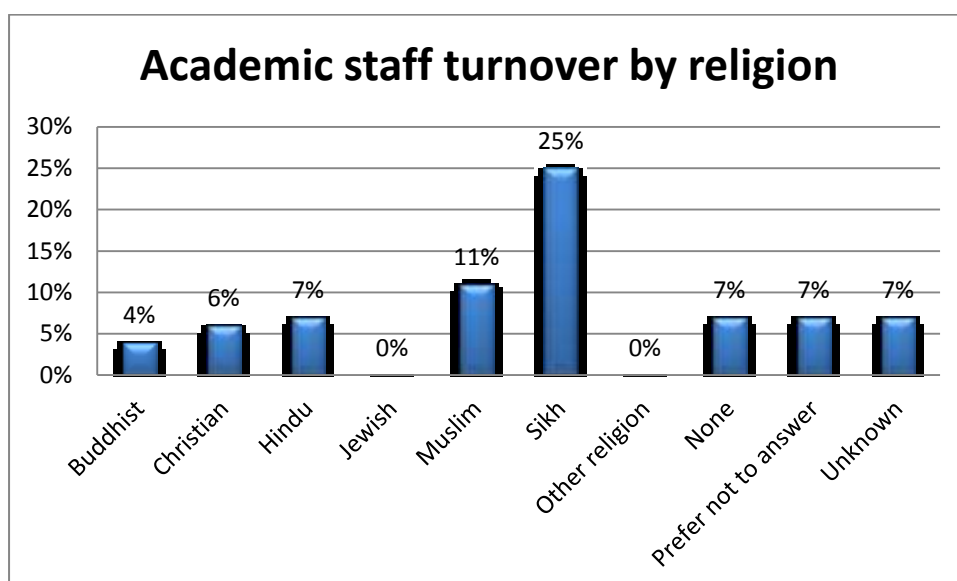
Figure 5.2 Contract status



	Total staff	Voluntary Leavers	% Turnover
Full time	2492	154	6%
Part time	658	49	7%
TOTAL	3150	203	6%

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 6% of male staff population resigned. Figure 5.1 provides information on staff turnover by contract type. 11% of the total staff group working on a fixed term basis resigned in the period. Figure 5.2 provides information on staff turnover by contract status in the same period. Of the staff working part time, 7% resigned compared to 6% of staff working full time.

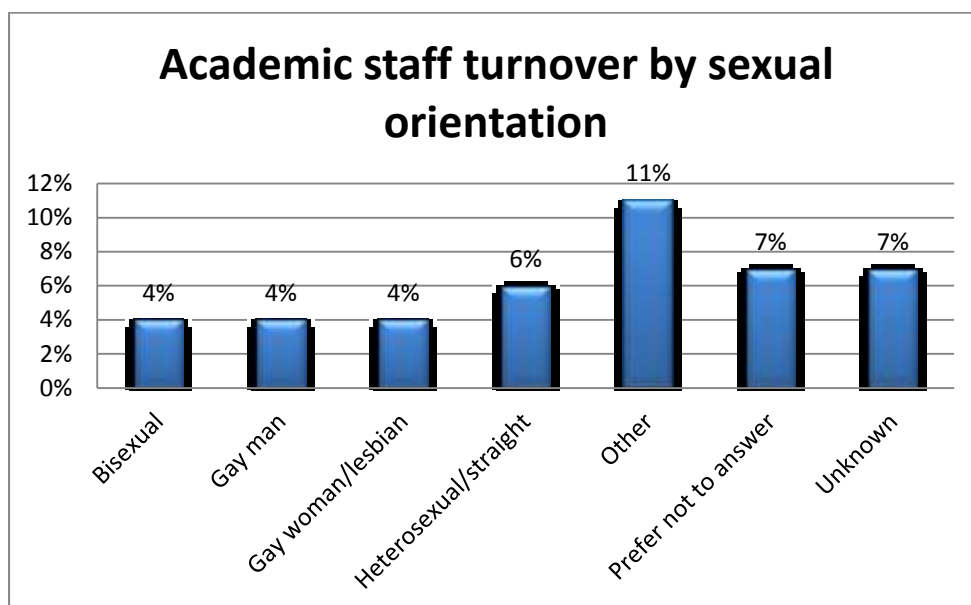
Figure 6. Religion



	Total staff	Voluntary Leavers	% Turnover
Buddhist	24	1	4%
Christian	650	36	6%
Hindu	27	2	7%
Jewish	20	0	0%
Muslim	35	4	11%
Sikh	4	1	25%
Other religion	27	0	0%
None	799	52	7%
Prefer not to answer	645	45	7%
Unknown	919	62	7%
TOTAL	3150	203	6%

Figure 6 provides information on the turnover rates of staff by religion. The largest % turnover rate was amongst Sikh staff, at 25% (1 out of 4 staff).

Figure 7. Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
Bisexual	24	1	4%
Gay man	27	1	4%
Gay woman/lesbian	25	1	4%
Heterosexual/straight	1474	89	6%
Other	9	1	11%
Prefer not to answer	672	48	7%
Unknown	919	62	7%
TOTAL	3150	203	6%

Figure 7 provides information on the turnover rates of staff by sexual orientation. Of the total staff population who stated they were a gay man, 4% resigned. Of the total staff population who stated they were bisexual, 4% resigned. Of the total staff population who stated they were a gay woman/lesbian, 4% resigned, Of the staff population who stated they were heterosexual/straight, 6% resigned.