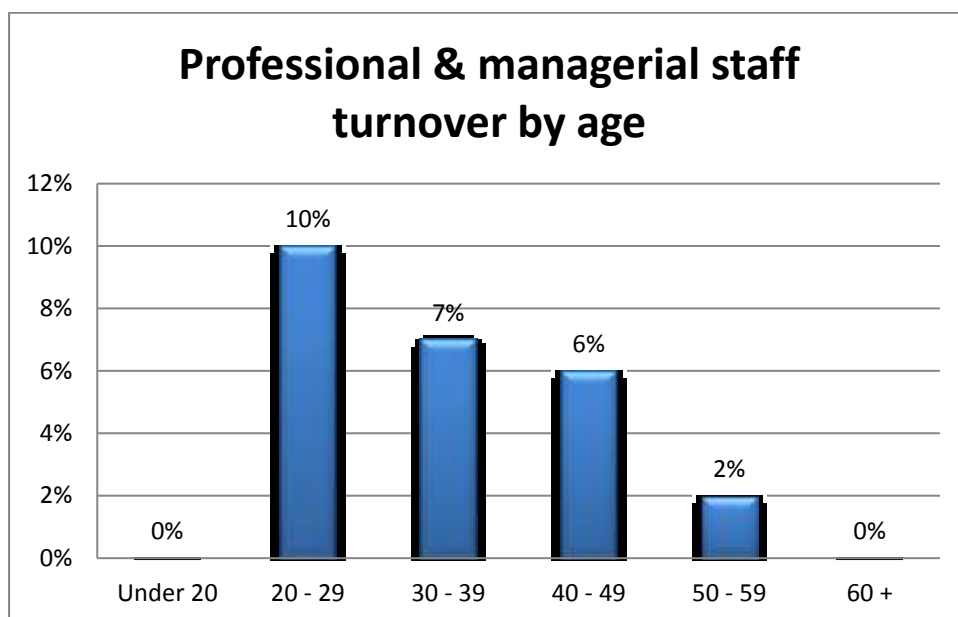


University of Leeds – professional and managerial staff turnover by protected characteristic 1 August 2012 – 31 July 2013

The following data provides information on professional and managerial staff who voluntarily resigned over the period August 2012 – July 2013, by protected characteristic and contract type. A total of 72 resigned out of a professional and managerial population of 1316, equating to a 5% staff turnover rate.

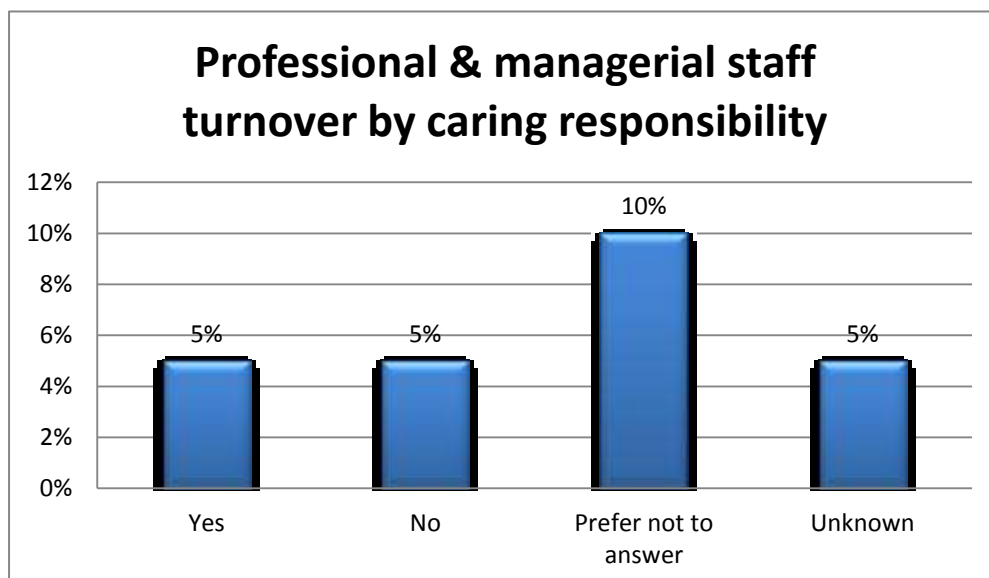
Figure 1. Age



	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	58	6	10%
30 - 39	414	30	7%
40 - 49	461	29	6%
50 - 59	318	7	2%
60 +	65	0	0%
TOTAL	1316	72	5%

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 (10%). The lowest turnover rate was from staff aged 60+ (0%).

Figure 2. Caring Responsibility¹

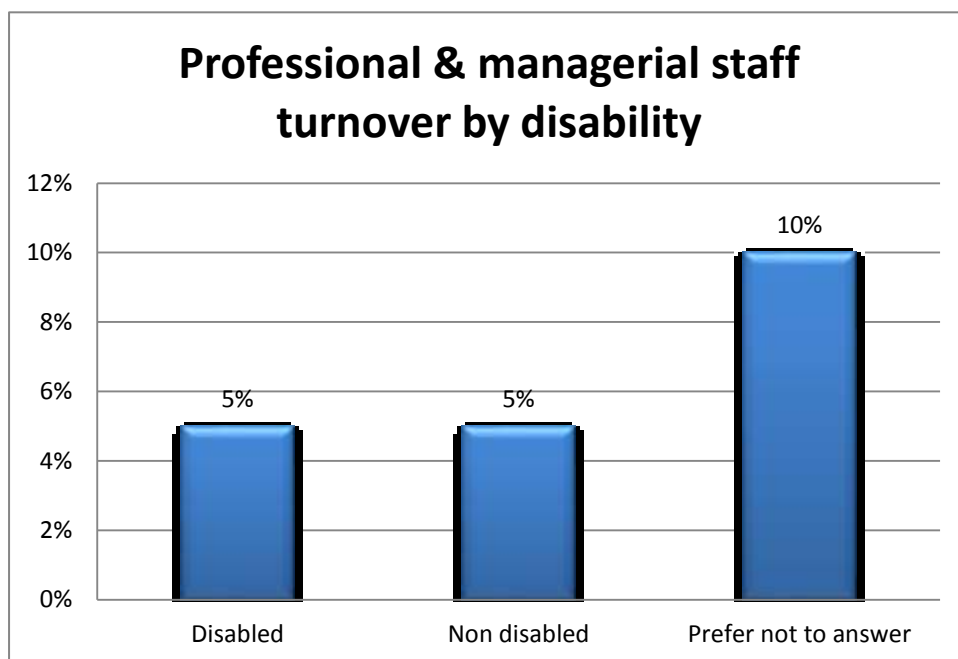


	Total staff	Voluntary Leavers	% Turnover
Yes	423	20	5%
No	525	25	5%
Prefer not to answer	170	17	10%
Unknown	198	10	5%
TOTAL	1316	72	5%

Figure 2 provides information on the turnover rates of staff by caring responsibility. Those who declared they had caring responsibilities had 5% turnover. 5% 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

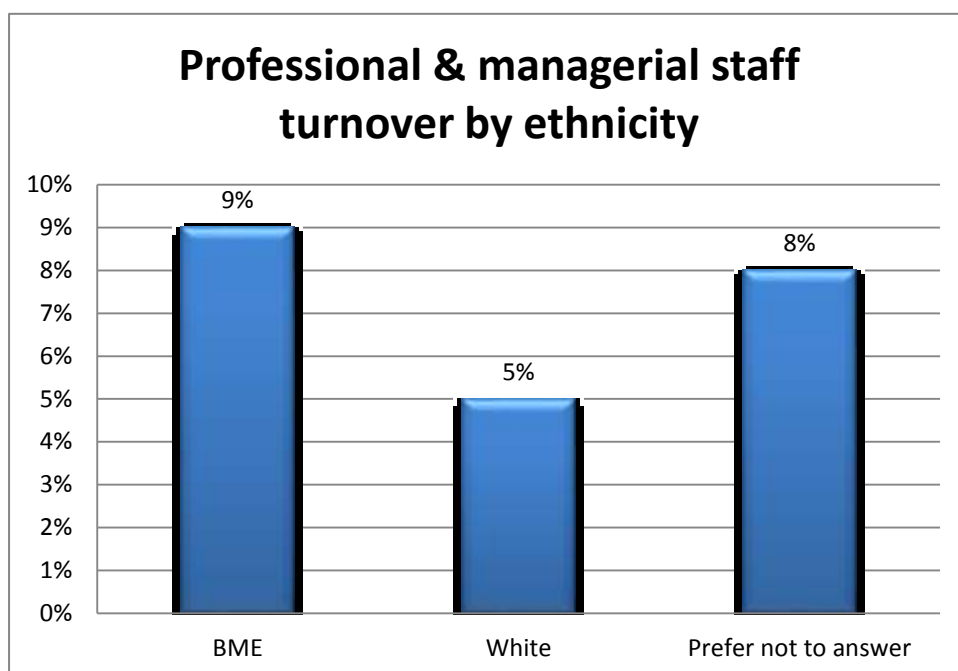


	Total staff	Voluntary Leavers	% Turnover
Disabled	58	3	5%
Non disabled	1083	55	5%
Prefer not to answer	146	14	10%
Unknown	29	0	0%
TOTAL	1316	72	5%

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, 5% resigned. Of the total number of staff who stated they were non disabled, 5% 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

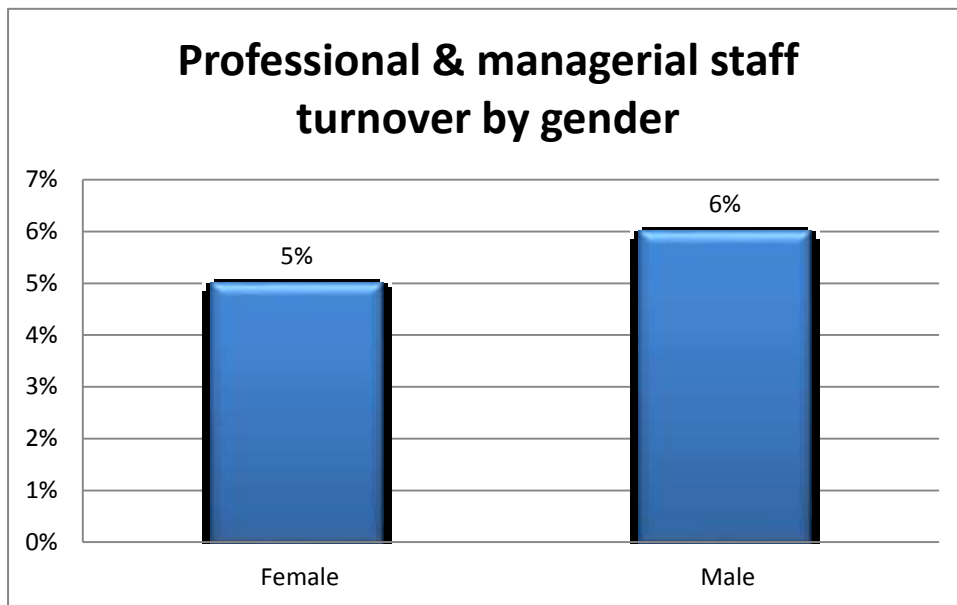


	Total staff	Voluntary Leavers	% Turnover
BME	75	7	9%
White	1100	53	5%
Prefer not to answer	139	11	8%
Unknown	2	1	50%
TOTAL	1316	72	5%

Figure 4 provides information on the turnover rates of staff by ethnicity. Of the total staff population who declared their ethnicity as 'White', 5% resigned.

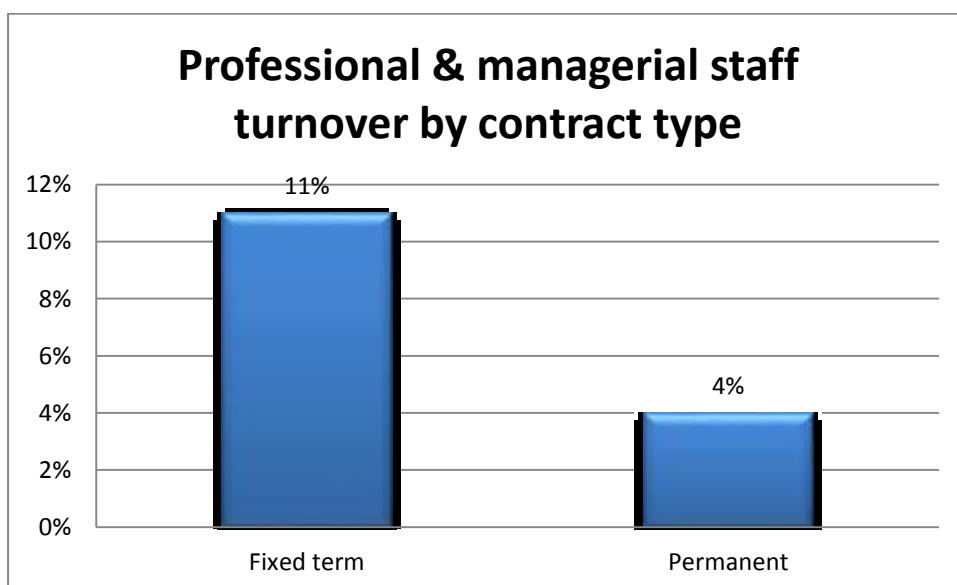
In addition, of the total staff population who declared their ethnicity as 'Black or Minority Ethnic', 9% resigned.

Figure 5. Gender



	Total staff	Voluntary Leavers	% Turnover
Female	781	41	5%
Male	535	31	6%
TOTAL	1316	72	5%

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	259	29	11%
Permanent	1057	43	4%
TOTAL	1316	72	5%

Figure 5.2 Contract status



	Total staff	Voluntary Leavers	% Turnover
Full time	988	55	6%
Part time	328	17	5%
TOTAL	1316	72	5%

Figure 5 provides information on the turnover rates of all university staff by gender. A total of 5% 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, 5% resigned compared to 6% of staff working full time.

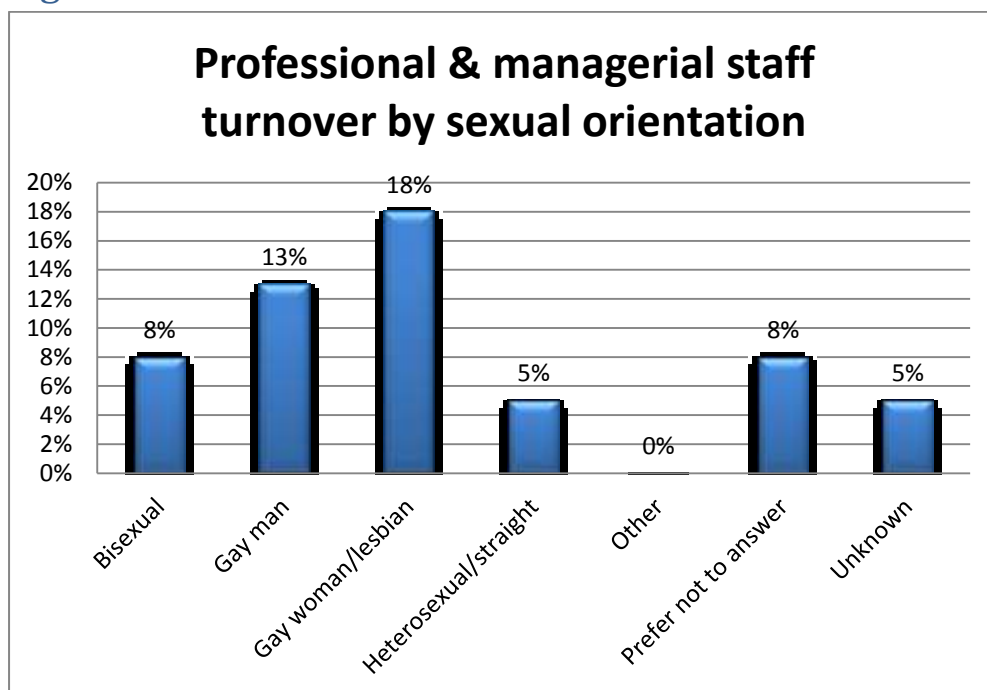
Figure 6. Religion



	Total staff	Voluntary Leavers	% Turnover
Buddhist	6	0	0%
Christian	437	19	4%
Hindu	4	0	0%
Jewish	11	0	0%
Muslim	16	1	6%
Sikh	7	0	0%
Other religion	15	1	7%
None	412	25	6%
Prefer not to answer	210	16	8%
Unknown	198	10	5%
TOTAL	1316	72	5%

Figure 6 provides information on the turnover rates of staff by religion. The largest % turnover rate was amongst those who preferred not to answer, at 8%.

Figure 7. Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
Bisexual	13	1	8%
Gay man	15	2	13%
Gay woman/lesbian	11	2	18%
Heterosexual/straight	877	41	5%
Other	0	0	0%
Prefer not to answer	202	16	8%
Unknown	198	10	5%
TOTAL	1316	72	5%

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, 13% resigned. Of the total staff population who stated they were bisexual, 8% resigned. Of the total staff population who stated they were a gay woman/lesbian, 18% resigned, Of the staff population who stated they were heterosexual/straight, 5% resigned.