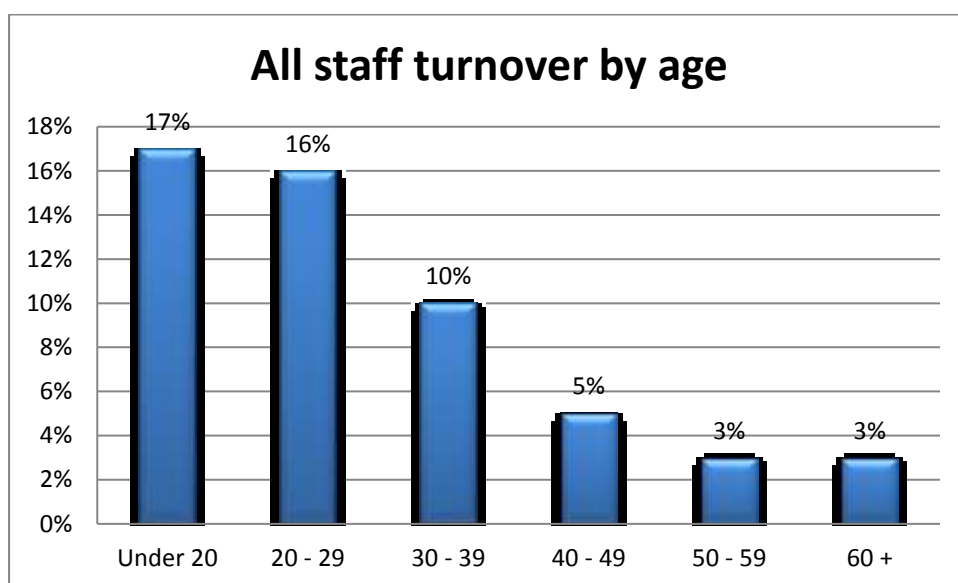


## University of Leeds - all staff turnover by protected characteristic 1 August 2012 – 31 July 2013

The following data provides information on staff across the University who voluntarily resigned over the period August 2012 – July 2013, by protected characteristic and contract type. A total of 564 resigned out of a total staff population of 7685, equating to a 7% staff turnover rate across the University.

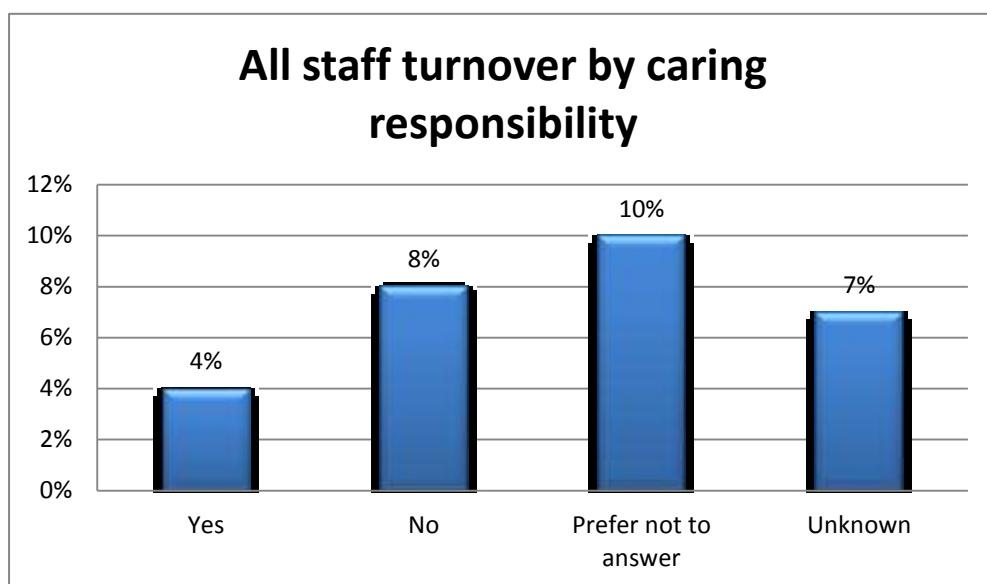
Figure 1. Age



	Total staff	Voluntary Leavers	% Turnover
<b>Under 20</b>	23	4	17%
<b>20 - 29</b>	1176	187	16%
<b>30 - 39</b>	2252	215	10%
<b>40 - 49</b>	2036	99	5%
<b>50 - 59</b>	1622	42	3%
<b>60 +</b>	576	17	3%
<b>TOTAL</b>	7685	564	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 under 20 at 17%. The lowest staff group to resign were aged 50-59 and 60+.

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

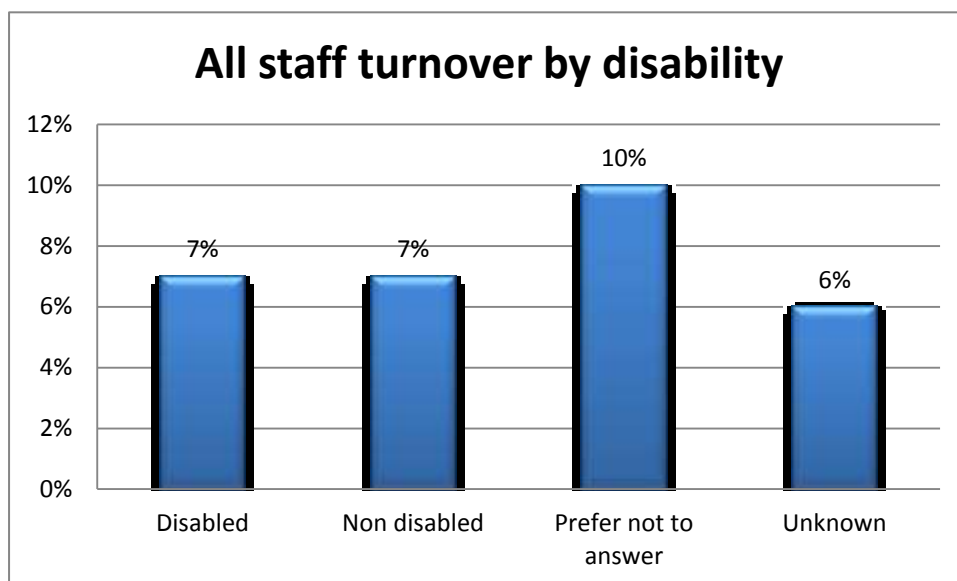


	Total staff	Voluntary Leavers	% Turnover
<b>Yes</b>	1663	73	4%
<b>No</b>	2653	215	8%
<b>Prefer not to answer</b>	1458	147	10%
<b>Unknown</b>	1911	129	7%
<b>TOTAL</b>	7685	564	7%

Figure 2 provides information on the turnover rates of all university staff by caring responsibility. 4% declared they had caring responsibilities, (same as the previous year). 8% of the total staff group with no caring responsibilities resigned compared to 7% 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>

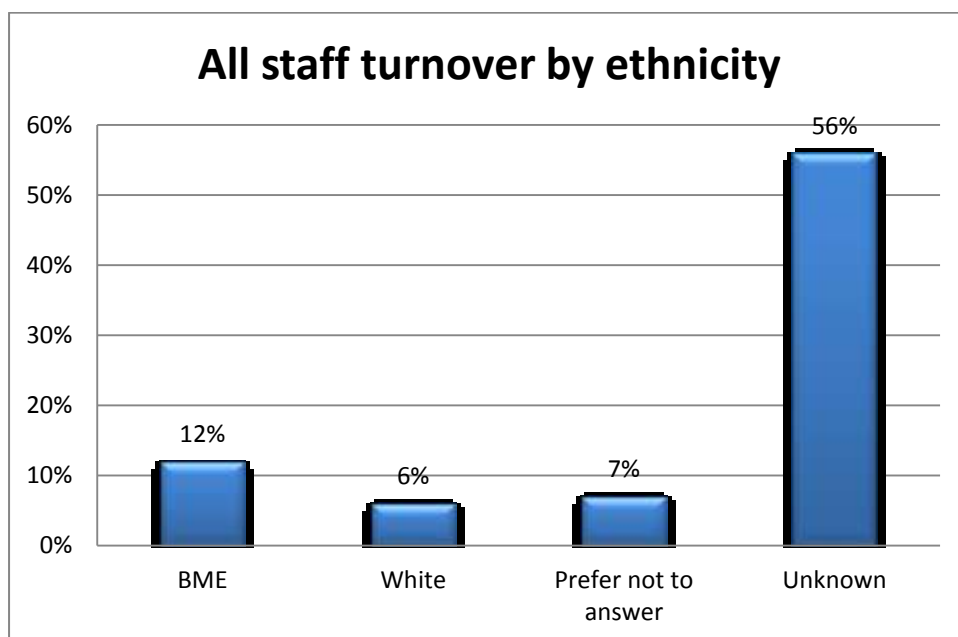


	Total staff	Voluntary Leavers	% Turnover
<b>Disabled</b>	309	23	7%
<b>Non disabled</b>	5757	389	7%
<b>Prefer not to answer</b>	1233	127	10%
<b>Unknown</b>	386	25	6%
<b>TOTAL</b>	7685	564	7%

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, 7% resigned, compared to 6% the previous year. Of the total number of staff who stated they were non disabled, 7% resigned, the same figure as the previous year. Of the total number staff who had not stated their disability status (unknown), 6% resigned, compared to 8% 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

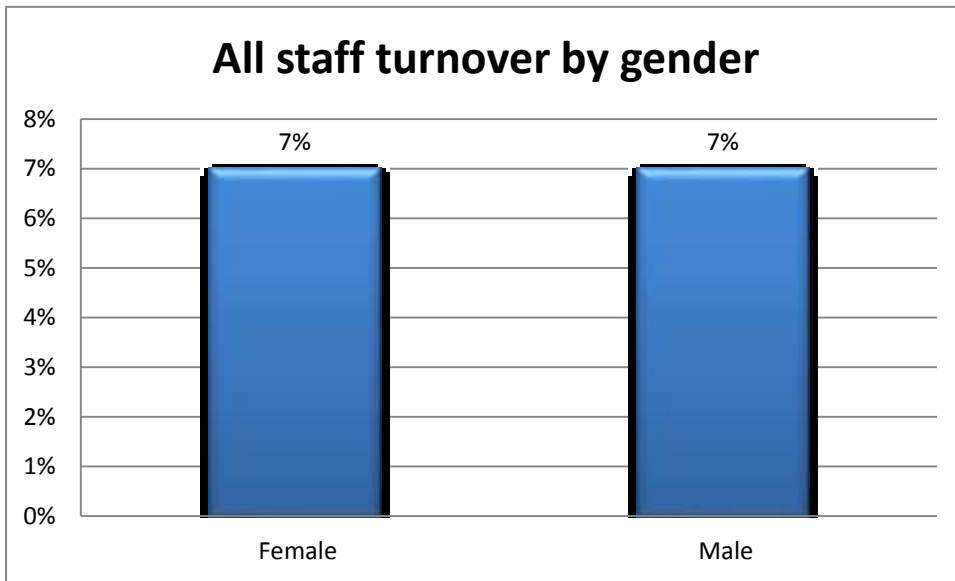


	Total staff	Voluntary Leavers	% Turnover
<b>BME</b>	723	84	12%
<b>White</b>	5428	342	6%
<b>Prefer not to answer</b>	1479	107	7%
<b>Unknown</b>	55	31	56%
<b>TOTAL</b>	7685	564	7%

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', 6% resigned, the same as the previous year.

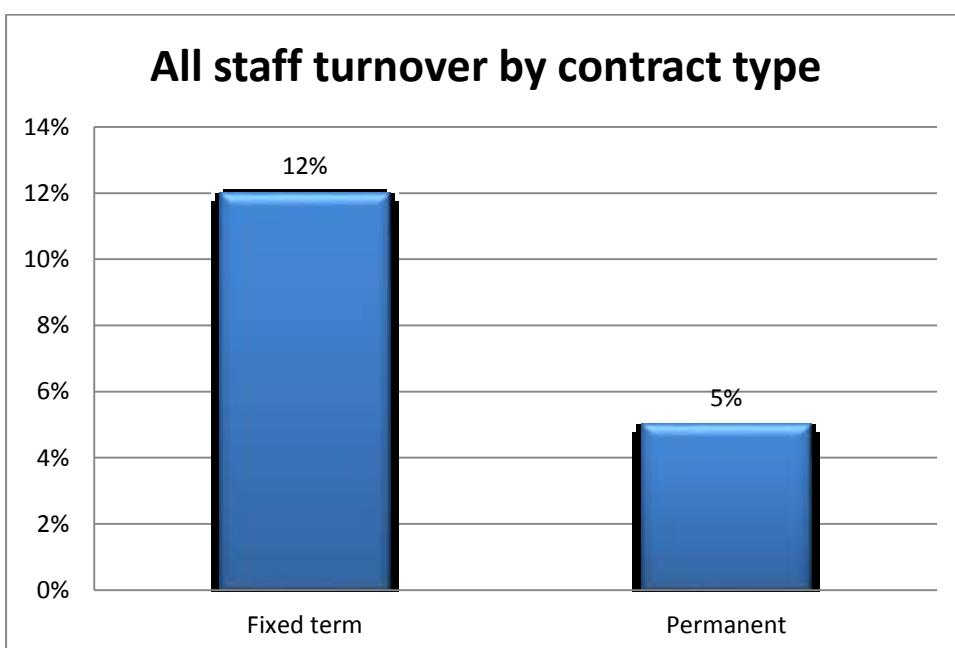
In addition, of the total staff population who declared their ethnicity as 'Black or Minority Ethnic', 12% resigned, the same as the previous year.

Figure 5. Gender



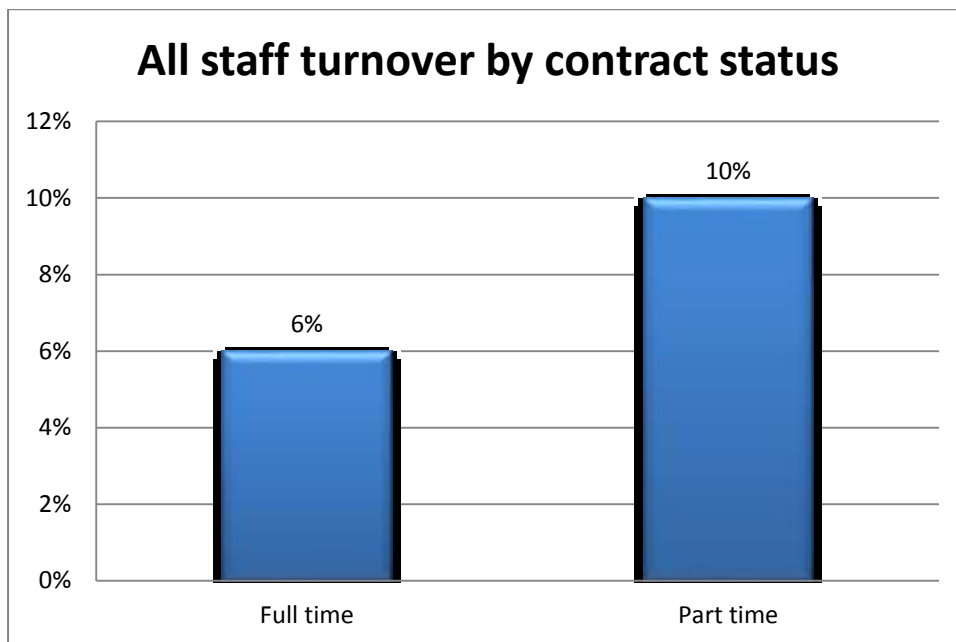
	Total staff	Voluntary Leavers	% Turnover
<b>Female</b>	4099	307	7%
<b>Male</b>	3586	257	7%
<b>TOTAL</b>	7685	564	7%

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
<b>Fixed term</b>	2333	272	12%
<b>Permanent</b>	5352	292	5%
<b>TOTAL</b>	7685	564	7%

Figure 5.2 Contract status



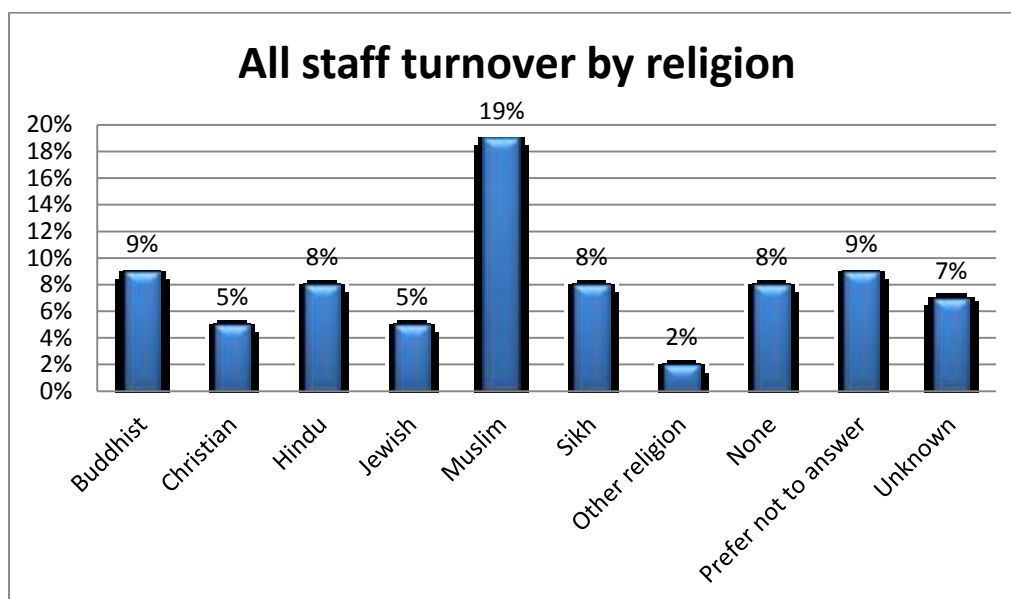
	Total staff	Voluntary Leavers	% Turnover
<b>Full time</b>	5346	323	6%
<b>Part time</b>	2339	241	10%
<b>TOTAL</b>	7685	564	7%

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 same period as the previous year.

Figure 5.1 provides information on staff turnover by contract type. 12% of the total staff group working on a fixed term basis resigned in the period, compared to 13% the previous year.

Figure 5.2 provides information on staff turnover by contract status in the same period. Of the staff working part time, 10% resigned compared to 6% of staff working full time.

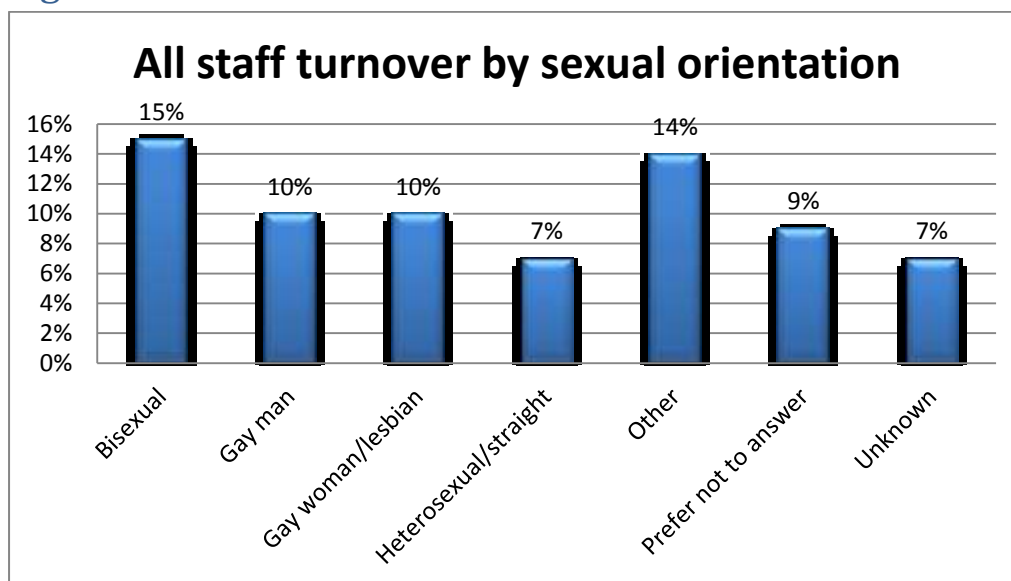
Figure 6. Religion



	Total staff	Voluntary Leavers	% Turnover
<b>Buddhist</b>	44	4	9%
<b>Christian</b>	1924	103	5%
<b>Hindu</b>	49	4	8%
<b>Jewish</b>	44	2	5%
<b>Muslim</b>	85	16	19%
<b>Sikh</b>	24	2	8%
<b>Other religion</b>	96	2	2%
<b>None</b>	1892	157	8%
<b>Prefer not to answer</b>	1616	145	9%
<b>Unknown</b>	1911	129	7%
<b>TOTAL</b>	7685	564	7%

Figure 6 provides information on the turnover rates of all university staff by religion. The largest % turnover rate was amongst Muslim staff, at 19%, followed by Buddhist staff at 9%. In addition, 9% of staff who resigned preferred not to answer the question.

Figure 7. Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
<b>Bisexual</b>	71	11	15%
<b>Gay man</b>	58	6	10%
<b>Gay woman/lesbian</b>	61	6	10%
<b>Heterosexual/straight</b>	3927	260	7%
<b>Other</b>	21	3	14%
<b>Prefer not to answer</b>	1636	149	9%
<b>Unknown</b>	1911	129	7%
<b>TOTAL</b>	7685	564	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, 10% resigned.

Of the total staff population who stated they were bisexual, 15% resigned.

Of the total staff population who stated they were a gay woman/lesbian, 10% resigned,

Of the staff population who stated they were heterosexual/straight, 7% resigned.