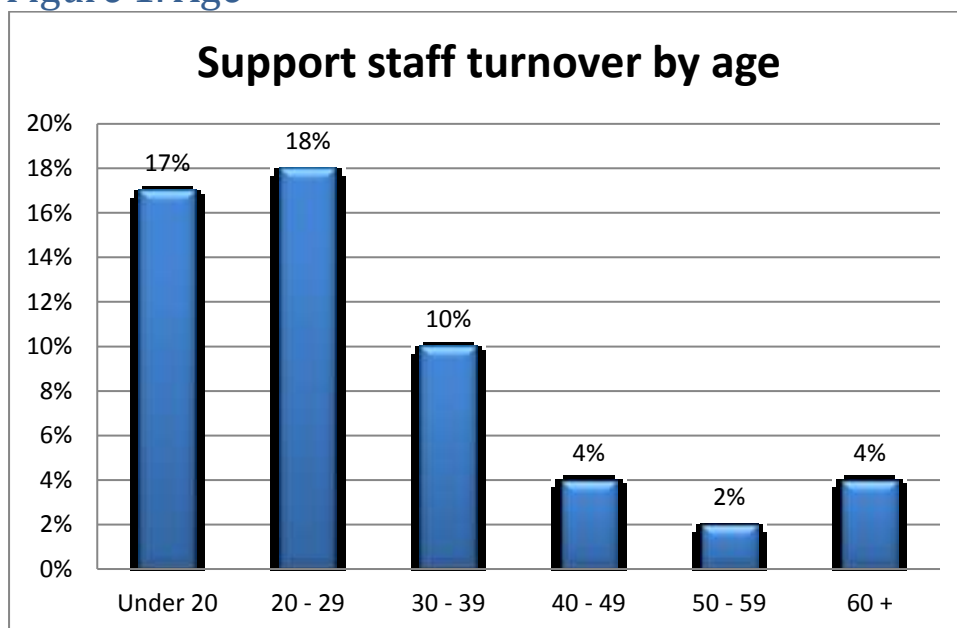


University of Leeds – support staff turnover by protected characteristic 1 August 2012 – 31 July 2013

The following data provides information on support staff who voluntarily resigned over the period August 2012 – July 2013, by protected characteristic and contract type. A total of 289 resigned out of a support staff population of 3219, equating to a 9% staff turnover rate.

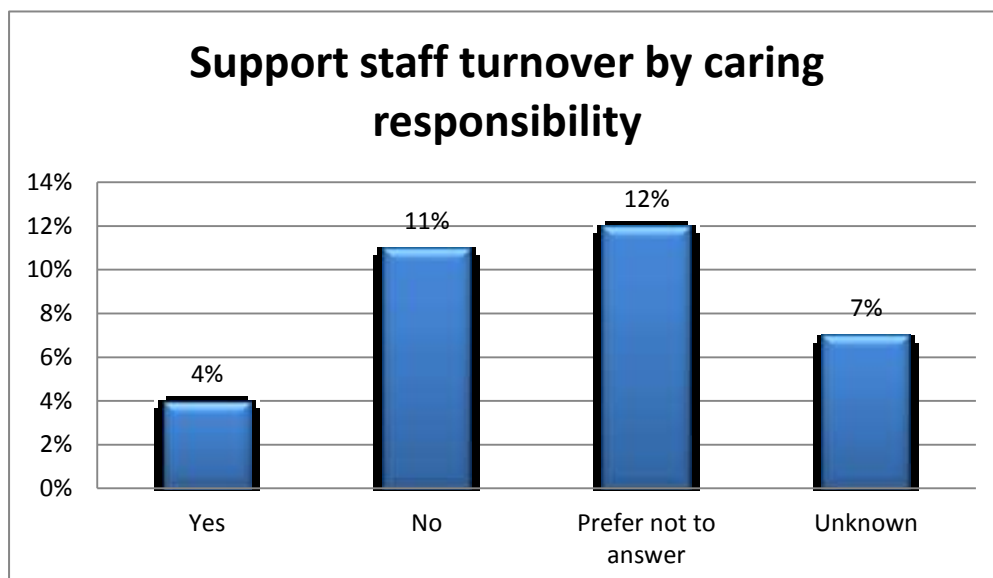
Figure 1. Age



	Total staff	Voluntary Leavers	% Turnover
Under 20	23	4	17%
20 - 29	846	151	18%
30 - 39	794	83	10%
40 - 49	671	30	4%
50 - 59	659	12	2%
60 +	226	9	4%
TOTAL	3219	289	9%

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 at 18%. The lowest turnover rate was from staff aged 50-59 (2%).

Figure 2. Caring Responsibility¹

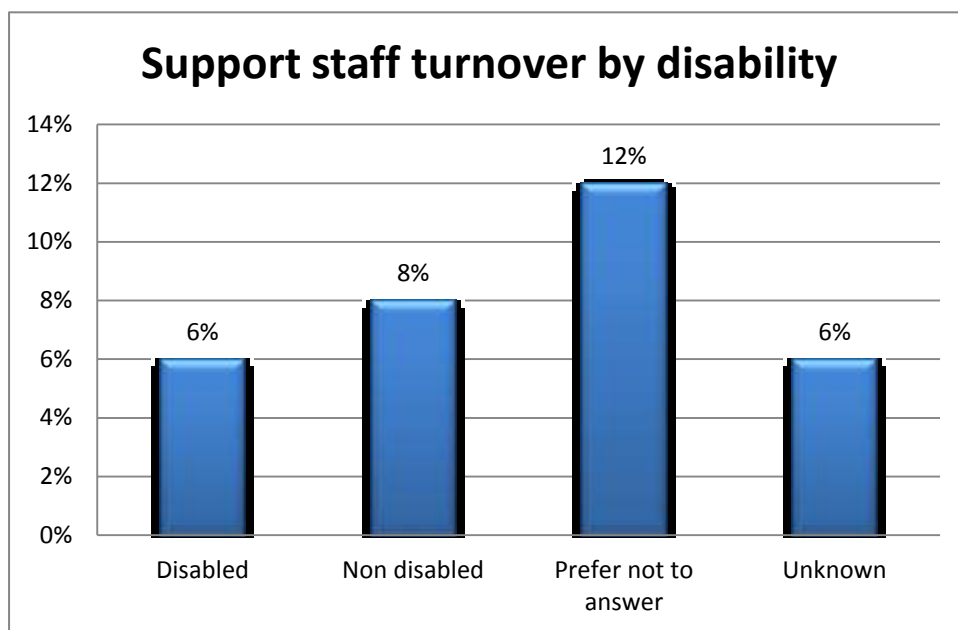


	Total staff	Voluntary Leavers	% Turnover
Yes	535	19	4%
No	1175	128	11%
Prefer not to answer	715	85	12%
Unknown	794	57	7%
TOTAL	3219	289	9%

Figure 2 provides information on the turnover rates of staff by caring responsibility. Those who declared they had caring responsibilities had 4% turnover. 11% 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

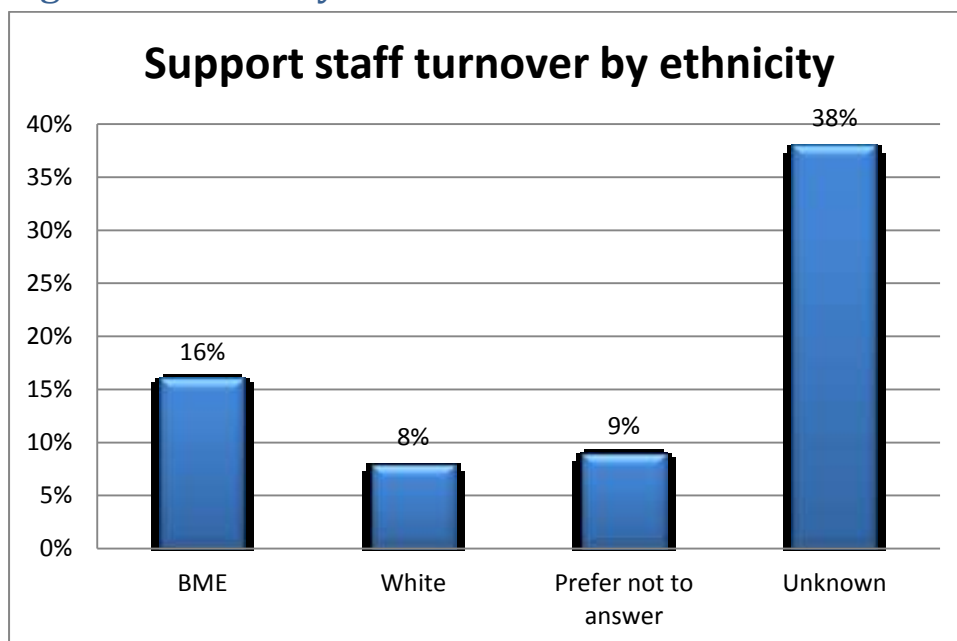


	Total staff	Voluntary Leavers	% Turnover
Disabled	157	10	6%
Non disabled	2306	196	8%
Prefer not to answer	594	74	12%
Unknown	162	9	6%
TOTAL	3219	289	9%

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, 6% resigned. Of the total number of staff who stated they were non disabled, 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

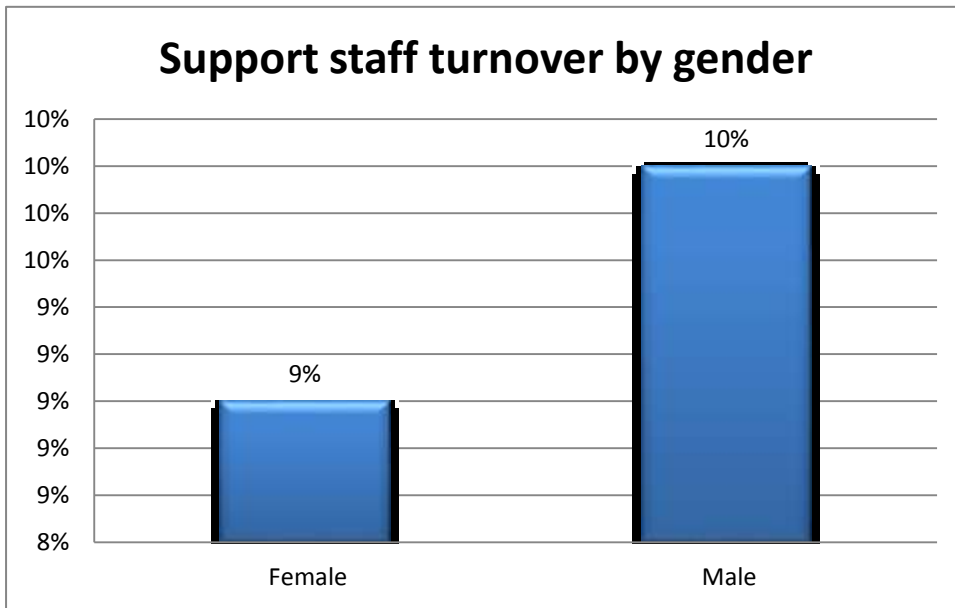


	Total staff	Voluntary Leavers	% Turnover
BME	331	53	16%
White	2172	163	8%
Prefer not to answer	690	63	9%
Unknown	26	10	38%
TOTAL	3219	289	9%

Figure 4 provides information on the turnover rates of staff by ethnicity. Of the total staff population who declared their ethnicity as 'White', 8% resigned.

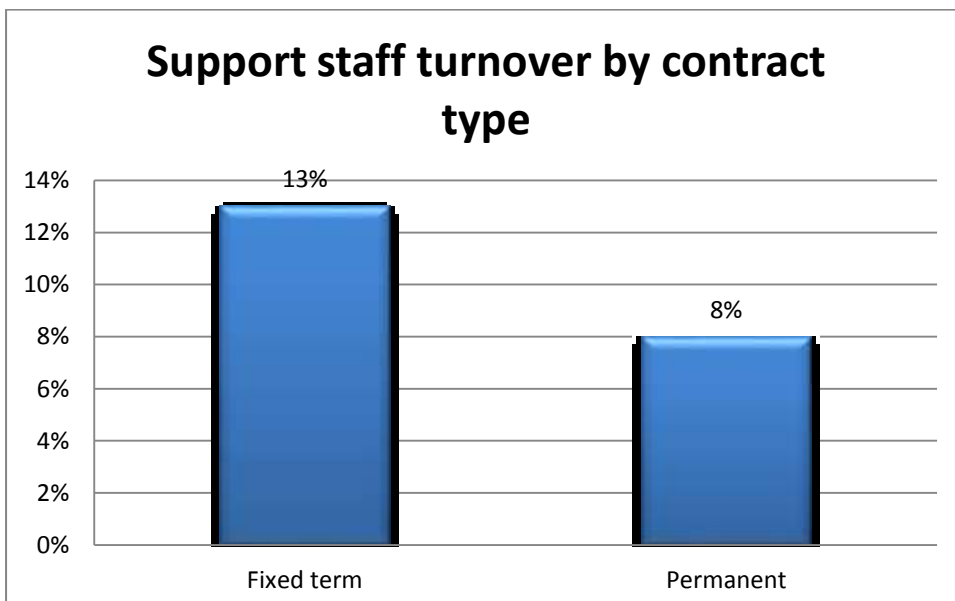
In addition, of the total staff population who declared their ethnicity as 'Black or Minority Ethnic', 16% resigned.

Figure 5. Gender



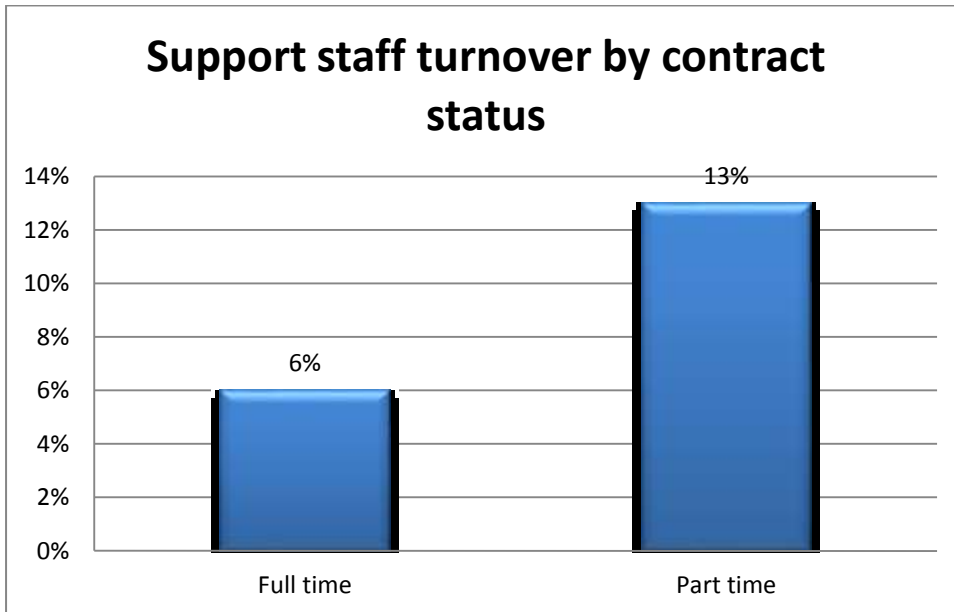
	Total staff	Voluntary Leavers	% Turnover
Female	2028	174	9%
Male	1191	115	10%
TOTAL	3219	289	9%

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	870	110	13%
Permanent	2349	179	8%
TOTAL	3219	289	9%

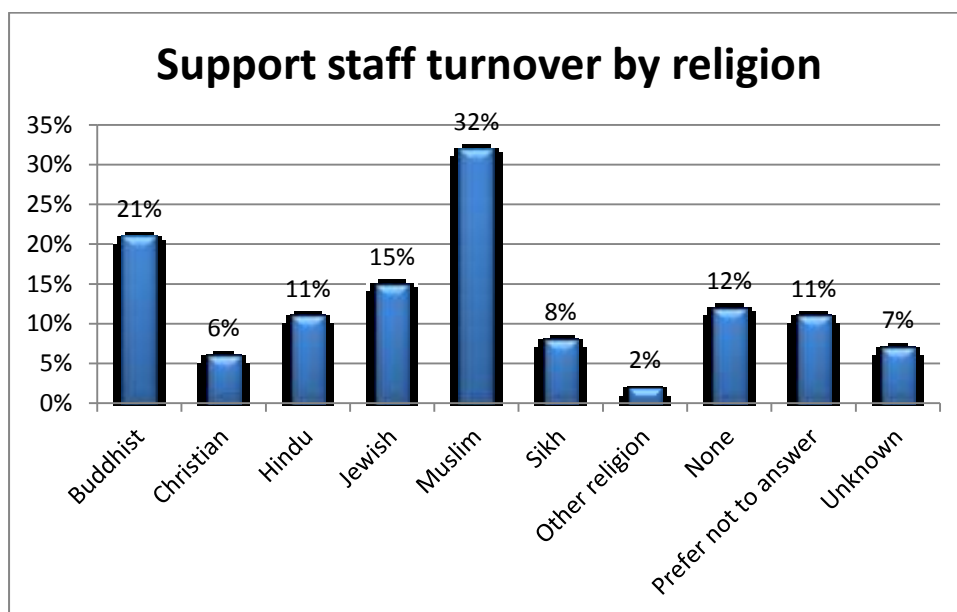
Figure 5.2 Contract status



	Total staff	Voluntary Leavers	% Turnover
Full time	1866	114	6%
Part time	1353	175	13%
TOTAL	3219	289	9%

Figure 5 provides information on the turnover rates of all university staff by gender. A total of 9% of female staff population, and a total of 10% of male staff population resigned. 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. Figure 5.2 provides information on staff turnover by contract status in the same period. Of the staff working part time, 13% resigned compared to 6% of staff working full time.

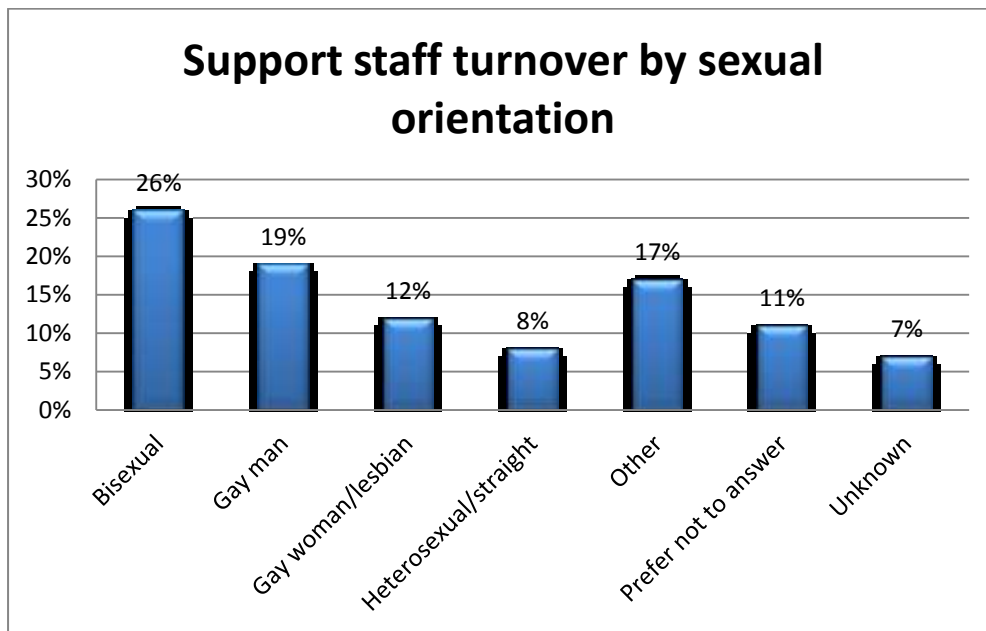
Figure 6. Religion



	Total staff	Voluntary Leavers	% Turnover
Buddhist	14	3	21%
Christian	837	48	6%
Hindu	18	2	11%
Jewish	13	2	15%
Muslim	34	11	32%
Sikh	13	1	8%
Other religion	54	1	2%
None	681	80	12%
Prefer not to answer	761	84	11%
Unknown	794	57	7%
TOTAL	3219	289	9%

Figure 6 provides information on the turnover rates of staff by religion. The largest % turnover rate was amongst Muslim staff, at 32%.

Figure 7. Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
Bisexual	34	9	26%
Gay man	16	3	19%
Gay woman/lesbian	25	3	12%
Heterosexual/straight	1576	130	8%
Other	12	2	17%
Prefer not to answer	762	85	11%
Unknown	794	57	7%
TOTAL	3219	289	9%

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, 19% resigned. Of the total staff population who stated they were bisexual, 26% resigned. Of the total staff population who stated they were a gay woman/lesbian, 12% resigned, Of the staff population who stated they were heterosexual/straight, 8% resigned.