

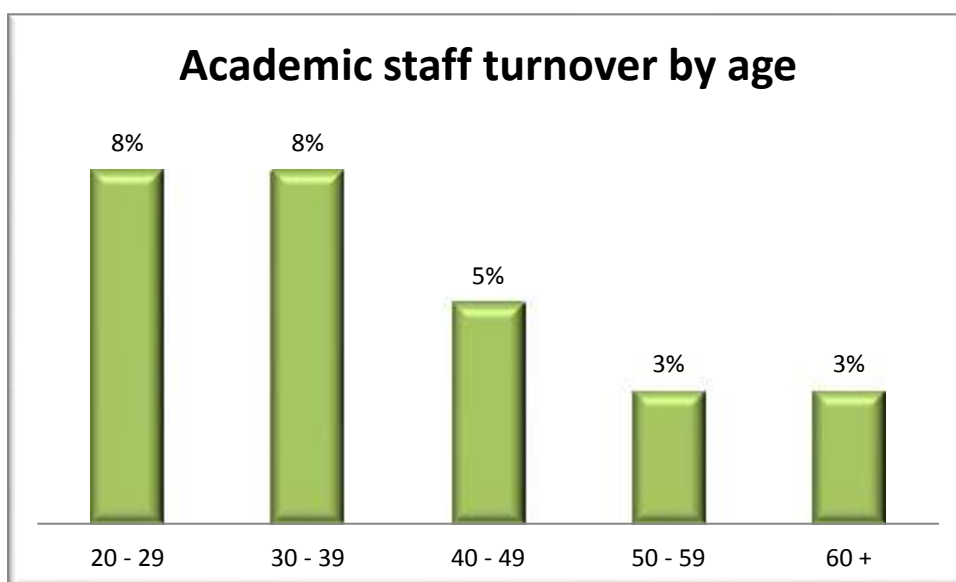
University of Leeds - academic¹ staff turnover by protected characteristic 1 August 2013 – 31 July 2014

The following data provides information on academic staff who voluntarily resigned over the period August 2013 – July 2014, by protected characteristic and contract type. *Data is rounded to the nearest whole percent.*

A total of 184 resigned out of an academic population of 3260, equating to a 6% staff turnover rate.

Figure 1. Age

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 and 30-39 (both 8%). The lowest turnover rate was from staff aged 50-59 and 60+.

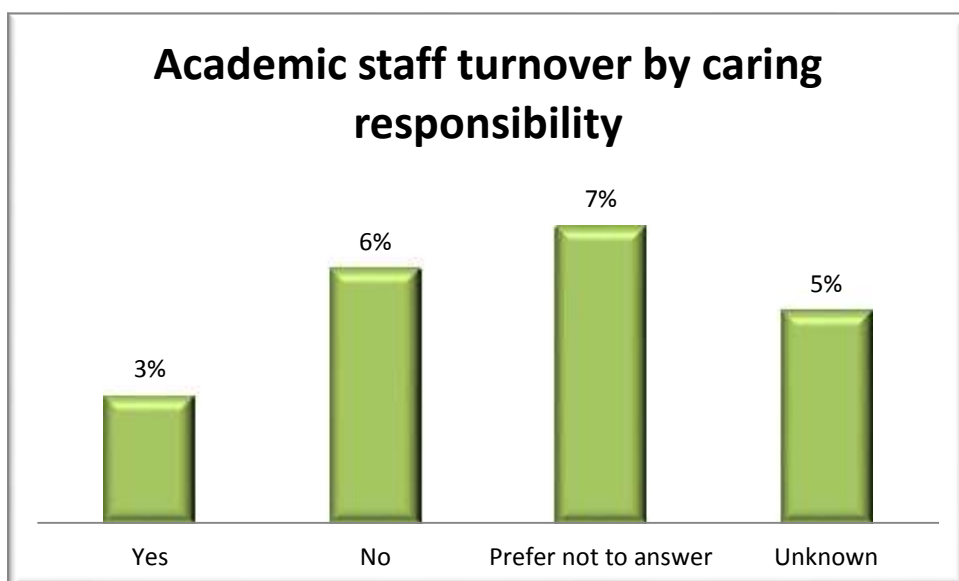


	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	296	23	8%
30 - 39	1064	85	8%
40 - 49	919	43	5%
50 - 59	688	24	3%
60 +	293	9	3%
TOTAL	3260	184	6%

¹ Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc

Figure 2. Caring Responsibility²

Figure 2 provides information on the turnover rates of staff by caring responsibility. Those who declared they had caring responsibilities had 3% turnover. 6% of the total staff group with no caring responsibilities resigned.

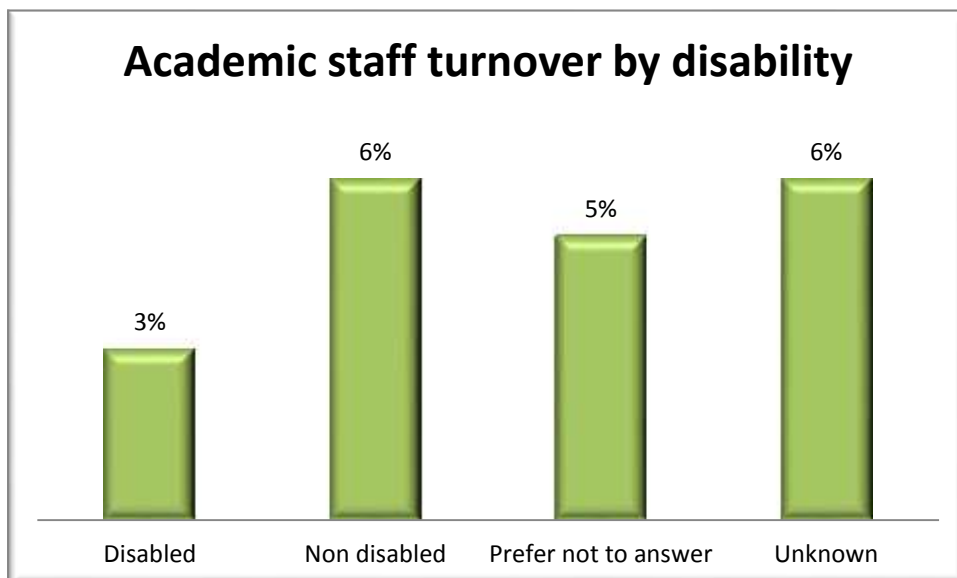


	Total staff	Voluntary Leavers	% Turnover
Yes	717	23	3%
No	1031	67	6%
Prefer not to answer	675	50	7%
Unknown	837	44	5%
TOTAL	3260	184	6%

² Defined as: caring for either one or more children, one or more disabled children, a relative or family member

Figure 3. Disability³

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, 3% 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), 6% resigned.



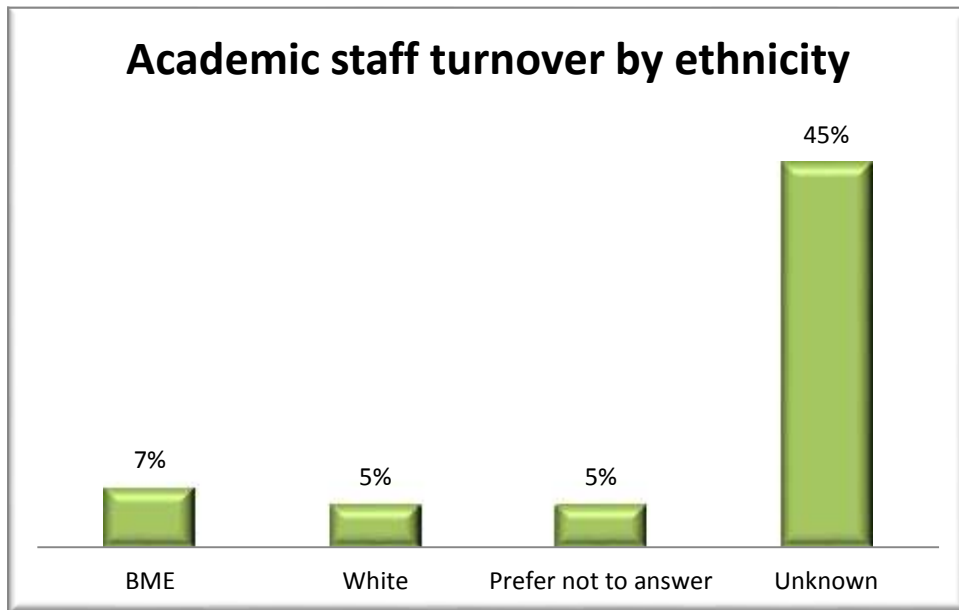
	Total staff	Voluntary Leavers	% Turnover
Disabled	90	3	3%
Non disabled	2055	126	6%
Prefer not to answer	960	45	5%
Unknown	155	10	6%
TOTAL	3260	184	6%

³ Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to do normal daily activities.

Figure 4. Ethnicity

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', 7% resigned.



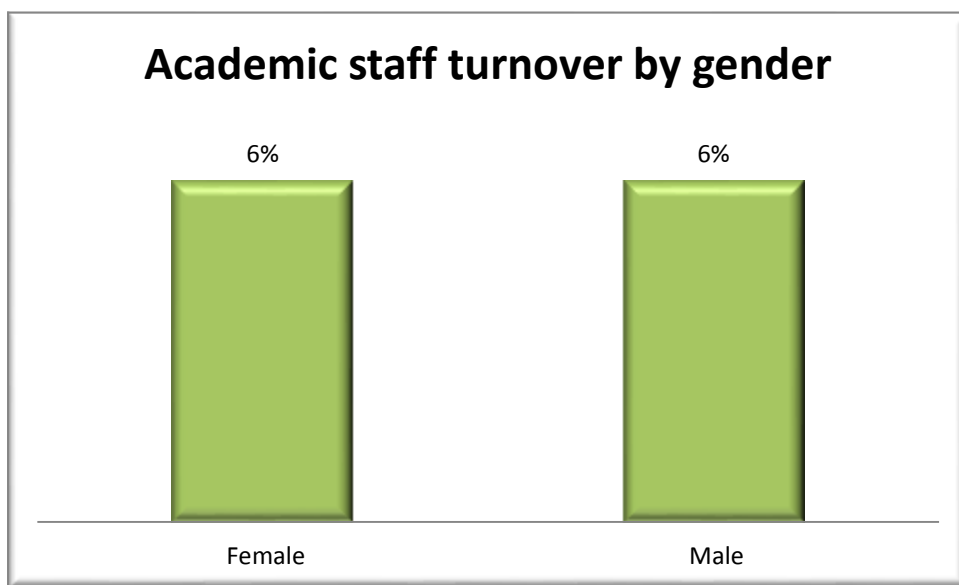
	Total staff	Voluntary Leavers	% Turnover
BME	339	24	7%
White	2174	111	5%
Prefer not to answer	716	35	5%
Unknown	31	14	45%
TOTAL	3260	184	6%

Figure 5. Gender

Figure 5 provides information on the turnover rates of staff by gender. A total of 6% of female staff population, and 6% of the male staff population resigned.

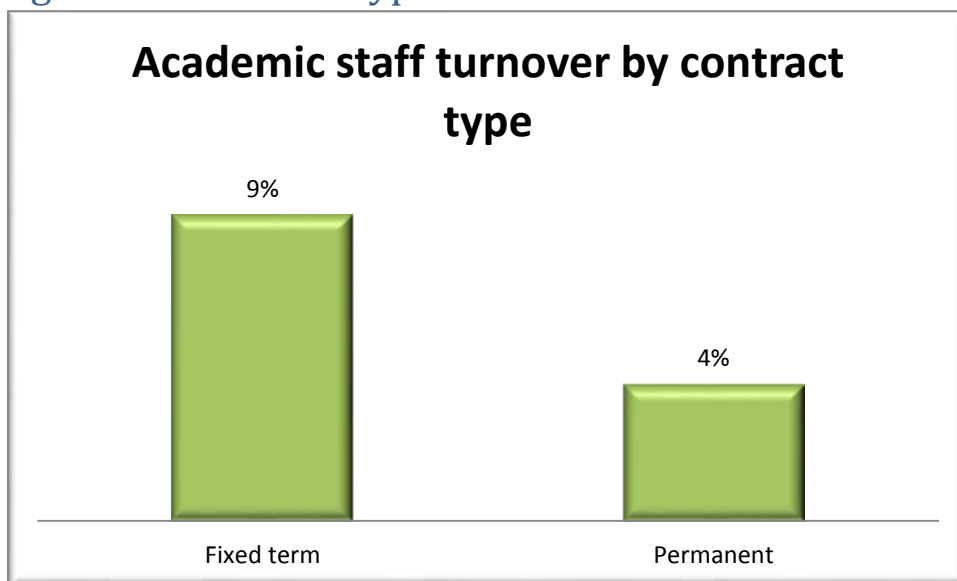
Figure 5.1 provides information on staff turnover by contract type. 9% of the total staff group working on a fixed term basis resigned in the period.

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.



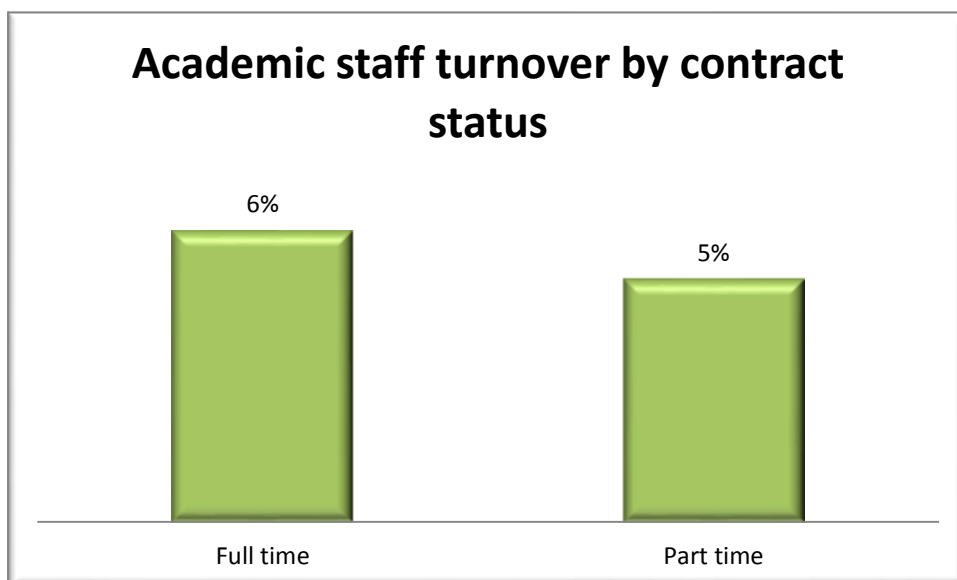
	Total staff	Voluntary Leavers	% Turnover
Female	1372	78	6%
Male	1888	106	6%
TOTAL	3260	184	6%

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	1149	105	9%
Permanent	2111	79	4%
TOTAL	3260	184	6%

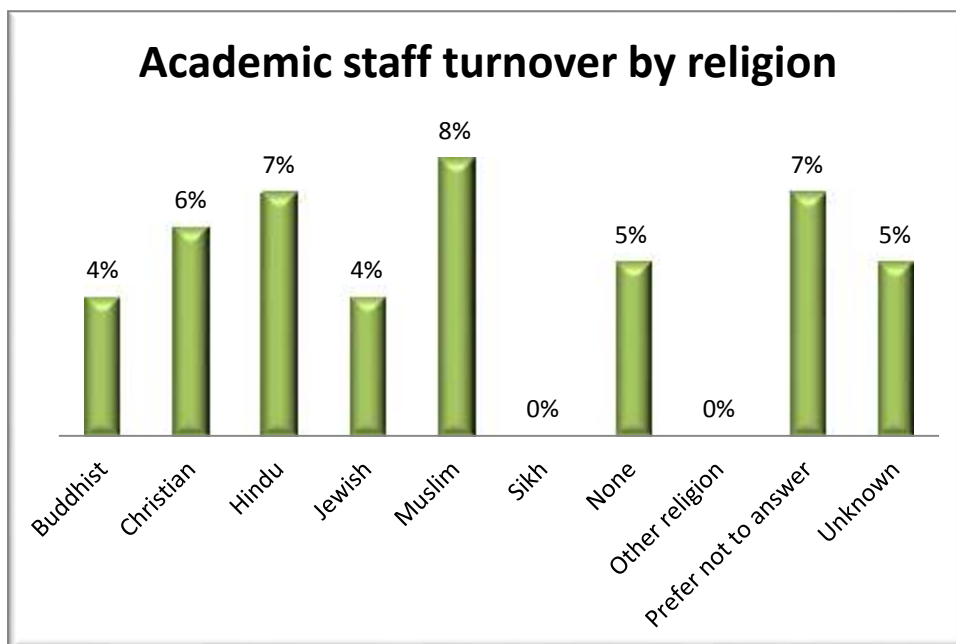
Figure 5.2 Contract status



	Total staff	Voluntary Leavers	% Turnover
Full time	2566	152	6%
Part time	694	32	5%
TOTAL	3260	184	6%

Figure 6. Religion

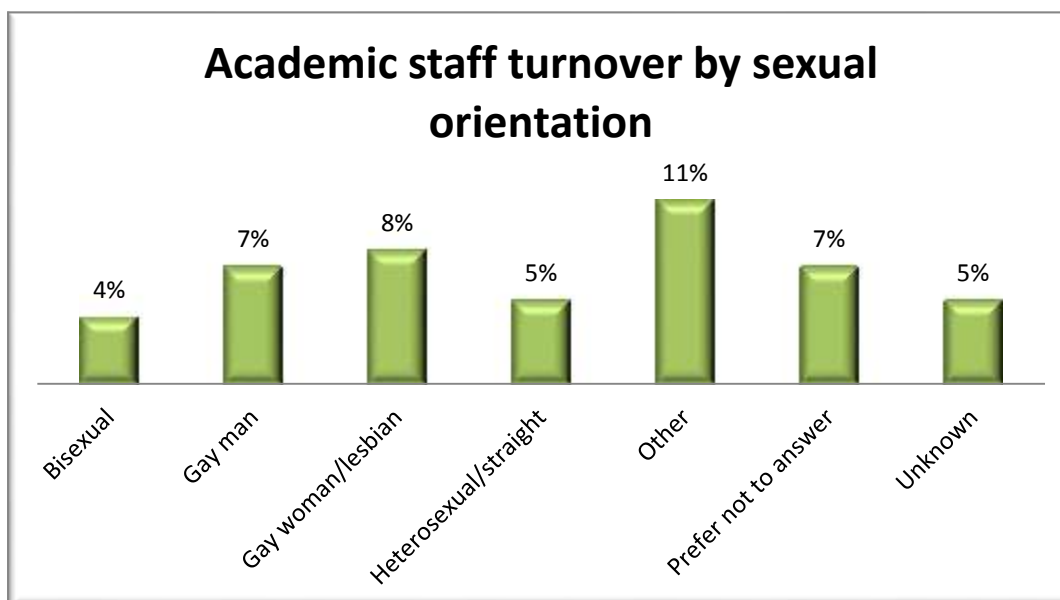
Figure 6 provides information on the turnover rates of staff by religion. The largest % turnover rate was amongst Muslim staff, at 8%.



	Total staff	Voluntary Leavers	% Turnover
Buddhist	28	1	4%
Christian	658	39	6%
Hindu	29	2	7%
Jewish	26	1	4%
Muslim	40	3	8%
Sikh	5	0	0%
None	857	40	5%
Other religion	30	0	0%
Prefer not to answer	750	54	7%
Unknown	837	44	5%
TOTAL	3260	184	6%

Figure 7. Sexual Orientation

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, 7% 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, 8% resigned, Of the staff population who stated they were heterosexual/straight, 5% resigned.



	Total staff	Voluntary Leavers	% Turnover
Bisexual	23	1	4%
Gay man	27	2	7%
Gay woman/lesbian	26	2	8%
Heterosexual/straight	1566	81	5%
Other	9	1	11%
Prefer not to answer	772	53	7%
Unknown	837	44	5%
TOTAL	3260	184	6%