

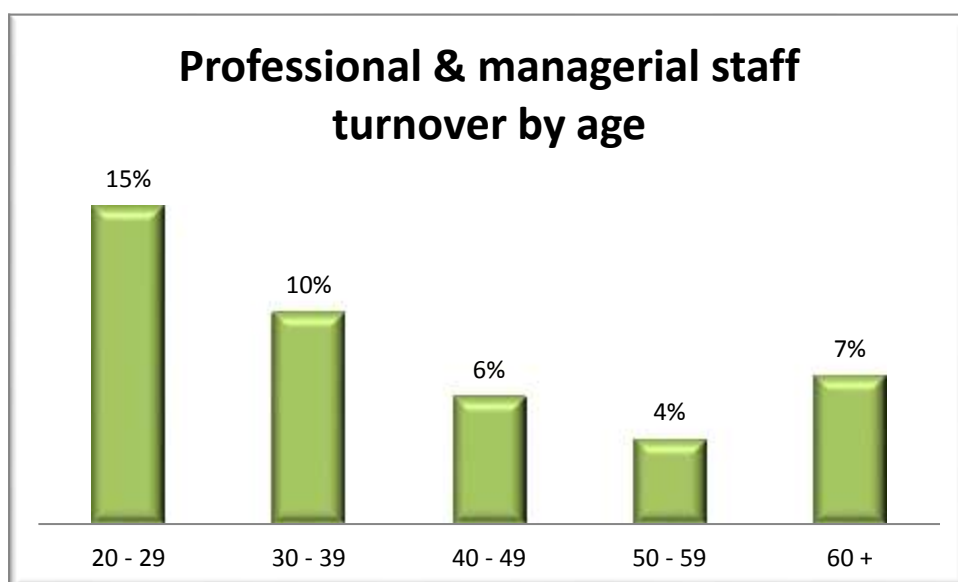
University of Leeds – professional and managerial¹ staff turnover by protected characteristic 1 August 2013 – 31 July 2014

The following data provides information on professional and managerial 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 94 resigned out of a professional and managerial population of 1307, equating to a 7% 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 (15%). The lowest turnover rate was from staff aged 50-59 (4%).



	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	54	8	15%
30 - 39	416	42	10%
40 - 49	455	28	6%
50 - 59	313	11	4%
60 +	69	5	7%
TOTAL	1307	94	7%

¹ 'Professional & managerial' staff is comprised of the more senior administrative staff roles.

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 4% turnover. This figure was 8% with no caring responsibilities.

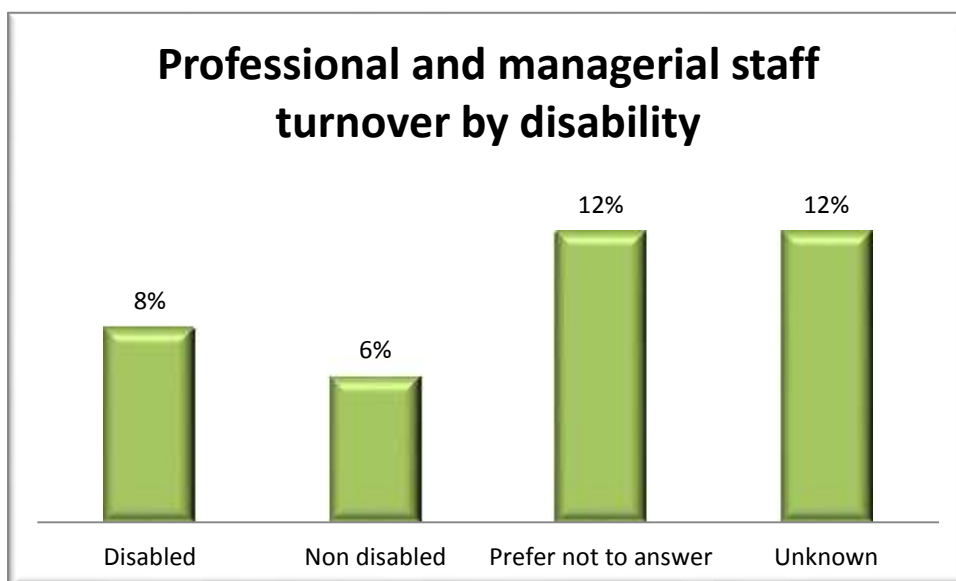


	Total staff	Voluntary Leavers	% Turnover
Yes	436	16	4%
No	512	39	8%
Prefer not to answer	177	23	13%
Unknown	182	16	9%
TOTAL	1307	94	7%

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, 8% resigned. Of the total number of staff who stated they were non disabled, 6% resigned.



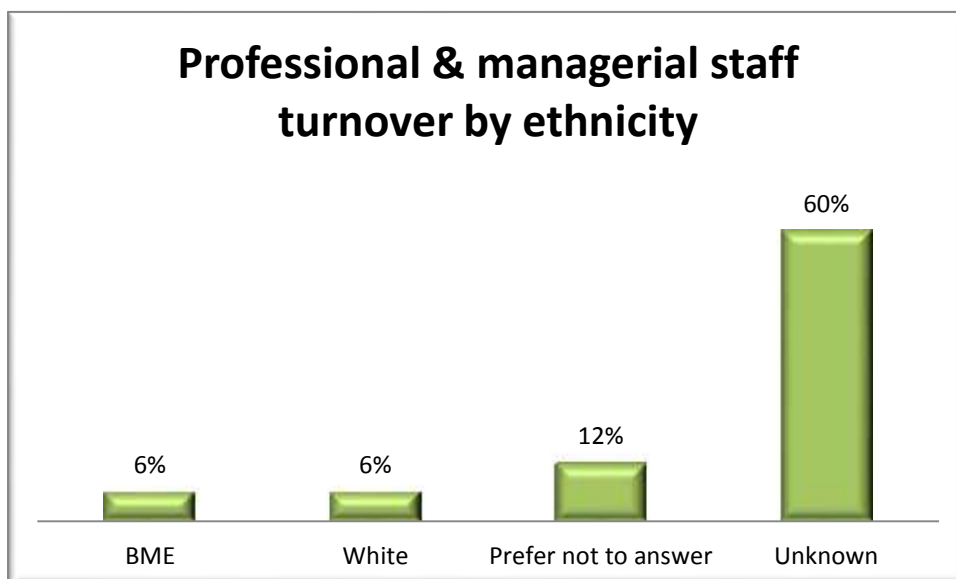
	Total staff	Voluntary Leavers	% Turnover
Disabled	53	4	8%
Non disabled	1071	68	6%
Prefer not to answer	157	19	12%
Unknown	26	3	12%
TOTAL	1307	94	7%

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', 6% resigned.

In addition, of the total staff population who declared their ethnicity as 'Black or Minority Ethnic' (BME), 6% resigned.



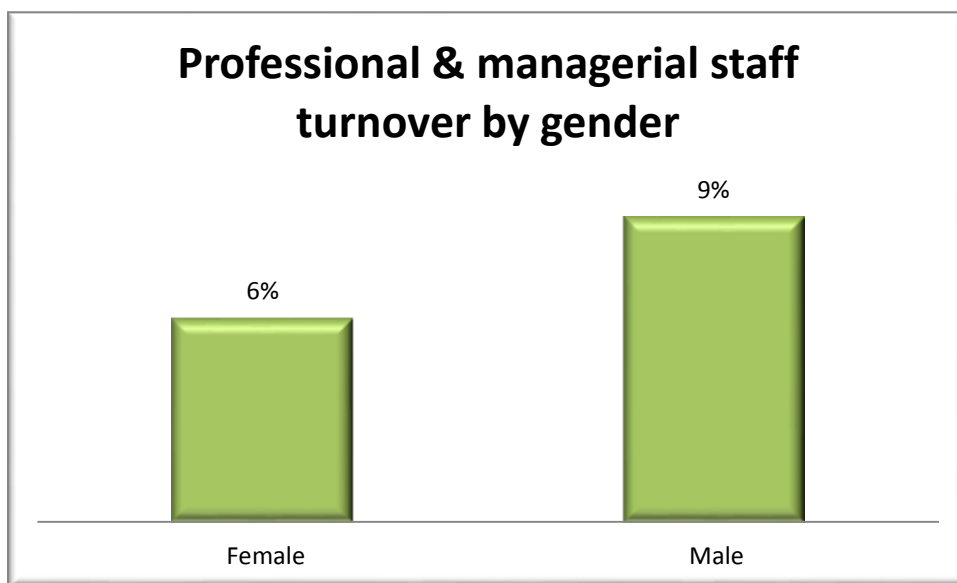
	Total staff	Voluntary Leavers	% Turnover
BME	70	4	6%
White	1094	70	6%
Prefer not to answer	138	17	12%
Unknown	5	3	60%
TOTAL	1307	94	7%

Figure 5. Gender

Figure 5 provides information on the turnover rates of staff by gender. A total of 6% of female staff population, and a total of 9% of male staff population resigned.

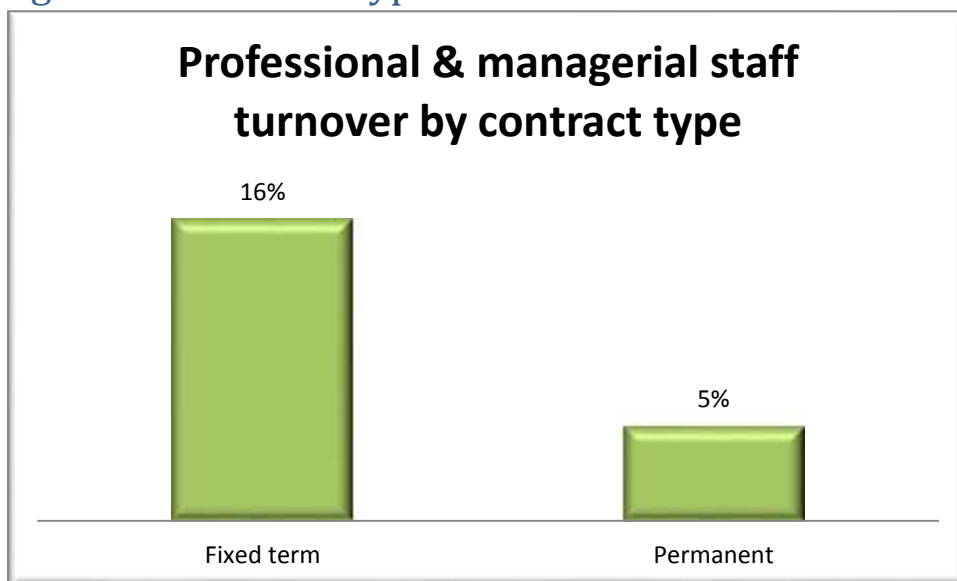
Figure 5.1 provides information on staff turnover by contract type. 16% of the total staff group working on a fixed term basis resigned in the period.

Figure 5.2 provides information on staff turnover by contract status in the same period. Of the staff working part time, 9% resigned compared to 7% of staff working full time.



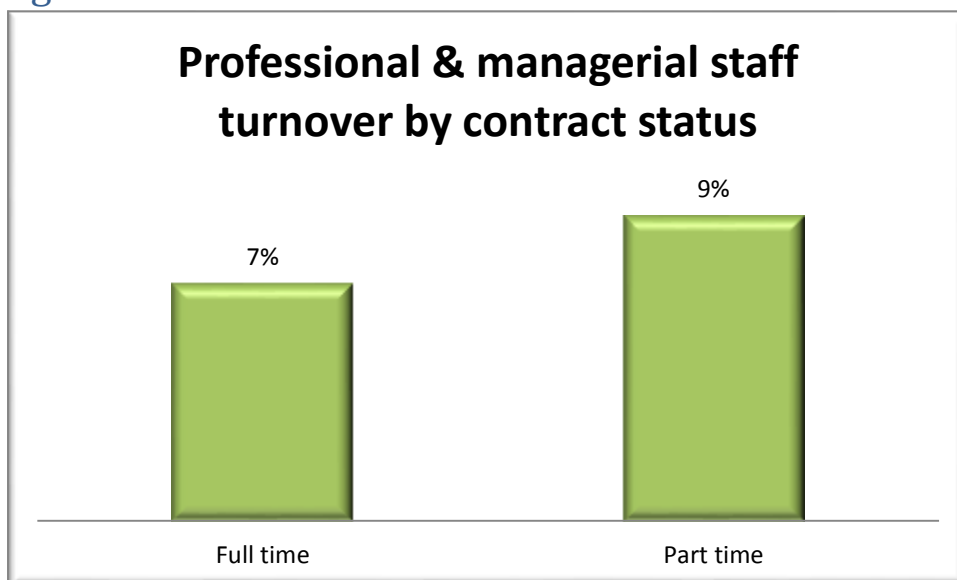
	Total staff	Voluntary Leavers	% Turnover
Female	779	49	6%
Male	528	45	9%
TOTAL	1307	94	7%

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	232	38	16%
Permanent	1075	56	5%
TOTAL	1307	94	7%

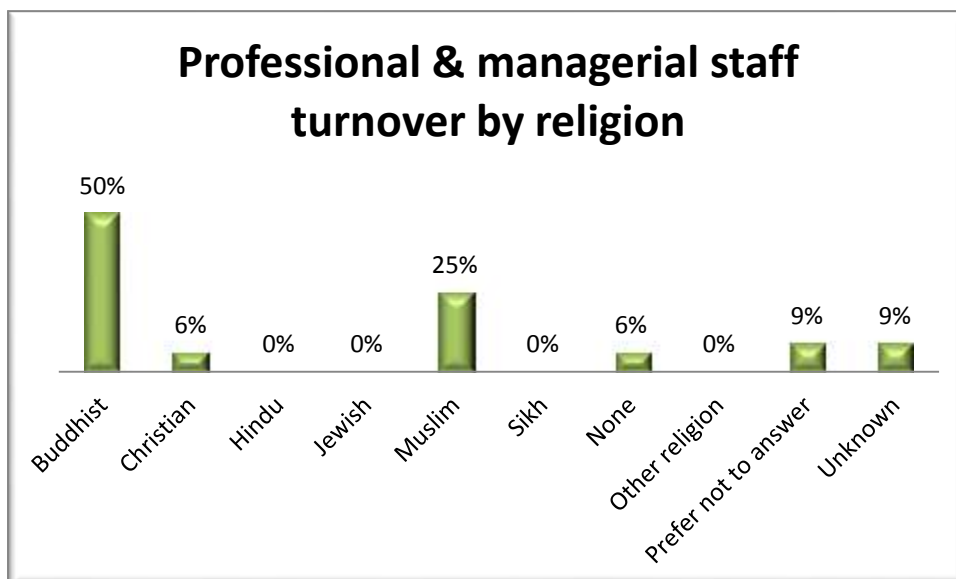
Figure 5.2 Contract status



	Total staff	Voluntary Leavers	% Turnover
Full time	971	65	7%
Part time	336	29	9%
TOTAL	1307	94	7%

Figure 6. Religion

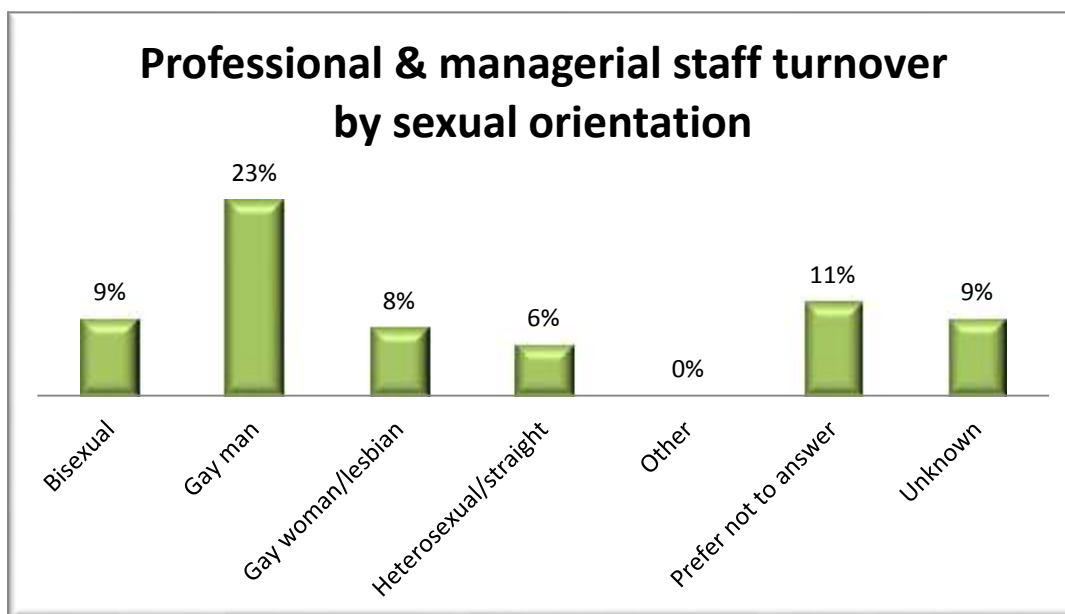
Figure 6 provides information on the turnover rates of staff by religion. The largest % turnover rate was amongst Buddhist staff, at 50% (2 out of 4 staff).



	Total staff	Voluntary Leavers	% Turnover
Buddhist	4	2	50%
Christian	430	27	6%
Hindu	3	0	0%
Jewish	10	0	0%
Muslim	12	3	25%
Sikh	8	0	0%
None	425	26	6%
Other religion	17	0	0%
Prefer not to answer	216	20	9%
Unknown	182	16	9%
TOTAL	1307	94	7%

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, 23% resigned. Of the total staff population who stated they were bisexual, 9% 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, 6% resigned.



	Total staff	Voluntary Leavers	% Turnover
Bisexual	11	1	9%
Gay man	13	3	23%
Gay woman/lesbian	12	1	8%
Heterosexual/straight	885	50	6%
Other	0	0	0%
Prefer not to answer	204	23	11%
Unknown	182	16	9%
TOTAL	1307	94	7%