

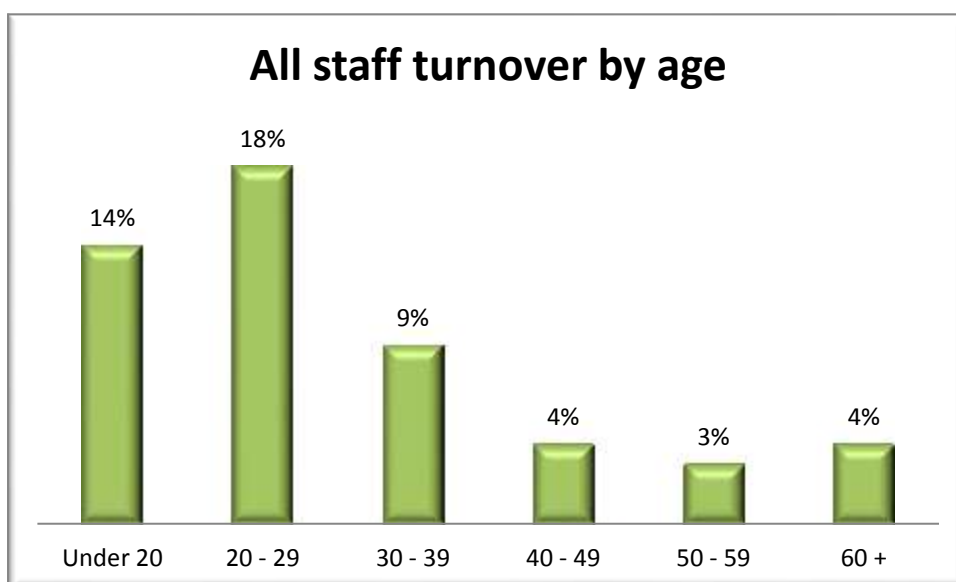
University of Leeds - all staff turnover by protected characteristic 1 August 2013 – 31 July 2014

The following data provides information on staff across the University 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 579 resigned out of a total staff population of 7780, equating to a 7% staff turnover rate across the University.

Figure 1. Age

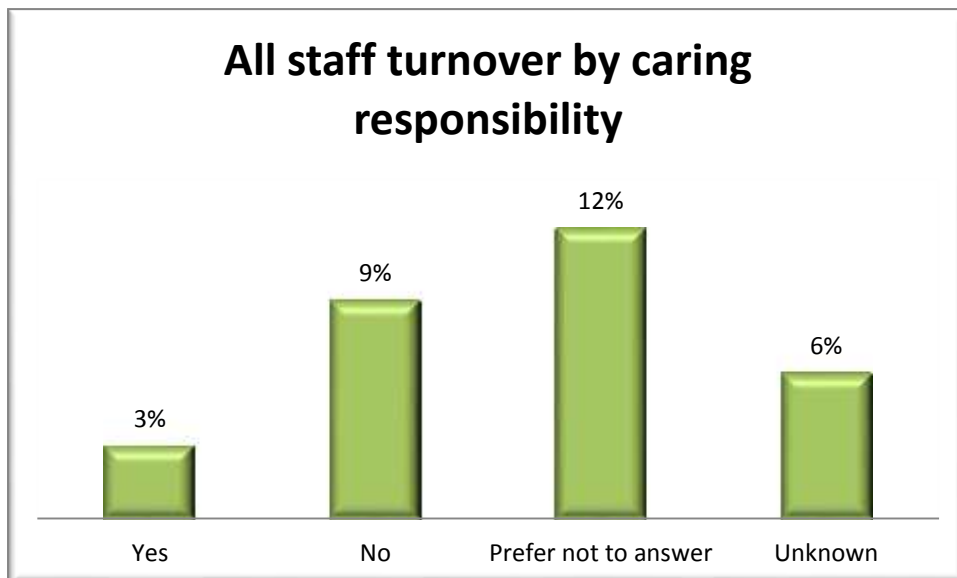
Figure 1 provides information on the turnover rates of all university staff by age, including the total headcount and percentage (%) turnover by each age category. The highest % staff group to resign were aged under 20-29 at 18%. The lowest staff group to resign were aged 50-59 and 60+.



	Total staff	Voluntary Leavers	% Turnover
Under 20	22	3	14%
20 - 29	1162	205	18%
30 - 39	2268	205	9%
40 - 49	2022	90	4%
50 - 59	1700	50	3%
60 +	606	26	4%
TOTAL	7780	579	7%

Figure 2. Caring Responsibility¹

Figure 2 provides information on the turnover rates of all university staff by caring responsibility. For staff who declared they had caring responsibilities, there was a 3% turnover. This figure was 9% for staff with no caring responsibilities.

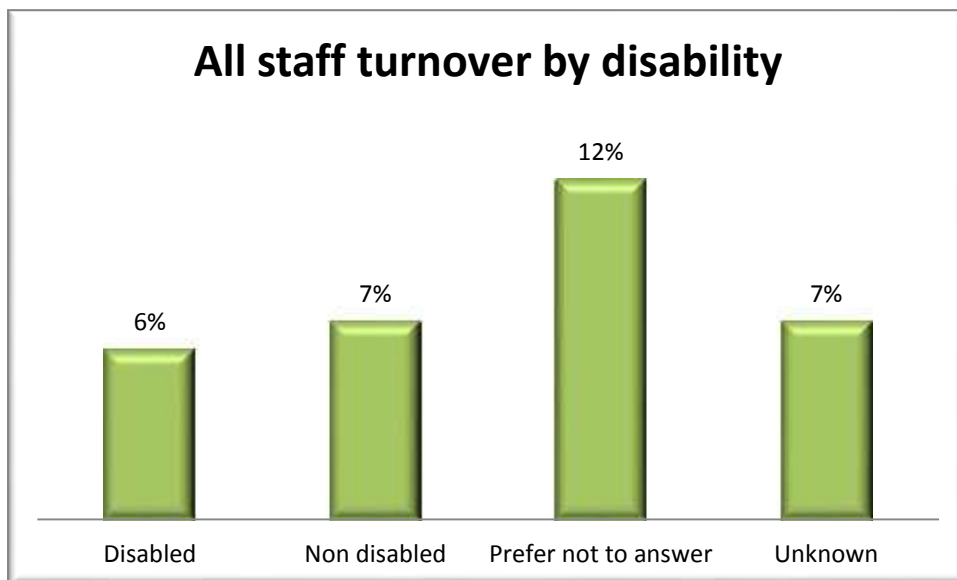


	Total staff	Voluntary Leavers	% Turnover
Yes	1697	58	3%
No	2813	247	9%
Prefer not to answer	1523	177	12%
Unknown	1747	97	6%
TOTAL	7780	579	7%

¹ Defined as: caring for either one or more children, one or more disabled children, a relative or family member

Figure 3. Disability²

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, 6% resigned, (7% in 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), 7% resigned, compared to 6% the previous year.



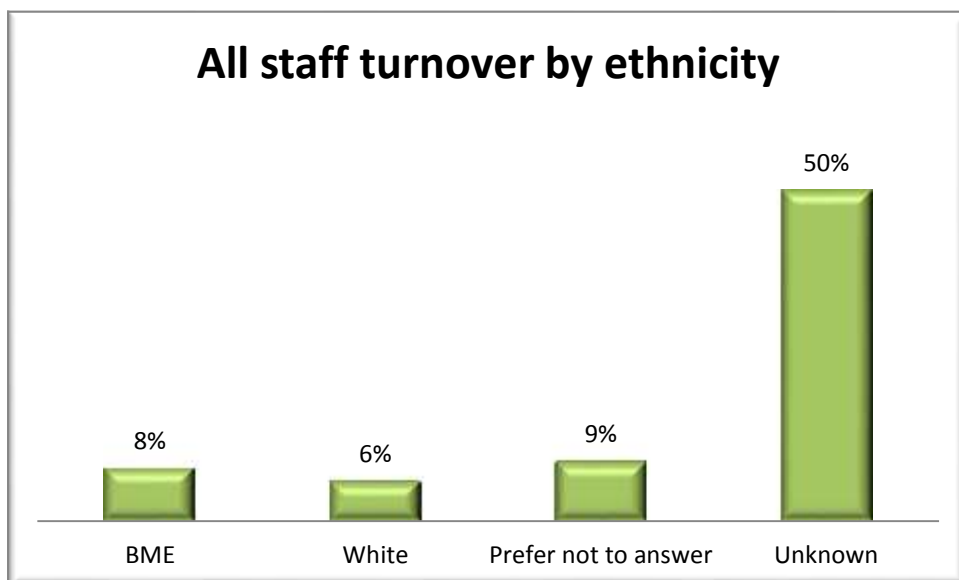
	Total staff	Voluntary Leavers	% Turnover
Disabled	301	18	6%
Non disabled	5878	386	7%
Prefer not to answer	1301	154	12%
Unknown	300	21	7%
TOTAL	7780	579	7%

² 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 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' (BME), 8% resigned, compared to 12% the previous year.



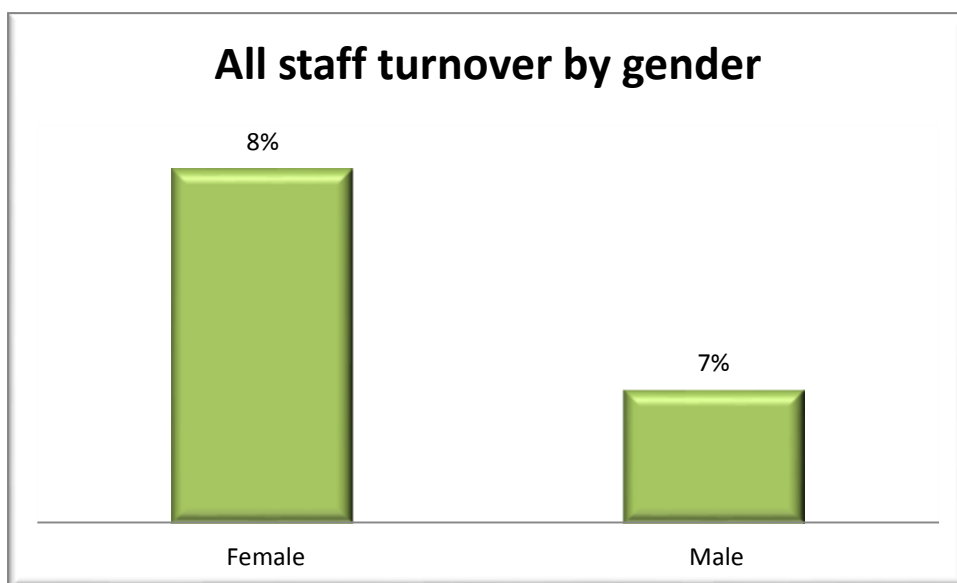
	Total staff	Voluntary Leavers	% Turnover
BME	728	58	8%
White	5502	356	6%
Prefer not to answer	1496	138	9%
Unknown	54	27	50%
TOTAL	7780	579	7%

Figure 5. Gender

Figure 5 provides information on the turnover rates of all university staff by gender. A total of 8% (7% the previous year) of female staff population, and a total of 7% of male staff population resigned the same as the previous year.

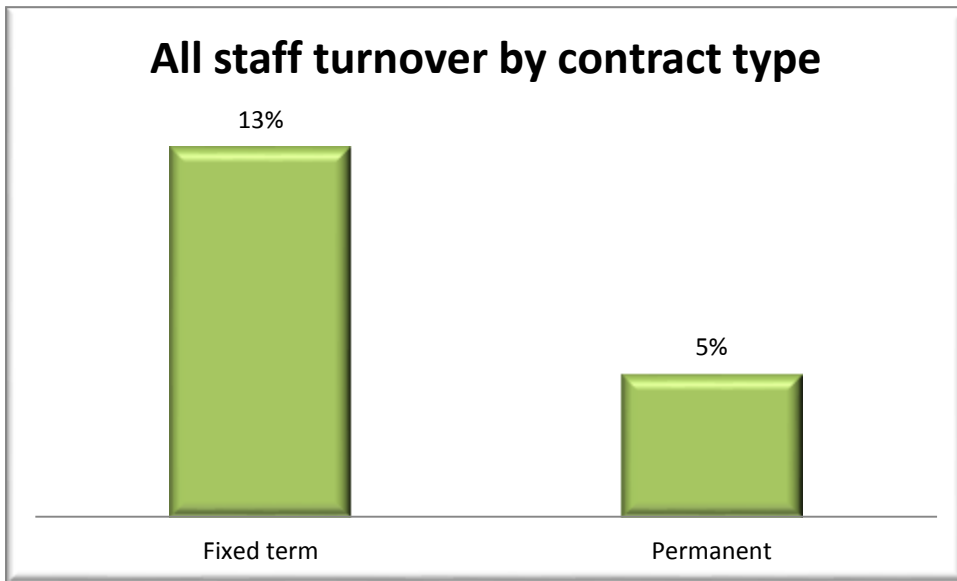
Figure 5.1 provides information on staff turnover by contract type. 13% of the total staff group working on a fixed term basis resigned in the period, compared to 12% the previous year.

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.



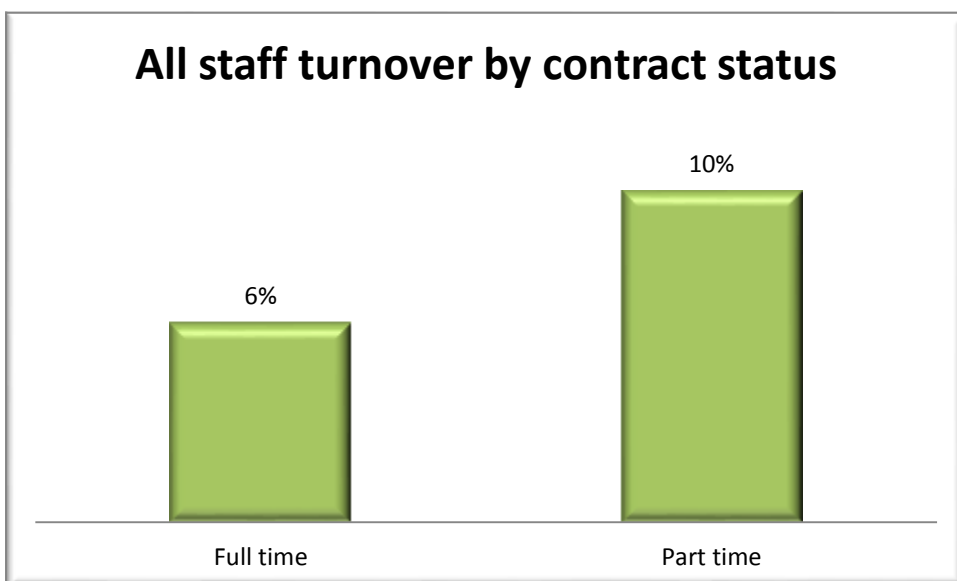
	Total staff	Voluntary Leavers	% Turnover
Female	4180	317	8%
Male	3600	262	7%
TOTAL	7780	579	7%

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	2187	281	13%
Permanent	5593	298	5%
TOTAL	7780	579	7%

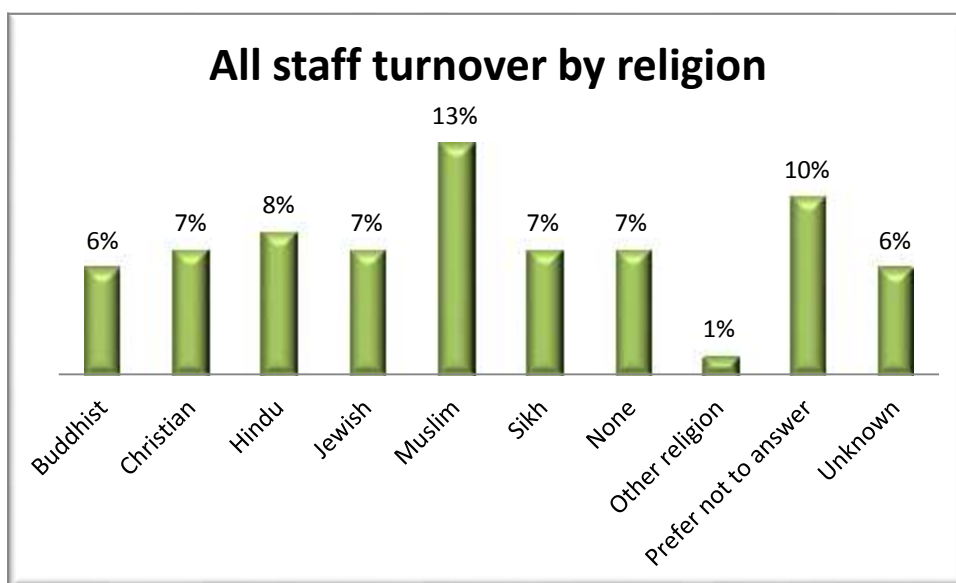
Figure 5.2 Contract status



	Total staff	Voluntary Leavers	% Turnover
Full time	5405	351	6%
Part time	2375	228	10%
TOTAL	7780	579	7%

Figure 6. Religion

Figure 6 provides information on the turnover rates of all university staff by religion. The largest % turnover rate was amongst Muslim staff, at 13%, followed by Hindu staff at 8%. In addition, 10% of staff who resigned preferred not to answer the question.



	Total staff	Voluntary Leavers	% Turnover
Buddhist	47	3	6%
Christian	1946	138	7%
Hindu	50	4	8%
Jewish	46	3	7%
Muslim	88	11	13%
Sikh	27	2	7%
None	2021	142	7%
Other religion	103	1	1%
Prefer not to answer	1705	178	10%
Unknown	1747	97	6%
TOTAL	7780	579	7%

Figure 7. Sexual Orientation

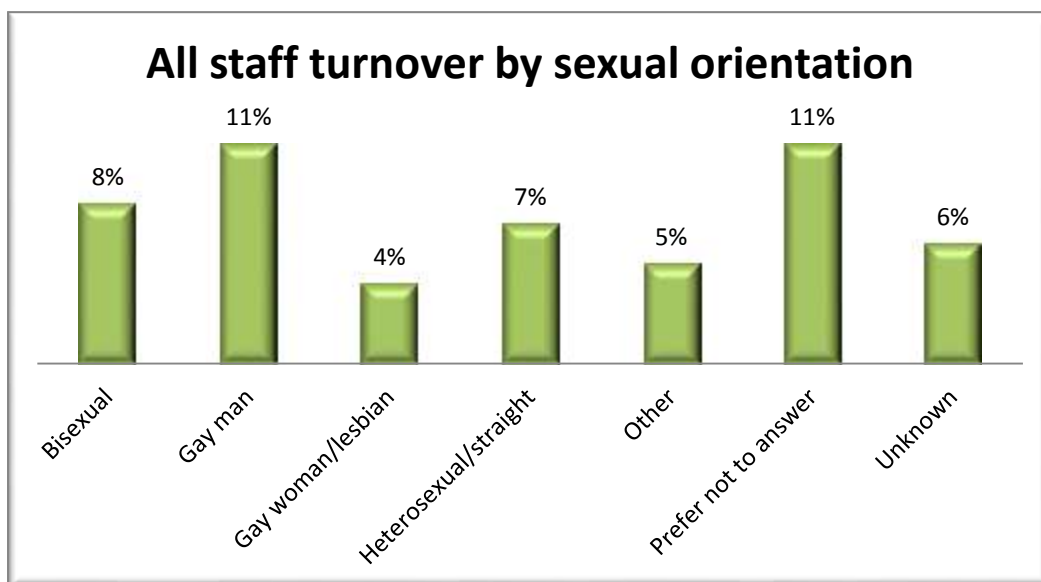
Figure 7 provides information on the turnover rates of all university staff by sexual orientation.

Of the total staff population who stated they were a gay man, 11% 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, 4% resigned,

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



	Total staff	Voluntary Leavers	% Turnover
Bisexual	73	6	8%
Gay man	61	7	11%
Gay woman/lesbian	70	3	4%
Heterosexual/straight	4101	284	7%
Other	20	1	5%
Prefer not to answer	1708	181	11%
Unknown	1747	97	6%
TOTAL	7780	579	7%