

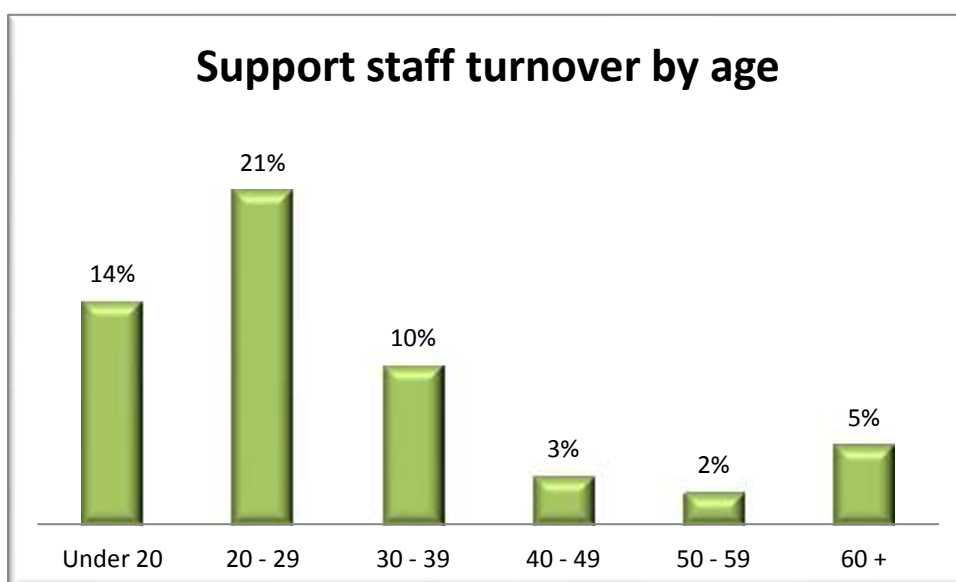
University of Leeds – support staff¹ turnover by protected characteristic 1 August 2013 – 31 July 2014

The following data provides information on support 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 301 resigned out of a support staff population of 3213, equating to a 9% 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 at 21%. The lowest turnover rate was from staff aged 50-59 (2%).

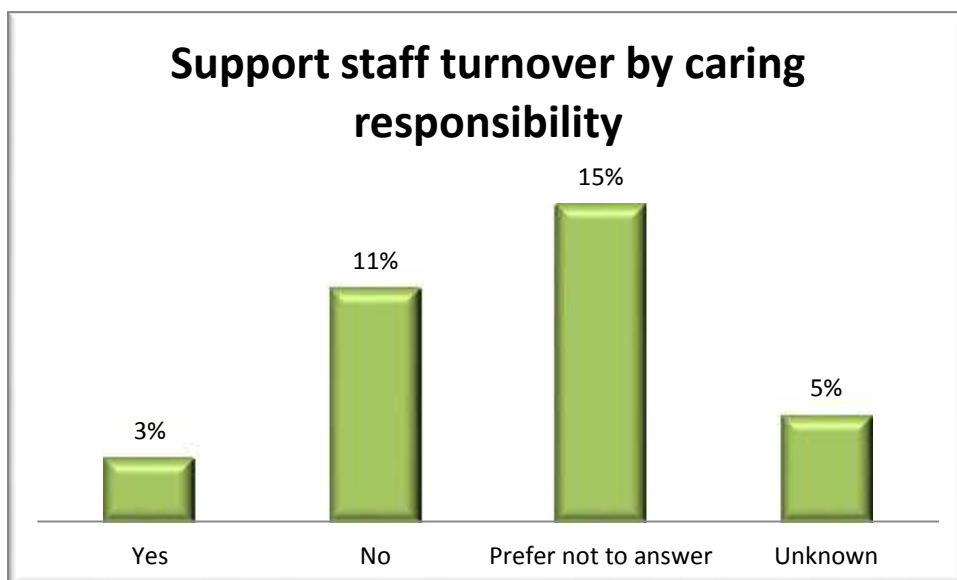


	Total staff	Voluntary Leavers	% Turnover
Under 20	22	3	14%
20 - 29	812	174	21%
30 - 39	788	78	10%
40 - 49	648	19	3%
50 - 59	699	15	2%
60 +	244	12	5%
TOTAL	3213	301	9%

¹ 'Support staff' is comprised of clerical staff, technicians and operational support roles.

Figure 2. Caring Responsibility²

Figure 2 provides information on the turnover rates of staff by caring responsibility. There was a 3% turnover of staff who declared they had caring responsibilities. This was 11% for those staff with no caring responsibilities.

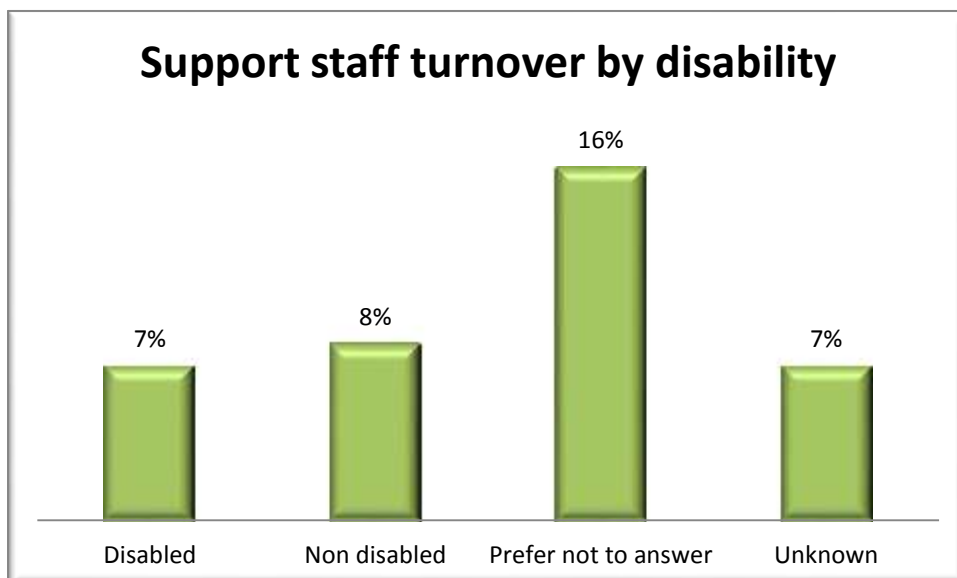


	Total staff	Voluntary Leavers	% Turnover
Yes	544	19	3%
No	1270	141	11%
Prefer not to answer	671	104	15%
Unknown	728	37	5%
TOTAL	3213	301	9%

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, 7% resigned. Of the total number of staff who stated they were non disabled, 8% resigned.



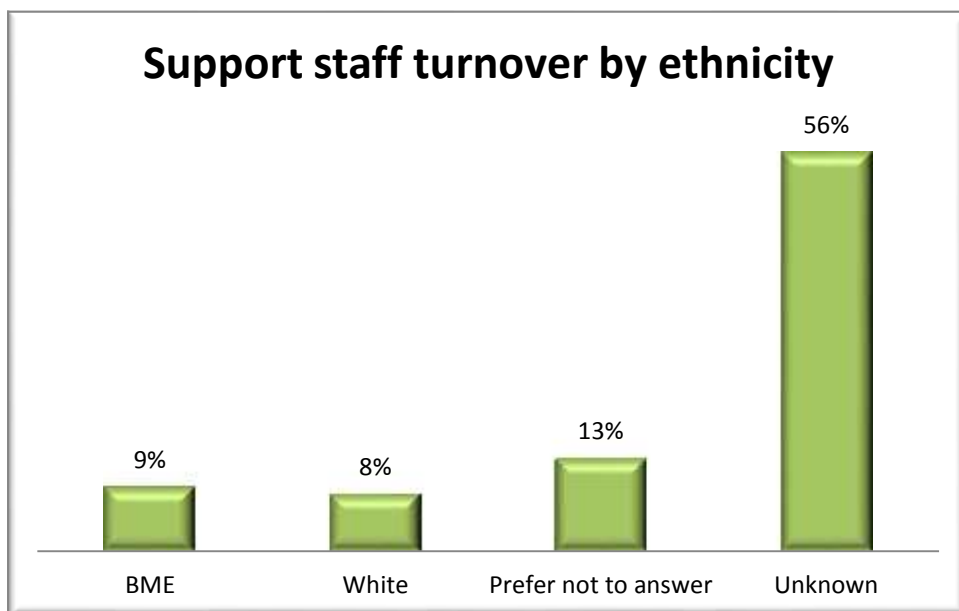
	Total staff	Voluntary Leavers	% Turnover
Disabled	158	11	7%
Non disabled	2381	192	8%
Prefer not to answer	555	90	16%
Unknown	119	8	7%
TOTAL	3213	301	9%

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', 8% resigned.

In addition, of the total staff population who declared their ethnicity as 'Black or Minority Ethnic' (BME), 9% resigned.



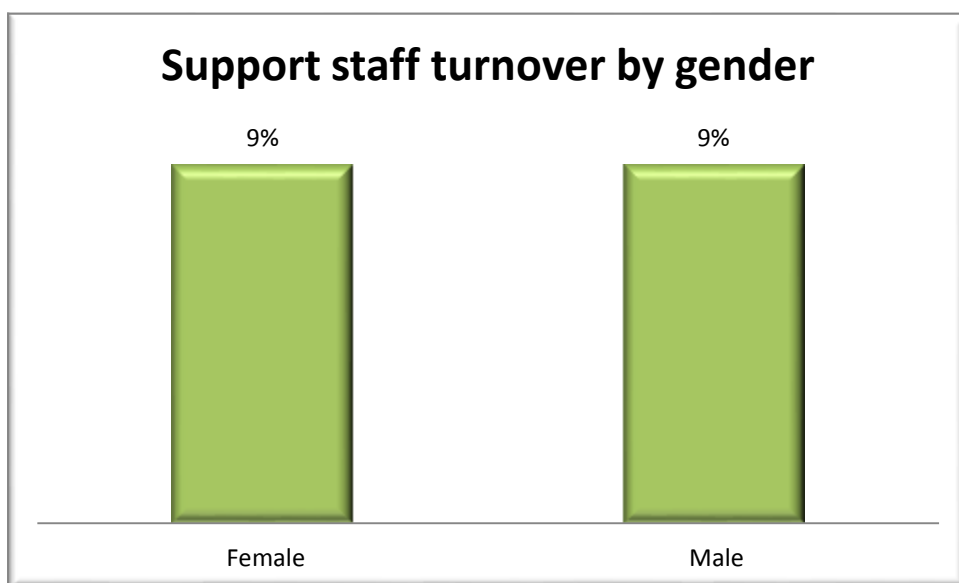
	Total staff	Voluntary Leavers	% Turnover
BME	319	30	9%
White	2234	175	8%
Prefer not to answer	642	86	13%
Unknown	18	10	56%
TOTAL	3213	301	9%

Figure 5. Gender

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

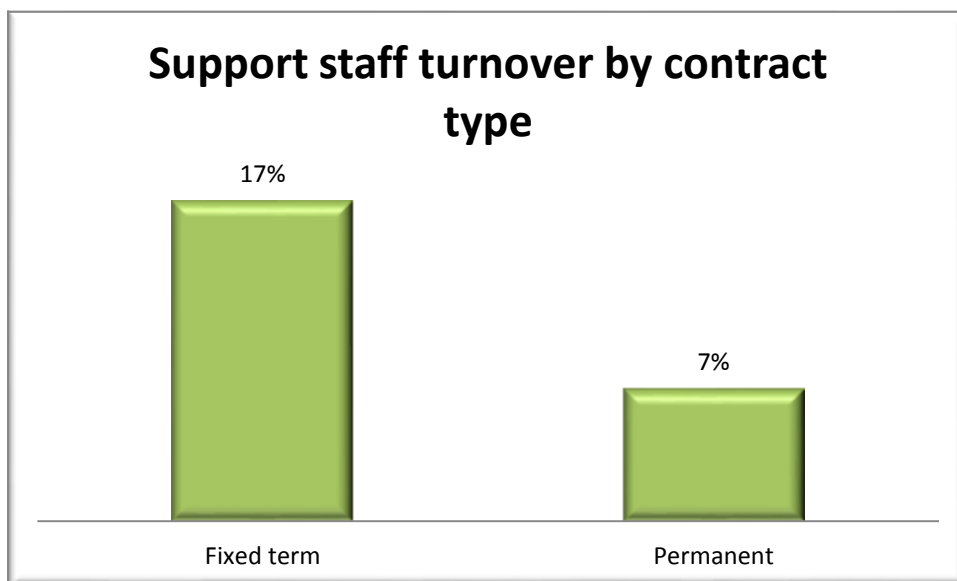
Figure 5.1 provides information on staff turnover by contract type. 17% of the total staff group working on a fixed term basis resigned in the period.

Figure 5.2 provides information on staff turnover by contract status in the same period. Of the staff working part time, 12% resigned compared to 7% of staff working full time



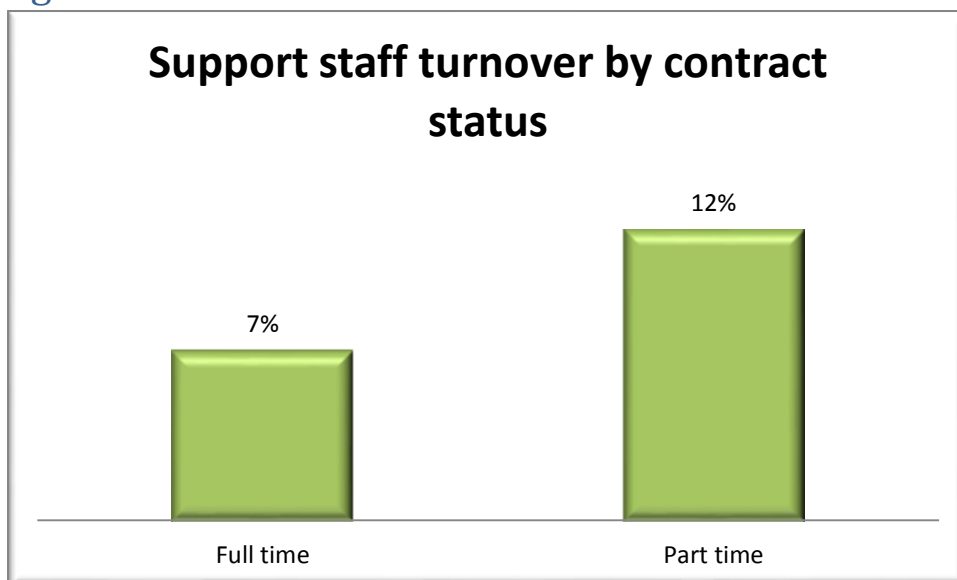
	Total staff	Voluntary Leavers	% Turnover
Female	2029	190	9%
Male	1184	111	9%
TOTAL	3213	301	9%

Figure 5.1 Contract type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	806	138	17%
Permanent	2407	163	7%
TOTAL	3213	301	9%

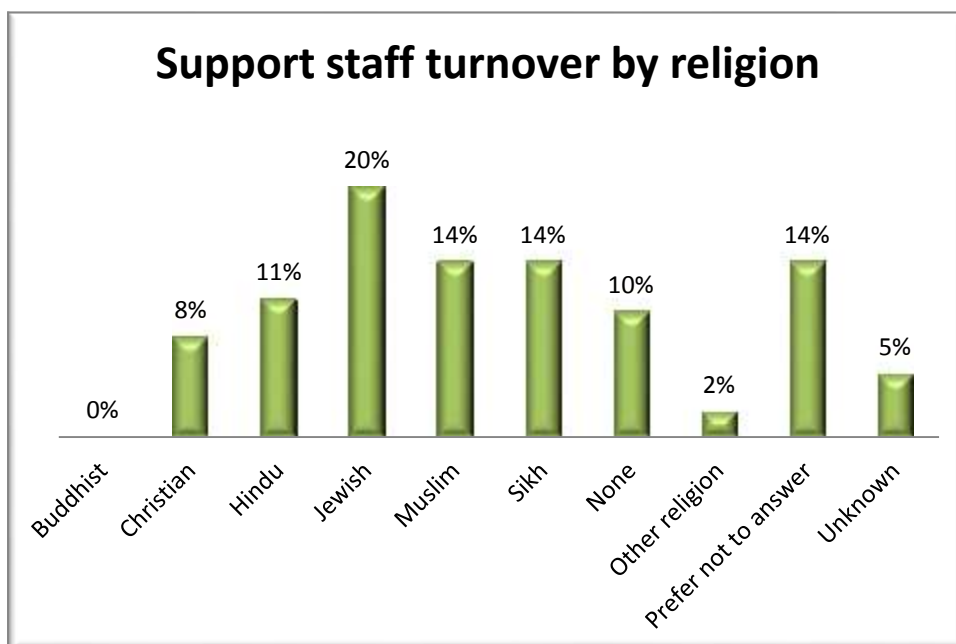
Figure 5.2 Contract status



	Total staff	Voluntary Leavers	% Turnover
Full time	1868	134	7%
Part time	1345	167	12%
TOTAL	3213	301	9%

Figure 6. Religion

Figure 6 provides information on the turnover rates of staff by religion. The largest % turnover rate was amongst Jewish staff, at 20% (2 out of 10 staff).



	Total staff	Voluntary Leavers	% Turnover
Buddhist	15	0	0%
Christian	858	72	8%
Hindu	18	2	11%
Jewish	10	2	20%
Muslim	36	5	14%
Sikh	14	2	14%
None	739	76	10%
Other religion	56	1	2%
Prefer not to answer	739	104	14%
Unknown	728	37	5%
TOTAL	3213	301	9%

Figure 7. Sexual Orientation

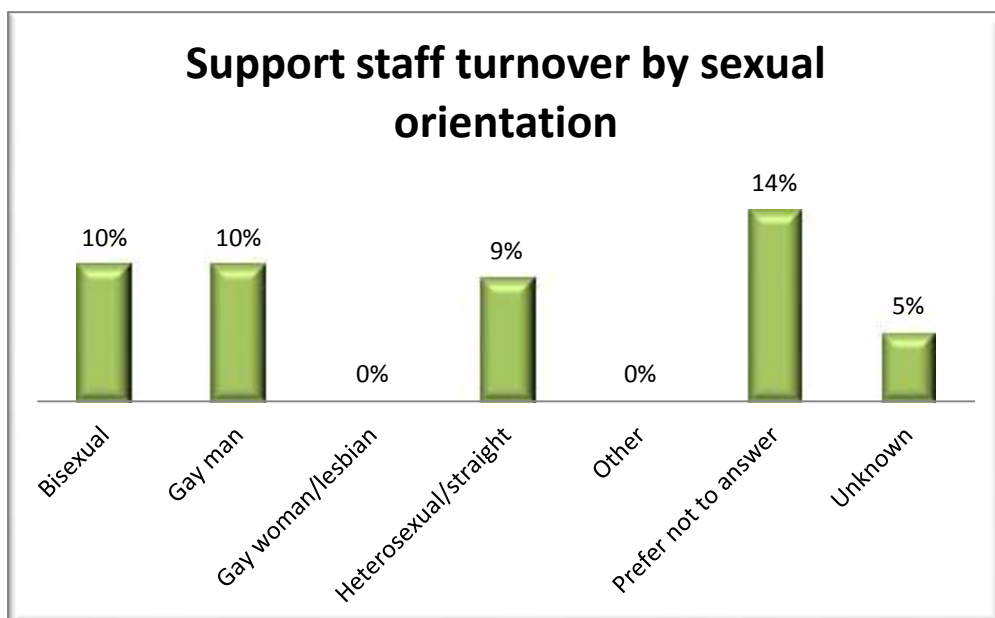
Figure 7 provides information on the turnover rates of staff by sexual orientation.

Of the total staff population who stated they were a gay man, 10% resigned.

Of the total staff population who stated they were bisexual, 10% resigned.

Of the total staff population who stated they were a gay woman/lesbian, 0% resigned,

Of the staff population who stated they were heterosexual/straight, 9% resigned.



	Total staff	Voluntary Leavers	% Turnover
Bisexual	39	4	10%
Gay man	21	2	10%
Gay woman/lesbian	32	0	0%
Heterosexual/straight	1650	153	9%
Other	11	0	0%
Prefer not to answer	732	105	14%
Unknown	728	37	5%
TOTAL	3213	301	9%