

University of Leeds - Academic¹ staff turnover by protected characteristic 1 August 2014 – 31 July 2015

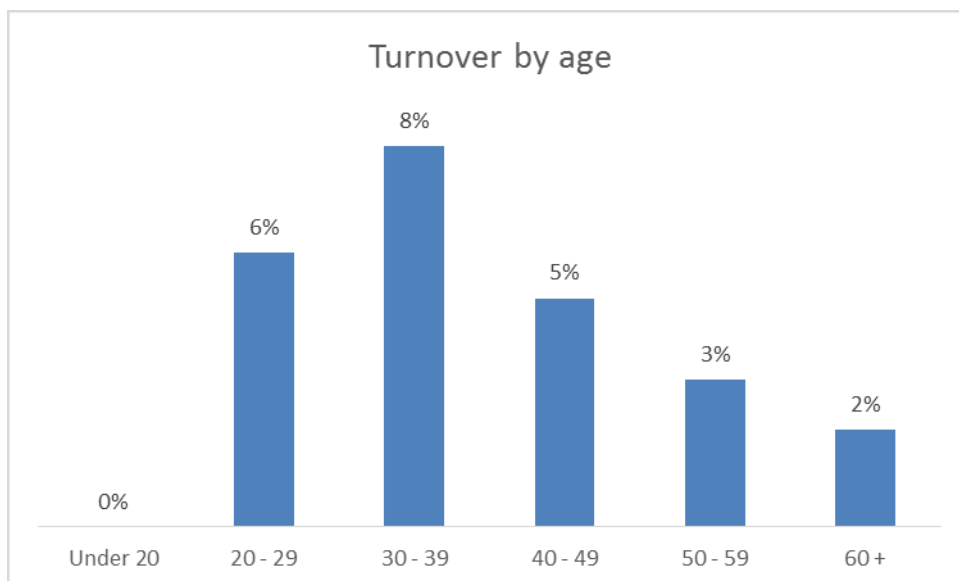
The following data provides information on academic staff across the University who voluntarily resigned over the period, by protected characteristic and contract type.

Data is rounded to the nearest whole percent.

A total of 188 resigned out of a total staff population of 3448, equating to a 5% staff turnover rate (6%, 2013-14).

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

Age

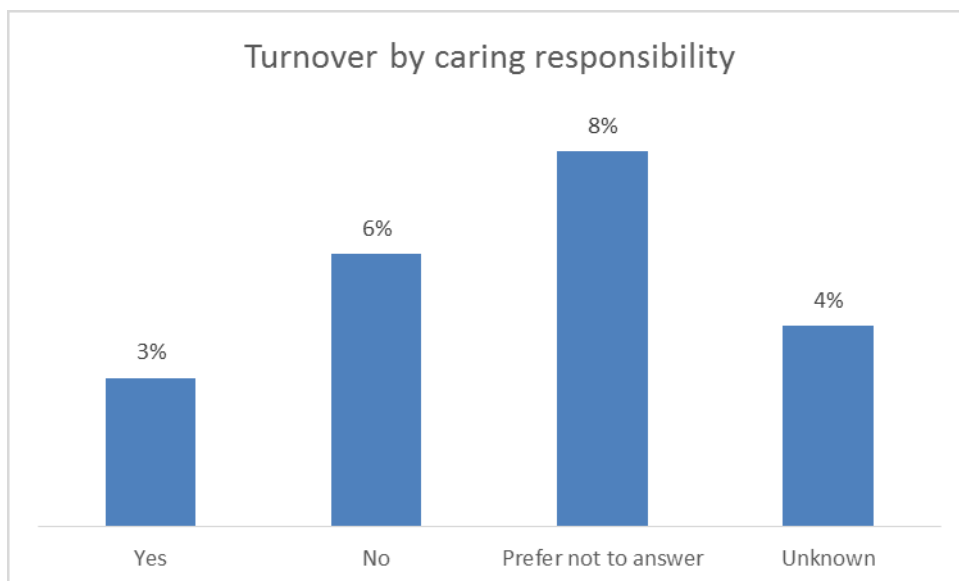


	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	303	18	6%
30 - 39	1129	93	8%
40 - 49	929	46	5%
50 - 59	754	24	3%
60 +	333	7	2%
TOTAL	3448	188	5%

Commentary

The highest % staff group to resign were aged 30-39 at 8% (same as 2013-14). The lowest turnover rate were aged 50-59 and 60+ (same as 2013-14).

Caring Responsibility²



	Total staff	Voluntary Leavers	% Turnover
Yes	775	25	3%
No	1137	67	6%
Prefer not to answer	776	63	8%
Unknown	760	33	4%
TOTAL	3448	188	5%

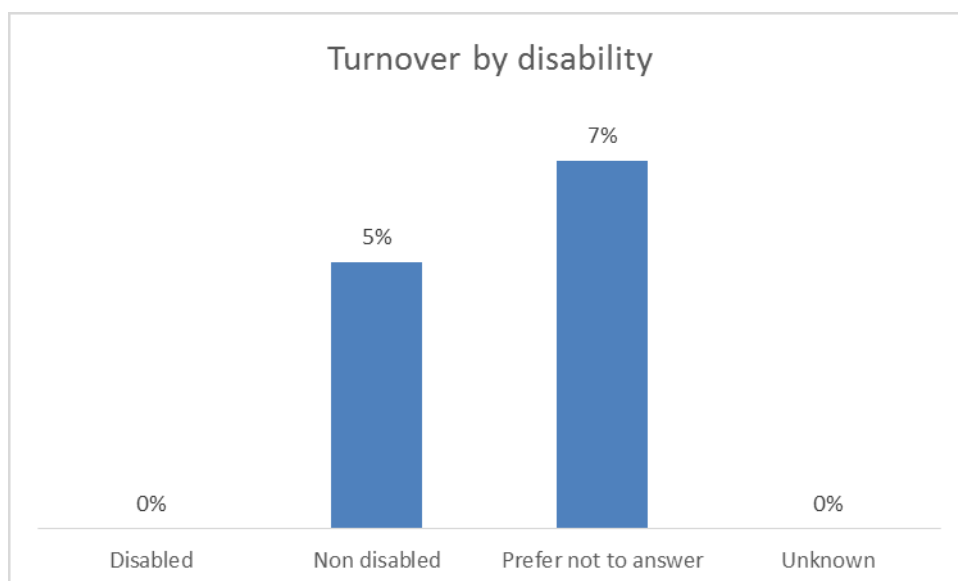
Commentary

For staff who declared they had caring responsibilities, there was a 3% turnover (same as 2013-14).

This figure was 6% for staff with no caring responsibilities (same as 2013-14).

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

Disability³



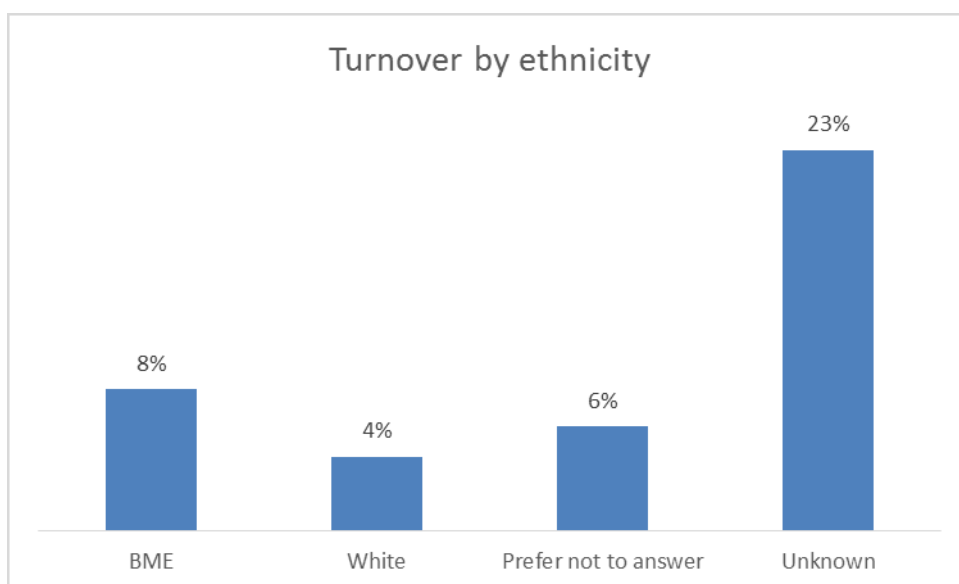
	Total staff	Voluntary Leavers	% Turnover
Disabled	97	0	0%
Non-disabled	2515	129	5%
Prefer not to answer	834	59	7%
Unknown	2	0	0%
TOTAL	3448	188	5%

Commentary

Of the total number of staff who stated they had a disability, none resigned, (3%, 2013-14). Of the total number of staff who stated they were non-disabled, 5% resigned (6%, 2013-14).

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.

Ethnicity



	Total staff	Voluntary Leavers	% Turnover
BME	353	30	8%
White	2260	100	4%
Prefer not to answer	800	50	6%
Unknown	35	8	23%
TOTAL	3448	188	5%

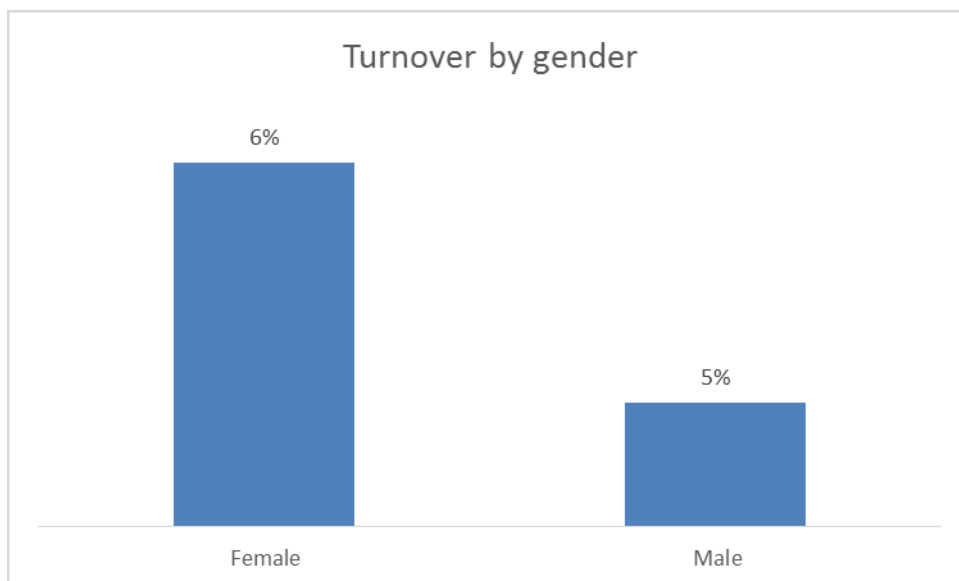
Commentary

Of the total staff population who declared their ethnicity as 'White', 4% resigned (5%, 2013-14).

In addition, of the total staff population who declared their ethnicity as BME, 8% resigned (7%, 2013-14).

BME = Black and minority ethnic

Gender

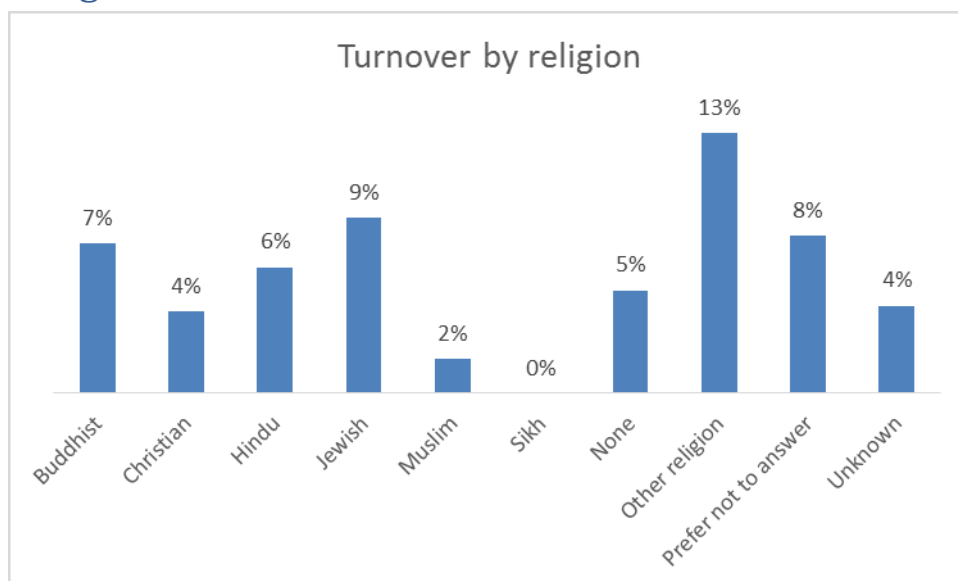


	Total staff	Voluntary Leavers	% Turnover
Female	1470	86	6%
Male	1978	102	5%
TOTAL	3448	188	5%

Commentary

A total of 6% (6%, 2013-14) of the female staff population and 5% of male staff population (6%, 2013-14) resigned.

Religion

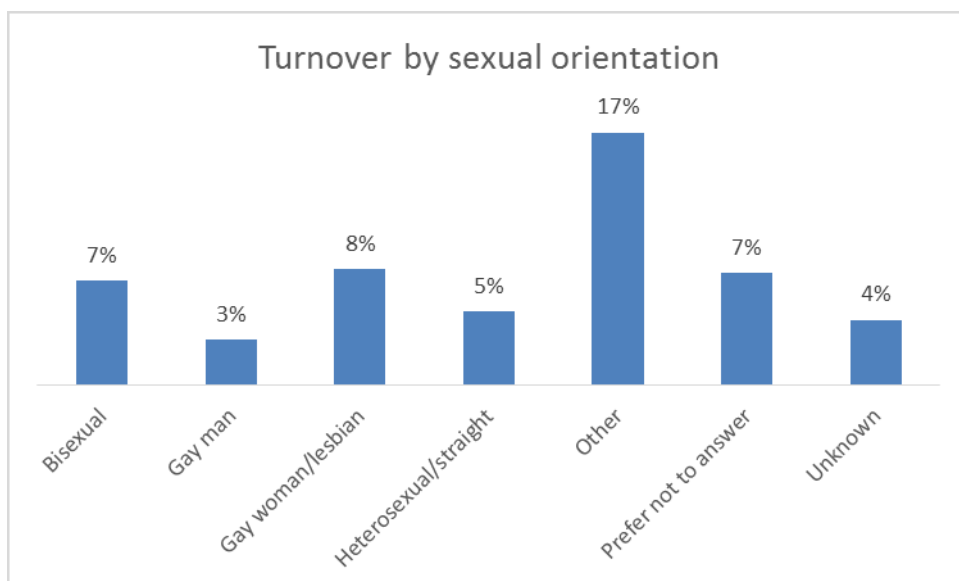


	Total staff	Voluntary Leavers	% Turnover
Buddhist	27	2	7%
Christian	694	28	4%
Hindu	32	2	6%
Jewish	23	2	9%
Muslim	59	1	2%
Sikh	6	0	0%
None	959	49	5%
Other religion	31	4	13%
Prefer not to answer	857	67	8%
Unknown	760	33	4%
TOTAL	3448	188	5%

Commentary

The largest % turnover rate was amongst those declaring another religion, at 14%.

Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
Bisexual	29	2	7%
Gay man	33	1	3%
Gay woman/lesbian	26	2	8%
Heterosexual/straight	1717	84	5%
Other	6	1	17%
Prefer not to answer	876	65	7%
Unknown	761	33	4%
TOTAL	3448	188	5%

Commentary

Of the total staff population who stated they were a gay woman/lesbian, 8% resigned (same as 2013-14) and 7% of bisexual staff (4%, 2013-14) compared to the overall turnover rate of 5%.