

# University of Leeds – Professional & managerial<sup>1</sup> staff turnover by protected characteristic 1 August 2014 – 31 July 2015

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

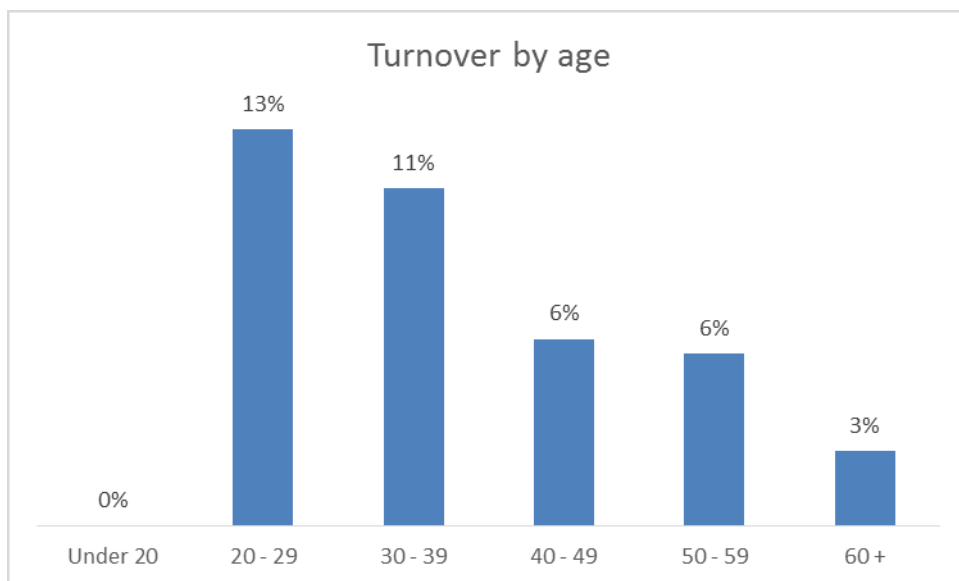
*Data is rounded to the nearest whole percent.*

A total of 105 resigned out of a total staff population of 1345, equating to an 8% staff turnover rate (7%, 2013-14).

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<sup>1</sup> 'Professional & managerial' staff is comprised of the more senior administrative staff roles.

## Age

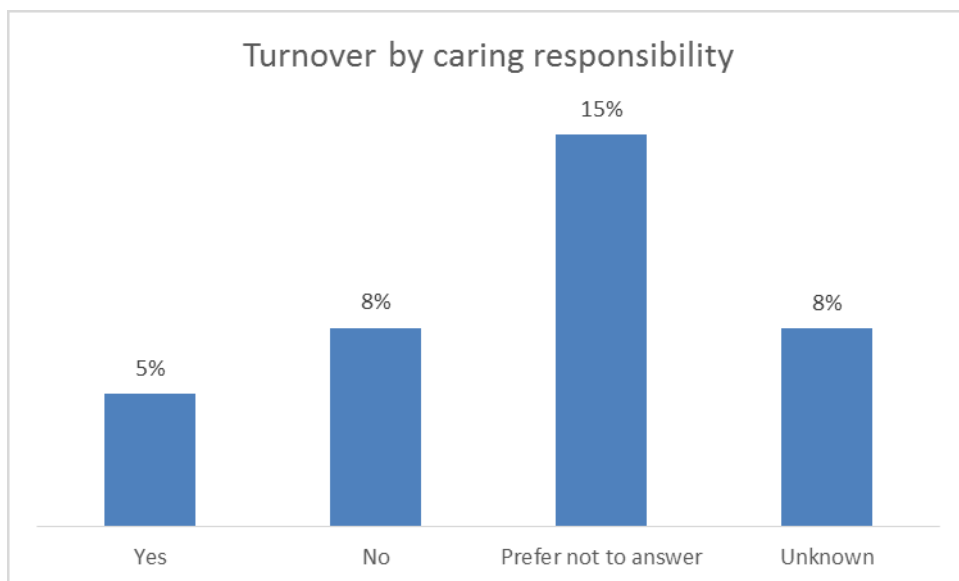


	Total staff	Voluntary Leavers	% Turnover
<b>Under 20</b>	0	0	0%
<b>20 - 29</b>	60	8	13%
<b>30 - 39</b>	414	47	11%
<b>40 - 49</b>	462	29	6%
<b>50 - 59</b>	329	19	6%
<b>60 +</b>	80	2	3%
<b>TOTAL</b>	1345	105	8%

### Commentary

The highest % staff group to resign were aged 20-29 at 13% (15%, 2013-14). The lowest staff turnover were those aged 60+.

## Caring Responsibility<sup>2</sup>



	Total staff	Voluntary Leavers	% Turnover
<b>Yes</b>	451	23	5%
<b>No</b>	537	41	8%
<b>Prefer not to answer</b>	186	28	15%
<b>Unknown</b>	171	13	8%
<b>TOTAL</b>	1345	105	8%

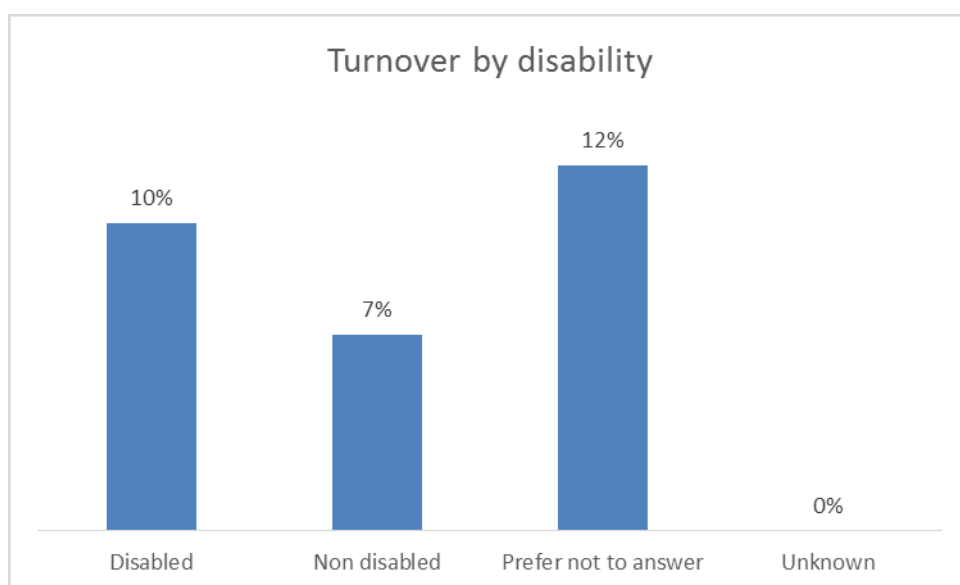
### Commentary

For staff who declared they had caring responsibilities, there was a 5% turnover (4%, 2013-14).

This figure was 8% for staff with no caring responsibilities (same as 2013-14).

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

## Disability<sup>3</sup>



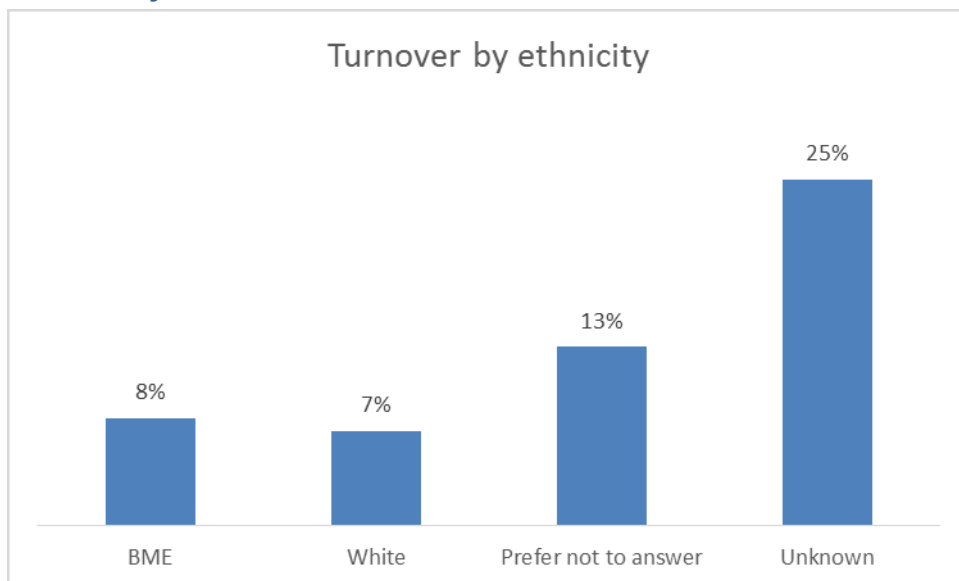
	Total staff	Voluntary Leavers	% Turnover
<b>Disabled</b>	58	6	10%
<b>Non-disabled</b>	1092	72	7%
<b>Prefer not to answer</b>	195	24	12%
<b>Unknown</b>	0	3	0%
<b>TOTAL</b>	1345	105	8%

### Commentary

Of the total number of staff who stated they had a disability, there was a 10% turnover (8%, 2013-14). Of the total number of staff who stated they were non-disabled, 7% resigned (6%, 2013-14).

<sup>3</sup> 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
<b>BME</b>	77	6	8%
<b>White</b>	1105	76	7%
<b>Prefer not to answer</b>	147	19	13%
<b>Unknown</b>	16	4	25%
<b>TOTAL</b>	1345	105	8%

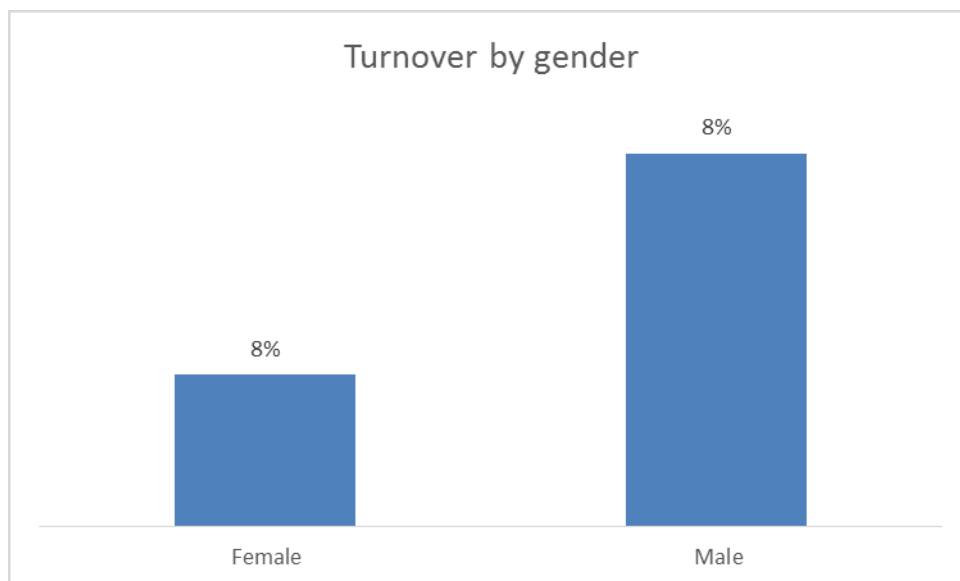
### Commentary

Of the total staff population who declared their ethnicity as 'White', 7% resigned (6%, 2013-14).

In addition, of staff who declared their ethnicity as BME, 8% resigned (6%, 2013-14).

BME = Black and minority ethnic

## Gender

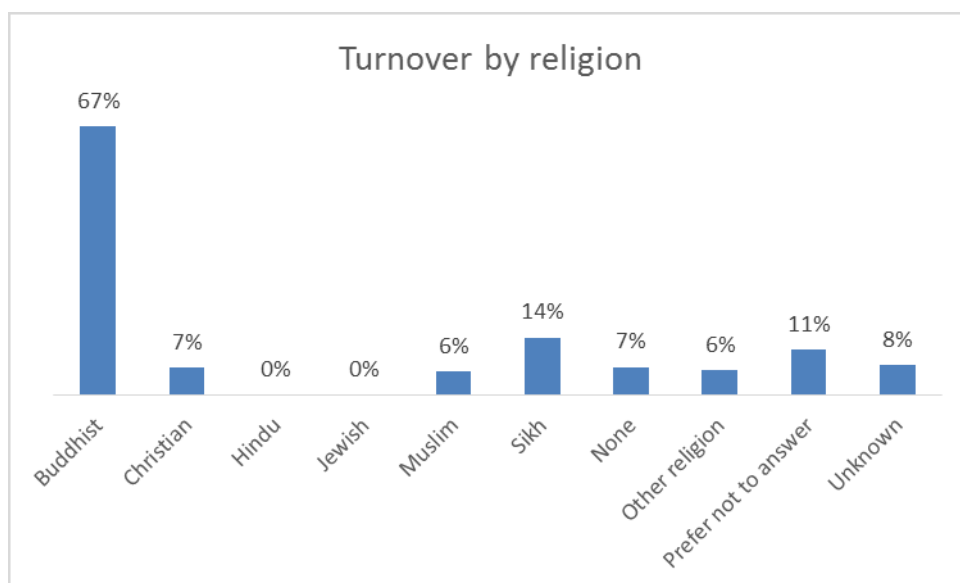


	Total staff	Voluntary Leavers	% Turnover
Female	812	61	8%
Male	533	44	8%
TOTAL	1345	105	8%

### Commentary

A total of 8% (6%, 2013-14) of the female staff population and 8% of male staff population (9%, 2013-14) resigned.

## Religion



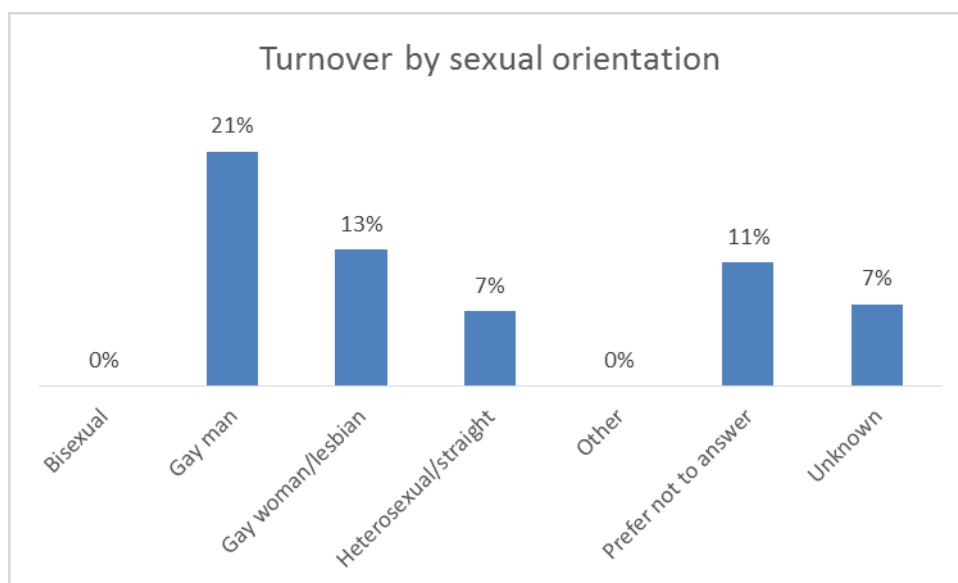
	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Buddhist</b>	3	2	67%
<b>Christian</b>	432	29	7%
<b>Hindu</b>	3	0	0%
<b>Jewish</b>	9	0	0%
<b>Muslim</b>	17	1	6%
<b>Sikh</b>	7	1	14%
<b>None</b>	446	31	7%
<b>Other religion</b>	16	1	6%
<b>Prefer not to answer</b>	239	27	11%
<b>Unknown</b>	173	13	8%
<b>TOTAL</b>	1345	105	8%

### Commentary

The largest % turnover rate was amongst Buddhist staff, 2 out of 3 staff (67%) (50%, 2013-14).

There is a large amount of data which is either unknown or the staff member has preferred not to answer the question (preferred not to answer the question, 11%; Unknown, 7%).

## Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
<b>Bisexual</b>	10	0	0%
<b>Gay man</b>	14	3	21%
<b>Gay woman/lesbian</b>	8	1	13%
<b>Heterosexual/straight</b>	909	62	7%
<b>Other</b>	0	0	0%
<b>Prefer not to answer</b>	230	26	11%
<b>Unknown</b>	174	13	7%
<b>TOTAL</b>	1345	105	8%

### Commentary

There was a turnover of 23% (3 out of 14 staff) for staff who stated they were a gay man (23%, 2013-14).

There is a large amount of data which is either unknown or the staff member has preferred not to answer the question (preferred not to answer the question, 11%; Unknown, 7%).