

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

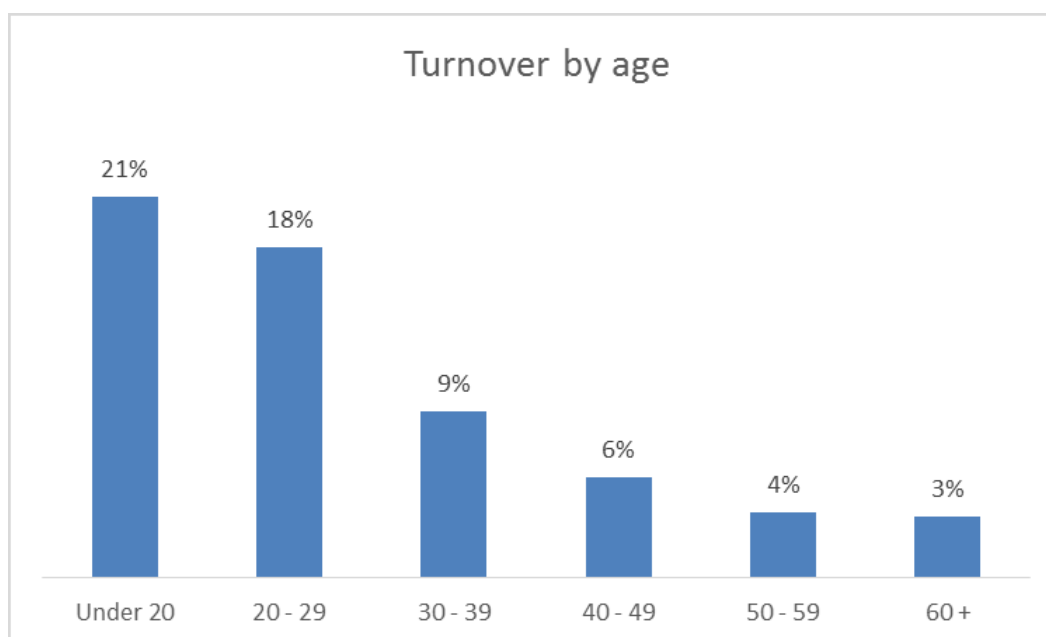
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The following data provides information on staff across the University who voluntarily resigned over the period, by protected characteristic and contract type. Turnover from 2013/14 and 2012/13 is also provided for comparison.

*Data is rounded to the nearest whole percent.*

A total of 643 resigned out of a total staff population of 8128, equating to an 8% staff turnover rate across the University (7%, 2013-14).

## Age

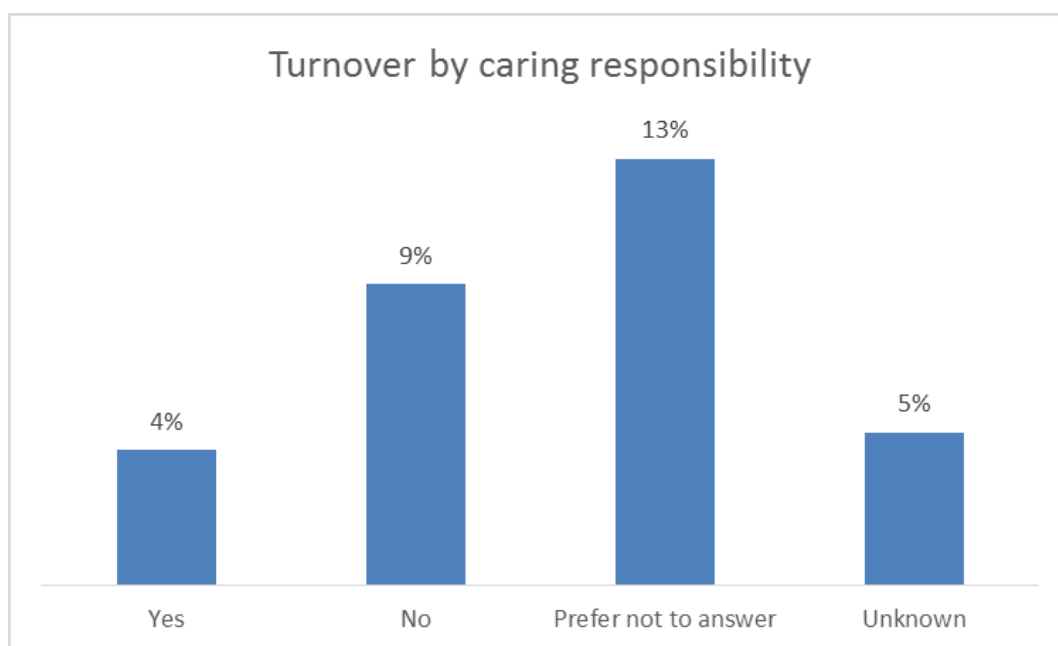


	Total staff	Voluntary Leavers	% Turnover		2013/14 Turnover	2012/13 Turnover
<b>Under 20</b>	43	9	21%		14%	17%
<b>20 - 29</b>	1185	215	18%		18%	16%
<b>30 - 39</b>	2414	220	9%		9%	10%
<b>40 - 49</b>	2042	113	6%		4%	5%
<b>50 - 59</b>	1784	64	4%		3%	3%
<b>60 +</b>	660	22	3%		4%	3%
<b>TOTAL</b>	8128	643	8%		7%	7%

### Commentary

The highest % staff group to resign were aged under 20 at 18%. The lowest turnover rates were from staff aged 50-59 and 60+ (as in previous years).

## Caring Responsibility<sup>1</sup>



	Total staff	Voluntary Leavers	% Turnover		2013/14 Turnover	2012/13 Turnover
<b>Yes</b>	1806	74	4%		3%	4%
<b>No</b>	3082	282	9%		9%	8%
<b>Prefer not to answer</b>	1643	213	13%		12%	10%
<b>Unknown</b>	1597	74	5%		6%	7%
<b>TOTAL</b>	8128	643	8%		7%	7%

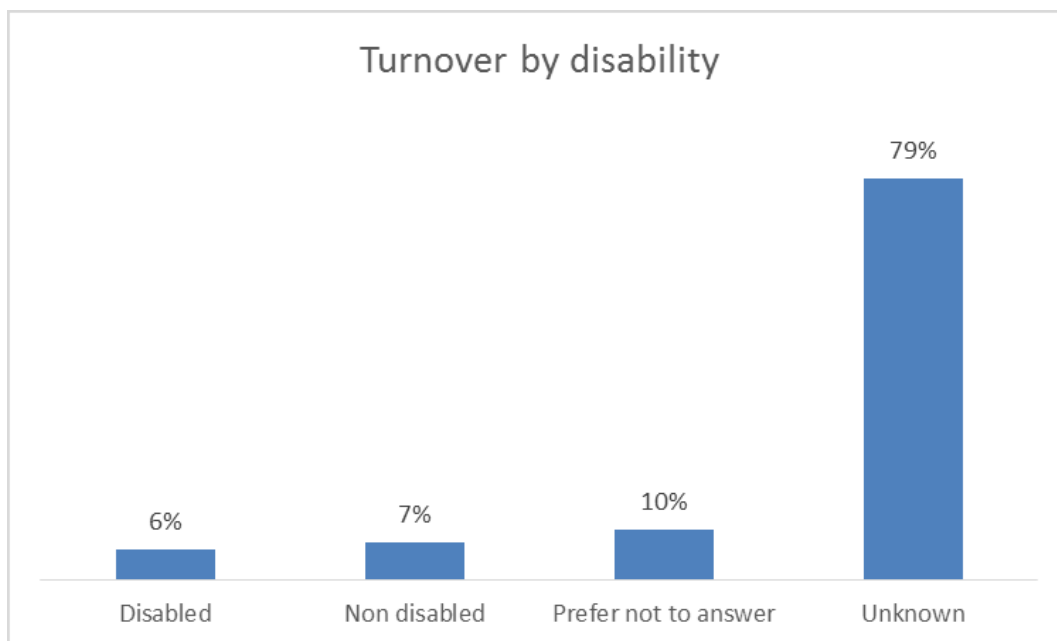
### Commentary

For staff who declared they had caring responsibilities, there was a 4% turnover (3%, 2013-14; 4%, 2012-13).

This figure was 9% for staff with no caring responsibilities (same as 2013-14).

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

## Disability<sup>2</sup>



	Total staff	Voluntary Leavers	% Turnover		2013/14 Turnover	2012/13 Turnover
<b>Disabled</b>	321	19	6%		6%	7%
<b>Non-disabled</b>	6062	445	7%		7%	7%
<b>Prefer not to answer</b>	1731	168	10%		12%	10%
<b>Unknown</b>	14	11	79%		7%	6%
<b>TOTAL</b>	8128	643	8%		7%	7%

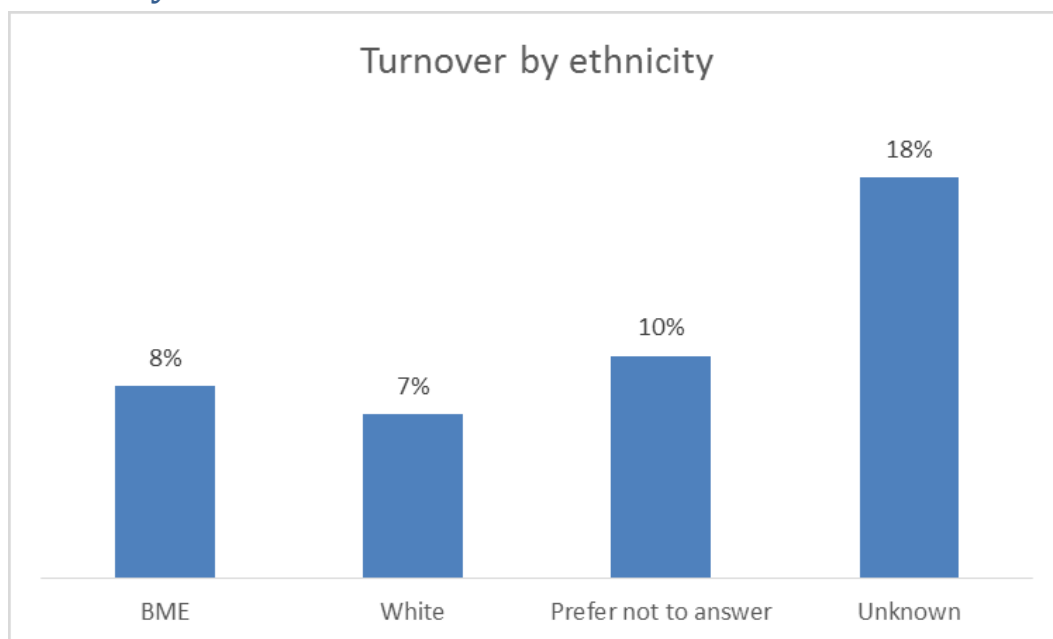
### Commentary

Of the total number of staff who stated they had a disability, 6% resigned, (same as 2013-14). Of the total number of staff who stated they were non-disabled, 7% resigned, also the same figure as the previous year.

There has been a large decrease in the data that is 'unknown', compared to 2013-14 (300 'unknown' staff, 21 leavers).

<sup>2</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		2013/14 Turnover	2012/13 Turnover
<b>BME</b>	750	63	8%		8%	12%
<b>White</b>	5667	406	7%		6%	6%
<b>Prefer not to answer</b>	1614	157	10%		9%	7%
<b>Unknown</b>	97	17	18%		50%	56%
<b>TOTAL</b>	8128	643	8%		7%	7%

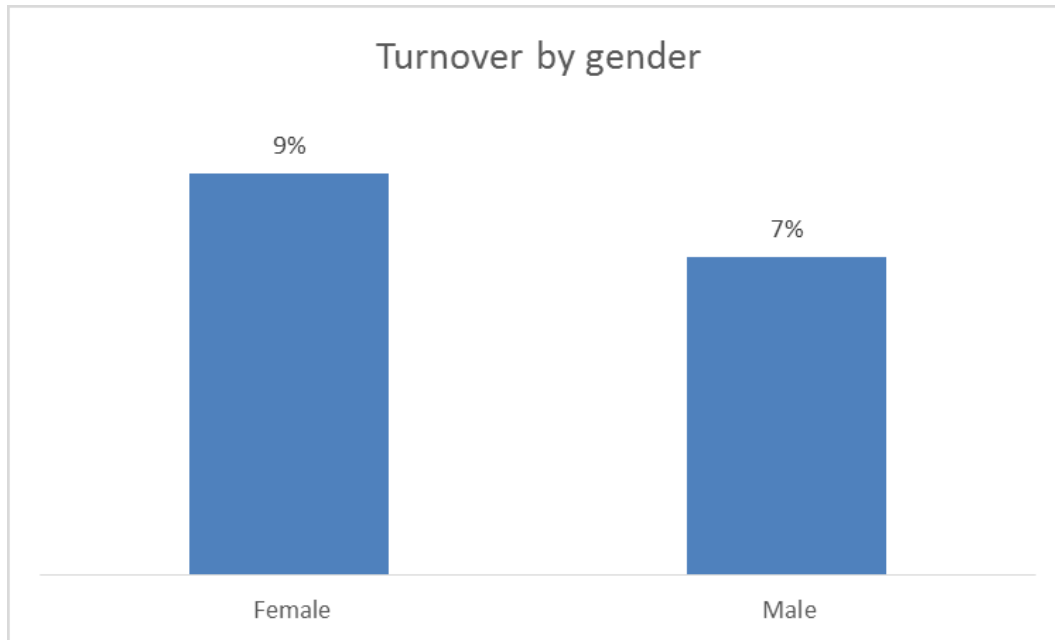
### Commentary

Of the total staff population who declared their ethnicity as 'White', 7% resigned (6%, 2013-14 & 2012-13).

In addition, of the total staff population who declared their ethnicity as BME, 8% resigned, the same as the previous year (12%, 2012-13).

BME = Black and minority ethnic

## Gender

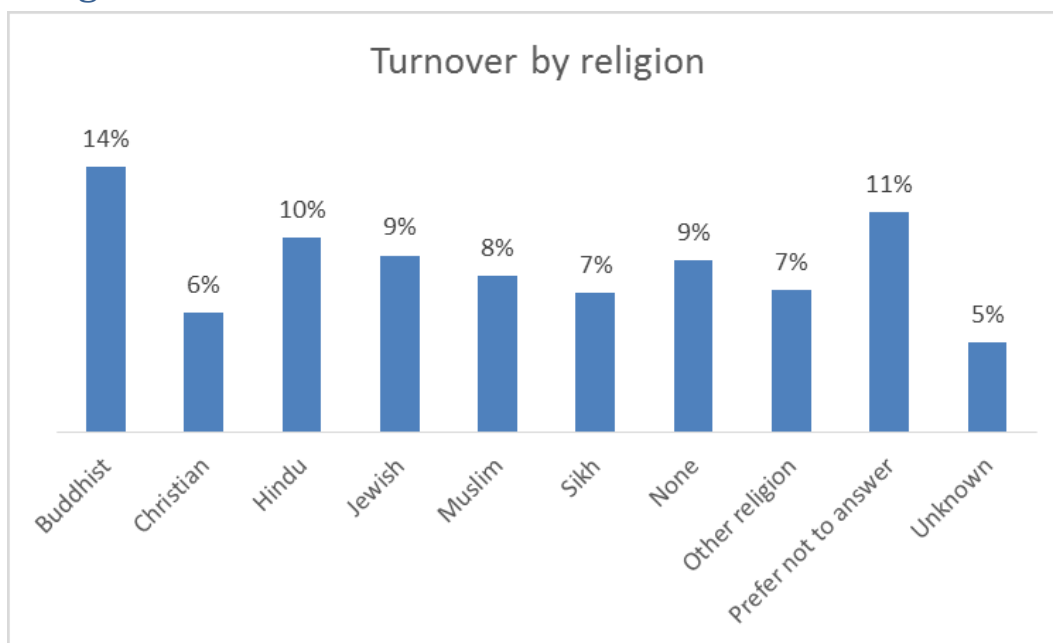


	Total staff	Voluntary Leavers	% Turnover		2013/14 Turnover	2012/13 Turnover
<b>Female</b>	4390	384	9%		8%	7%
<b>Male</b>	3738	259	7%		7%	7%
<b>TOTAL</b>	8128	643	8%		7%	7%

### Commentary

A total of 9% (8%, 2013-14; 7%, 2012/13) of the female staff population and 7% of male staff population (the same as 2013-14 & 2012/13) resigned.

## Religion



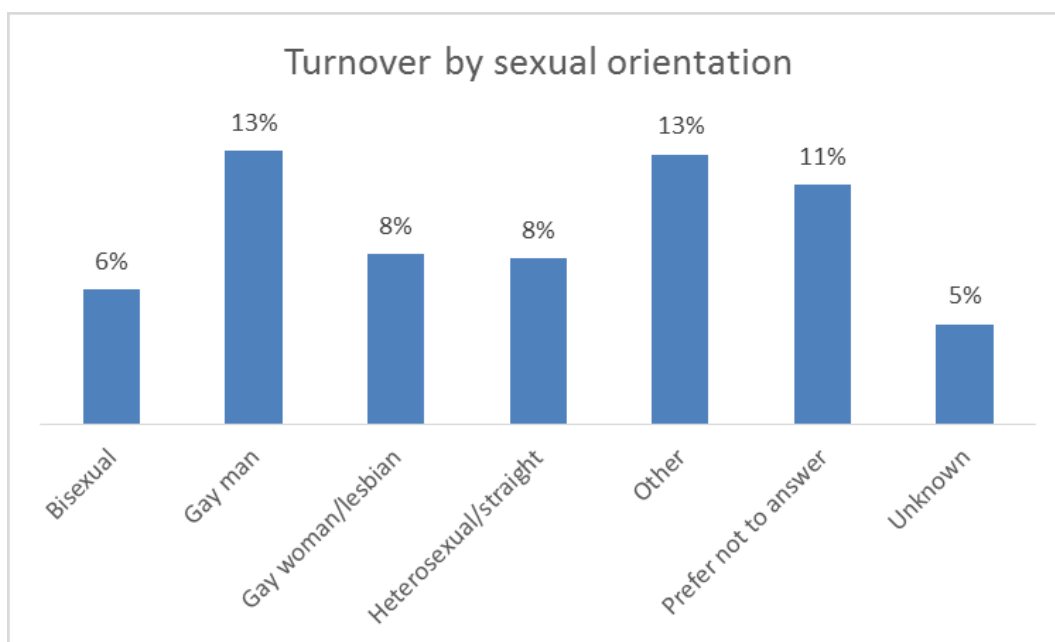
	Total staff	Voluntary Leavers	% Turnover		2013/14 Turnover	2012/13 Turnover
<b>Buddhist</b>	44	6	14%		6%	9%
<b>Christian</b>	2013	124	6%		7%	5%
<b>Hindu</b>	50	5	10%		8%	8%
<b>Jewish</b>	44	4	9%		7%	5%
<b>Muslim</b>	112	9	8%		13%	19%
<b>Sikh</b>	28	2	7%		7%	8%
<b>None</b>	2263	200	9%		7%	2%
<b>Other religion</b>	109	8	7%		1%	8%
<b>Prefer not to answer</b>	1868	211	11%		10%	9%
<b>Unknown</b>	1597	74	5%		6%	7%
<b>TOTAL</b>	8128	643	8%		7%	7%

### Commentary

The largest % turnover rate was amongst Buddhist staff, at 14%, followed by Hindu staff at 10%. In addition, 11% of staff who resigned preferred not to answer the question.

In previous years the largest turnover was amongst Muslim staff (13%, 2013-14; 19%, 2012/13) however this had fallen to 8% in 2014/15.

## Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover		2013/14 Turnover	2012/13 Turnover
<b>Bisexual</b>	80	5	6%		8%	15%
<b>Gay man</b>	79	10	13%		11%	10%
<b>Gay woman/lesbian</b>	76	6	8%		4%	10%
<b>Heterosexual/straight</b>	4414	339	8%		7%	7%
<b>Other</b>	16	2	13%		5%	14%
<b>Prefer not to answer</b>	1864	207	11%		11%	9%
<b>Unknown</b>	1599	74	5%		6%	7%
<b>TOTAL</b>	8128	643	8%		7%	7%

### Commentary

Of the total staff population who stated they were a gay man, 13% resigned (11%, 2013-14; 10%, 2012/13).