

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

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

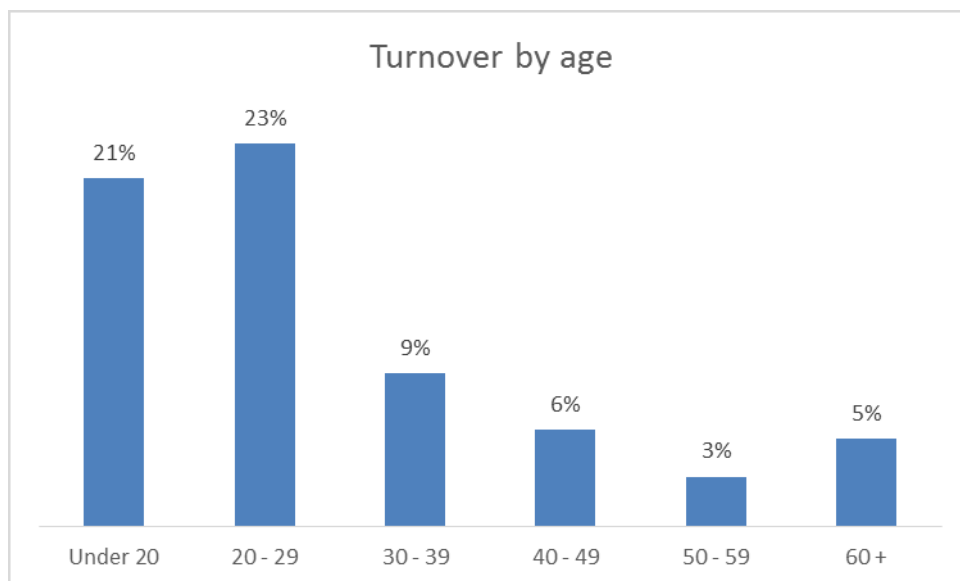
*Data is rounded to the nearest whole percent.*

A total of 350 resigned out of a total staff population of 3335, equating to a 10% staff turnover rate (9%, 2013-14).

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<sup>1</sup> 'Support staff' is comprised of clerical staff, technicians and operational support roles.

## Age

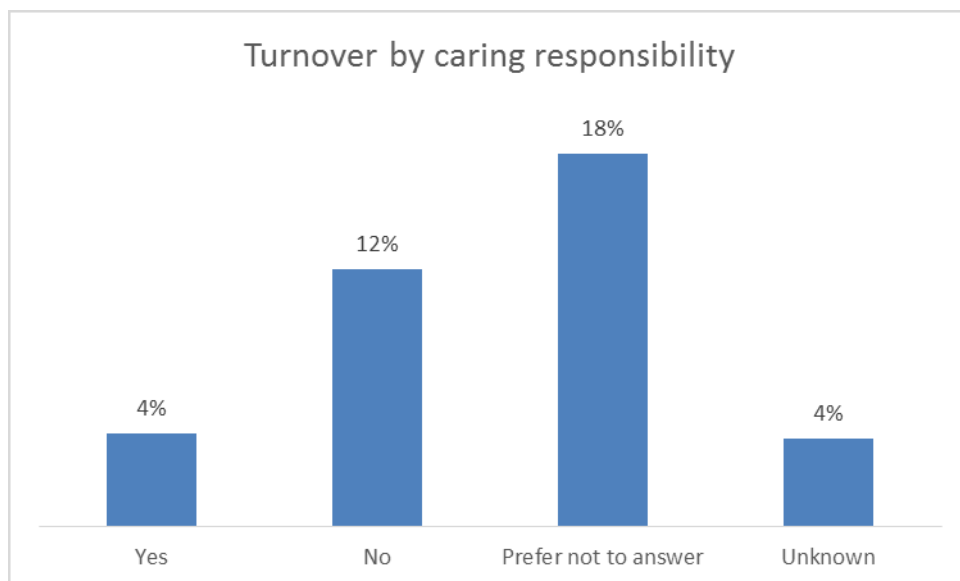


	Total staff	Voluntary Leavers	% Turnover
<b>Under 20</b>	43	9	21%
<b>20 - 29</b>	822	189	23%
<b>30 - 39</b>	871	80	9%
<b>40 - 49</b>	651	38	6%
<b>50 - 59</b>	701	21	3%
<b>60 +</b>	247	13	5%
<b>TOTAL</b>	3335	350	10%

### Commentary

The highest % staff group to resign were aged 20-29 at 23% (21%, 2013-14). The lowest staff turnover were those aged 50-59.

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



	Total staff	Voluntary Leavers	% Turnover
<b>Yes</b>	580	26	4%
<b>No</b>	1408	174	12%
<b>Prefer not to answer</b>	681	122	18%
<b>Unknown</b>	666	28	4%
<b>TOTAL</b>	3335	350	10%

### Commentary

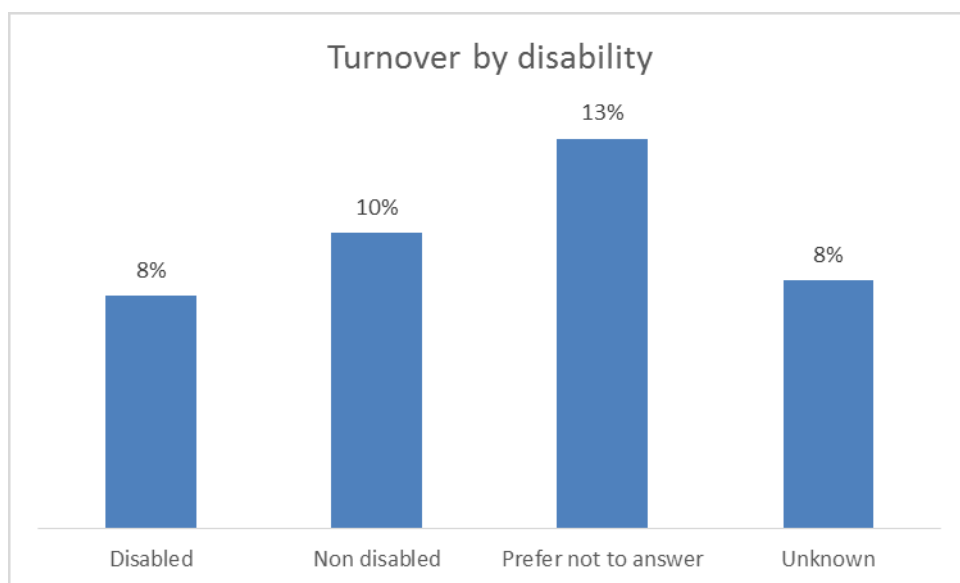
For staff who declared they had caring responsibilities, there was a 4% turnover (3%, 2013-14).

This figure was 12% for staff with no caring responsibilities (11%, 2013-14).

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<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>



	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Disabled</b>	166	13	8%
<b>Non-disabled</b>	2455	244	10%
<b>Prefer not to answer</b>	702	92	13%
<b>Unknown</b>	12	1	8%
<b>TOTAL</b>	3335	350	10%

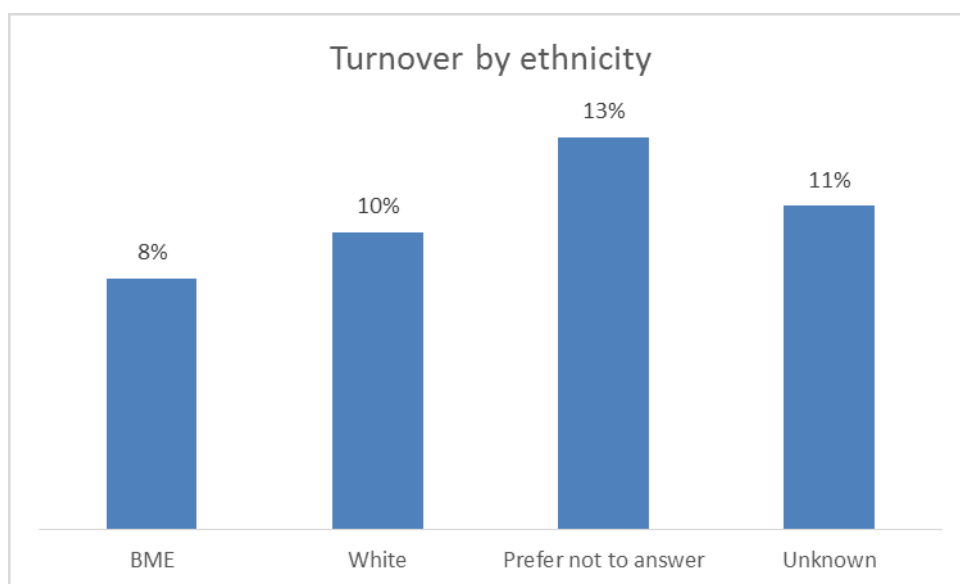
### Commentary

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

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<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



	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>BME</b>	320	27	8%
<b>White</b>	2302	230	10%
<b>Prefer not to answer</b>	667	88	13%
<b>Unknown</b>	46	5	11%
<b>TOTAL</b>	3335	350	10%

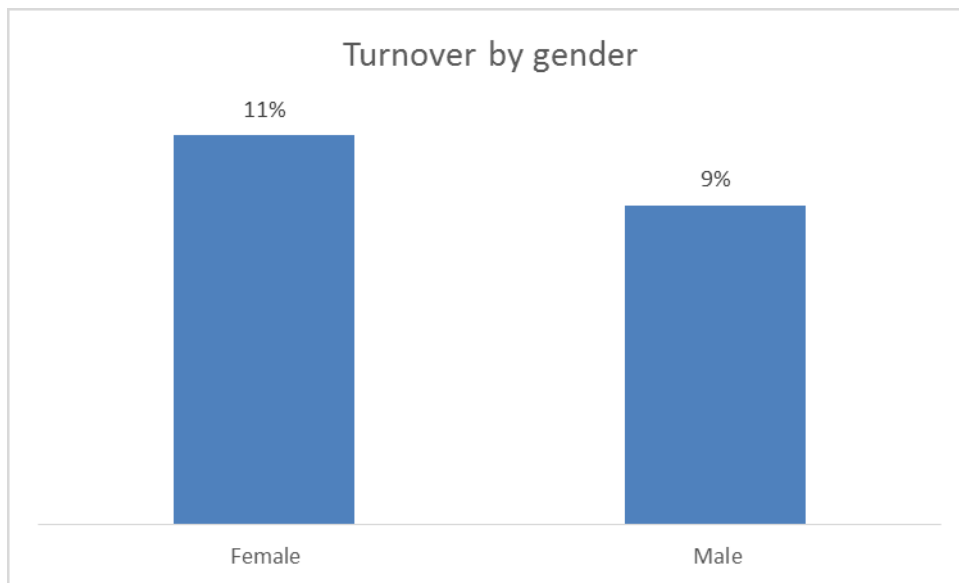
### Commentary

Of the total staff population who declared their ethnicity as 'White', 10% resigned (8%, 2013-14).

In addition, of staff who declared their ethnicity as BME, 8% resigned (9%, 2013-14).

BME = Black and minority ethnic

## Gender

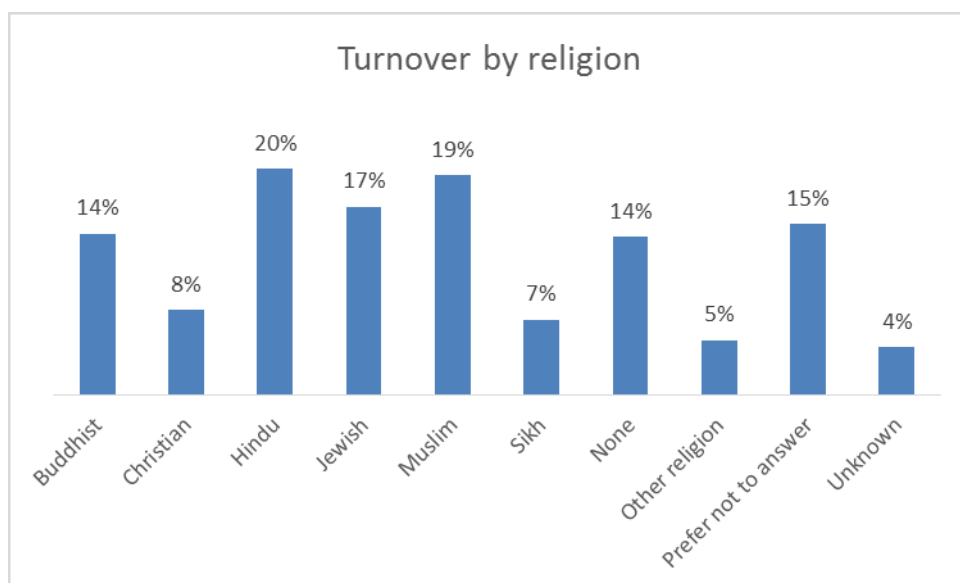


	Total staff	Voluntary Leavers	% Turnover
Female	2108	237	11%
Male	1227	113	9%
TOTAL	3335	350	10%

### Commentary

A total of 11% (9%, 2013-14) of the female staff population and 9% of male staff population (9%, 2013-14) resigned.

## Religion

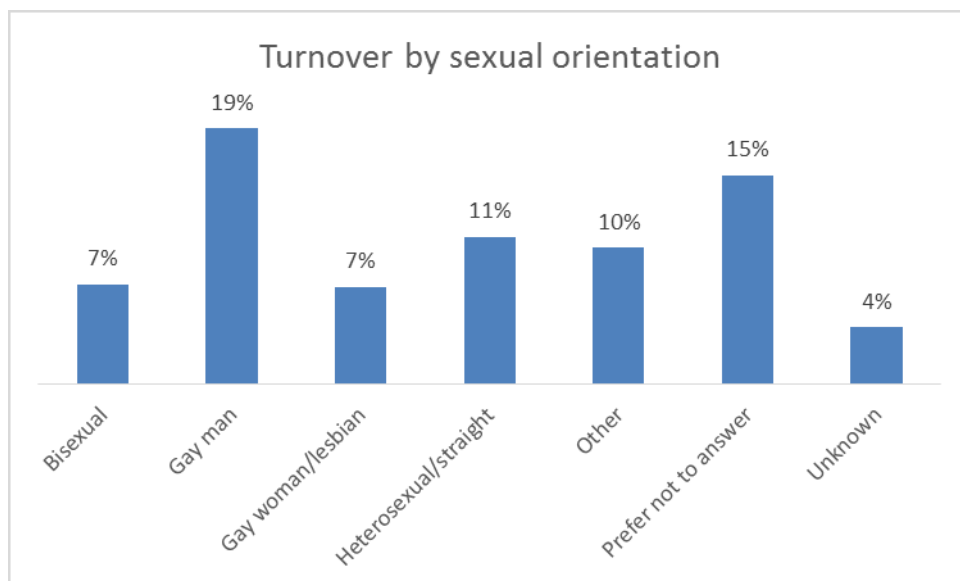


	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>% Turnover</b>
<b>Buddhist</b>	14	2	14%
<b>Christian</b>	887	67	8%
<b>Hindu</b>	15	3	20%
<b>Jewish</b>	12	2	17%
<b>Muslim</b>	36	7	19%
<b>Sikh</b>	15	1	7%
<b>None</b>	858	120	14%
<b>Other religion</b>	62	3	5%
<b>Prefer not to answer</b>	772	117	15%
<b>Unknown</b>	664	28	4%
<b>TOTAL</b>	3335	350	10%

### Commentary

The largest % turnover rate was amongst Hindu staff, at 3 out of 15 staff (20%).

## Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
<b>Bisexual</b>	41	3	7%
<b>Gay man</b>	32	6	19%
<b>Gay woman/lesbian</b>	42	3	7%
<b>Heterosexual/straight</b>	1788	193	11%
<b>Other</b>	10	1	10%
<b>Prefer not to answer</b>	758	116	15%
<b>Unknown</b>	664	28	4%
<b>TOTAL</b>	3335	350	10%

### Commentary

The highest turnover was from those who stated they were a gay man (19%) (10%, 2013-14).