

University of Leeds - Academic¹ staff turnover by protected characteristic 1 August 2015 – 31 July 2016

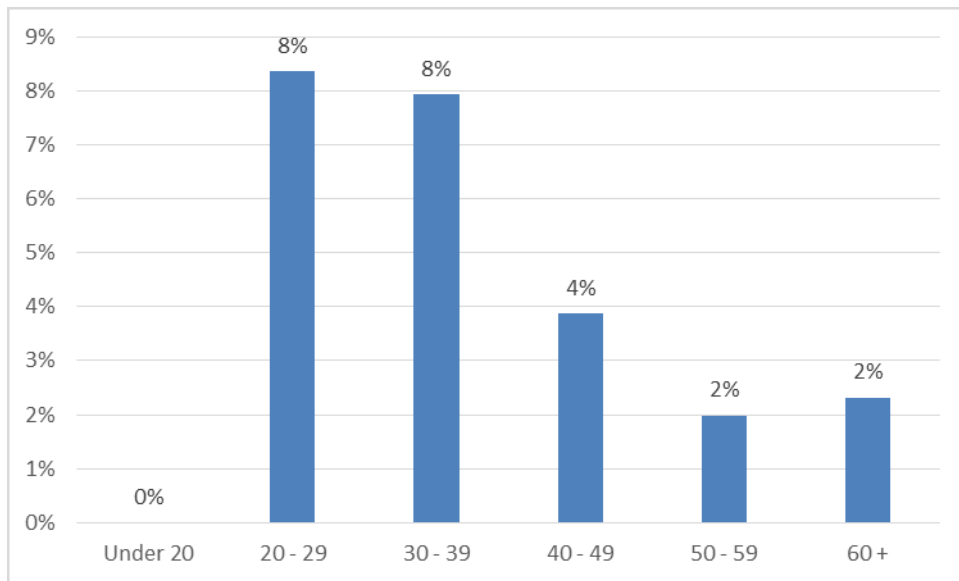
The following data provides information on academic staff across the University who voluntarily resigned over the period, by protected characteristic and contract type.

Data is rounded to the nearest whole percent.

A total of 178 resigned out of a total staff population of 3514, equating to a 5% staff turnover rate (5%, 2014-15).

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

Age

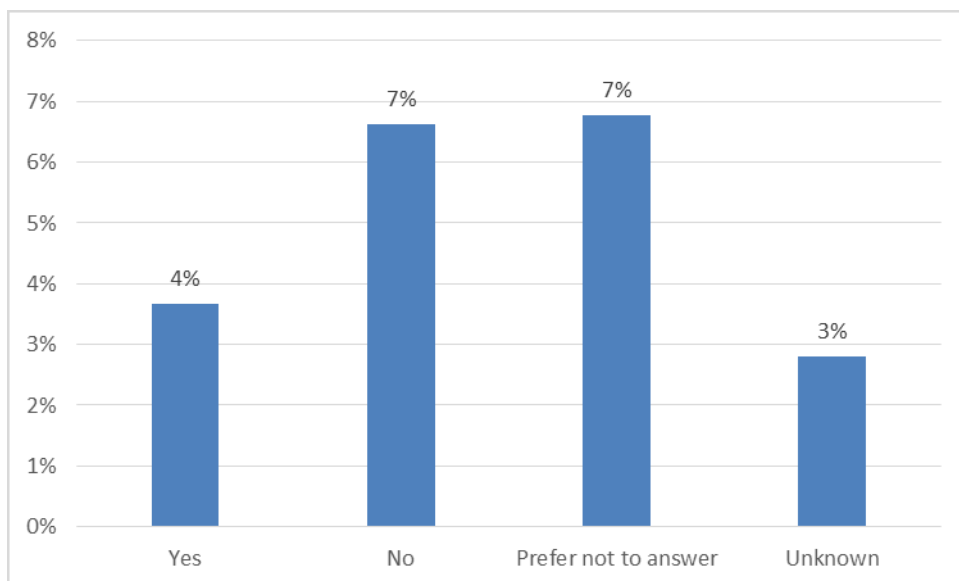


	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	299	25	8%
30 - 39	1184	94	8%
40 - 49	930	36	4%
50 - 59	756	15	2%
60 +	345	8	2%
TOTAL	3514	178	5%

Commentary

The highest % staff group to resign were aged 20-29 and 30-39, both at 8%. The lowest turnover rate were aged 50-59 and 60+.

Caring Responsibility²



	Total staff	Voluntary Leavers	% Turnover
Yes	819	30	4%
No	1268	84	7%
Prefer not to answer	606	41	7%
Unknown	821	23	3%
TOTAL	3514	178	5%

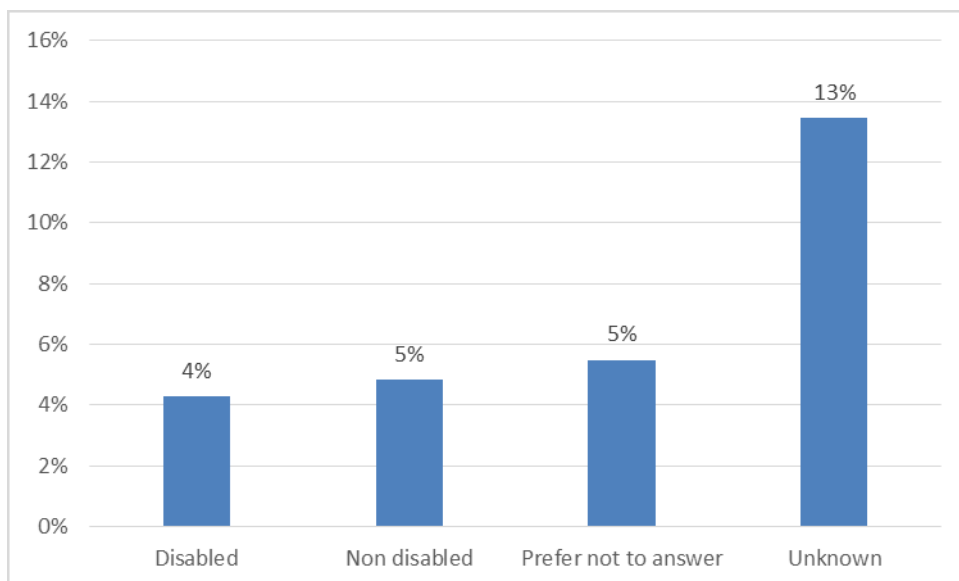
Commentary

For staff who declared they had caring responsibilities, there was a 4% turnover (3%, 2014-15).

This figure was 7% for staff with no caring responsibilities (6%, 2014-15).

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

Disability³



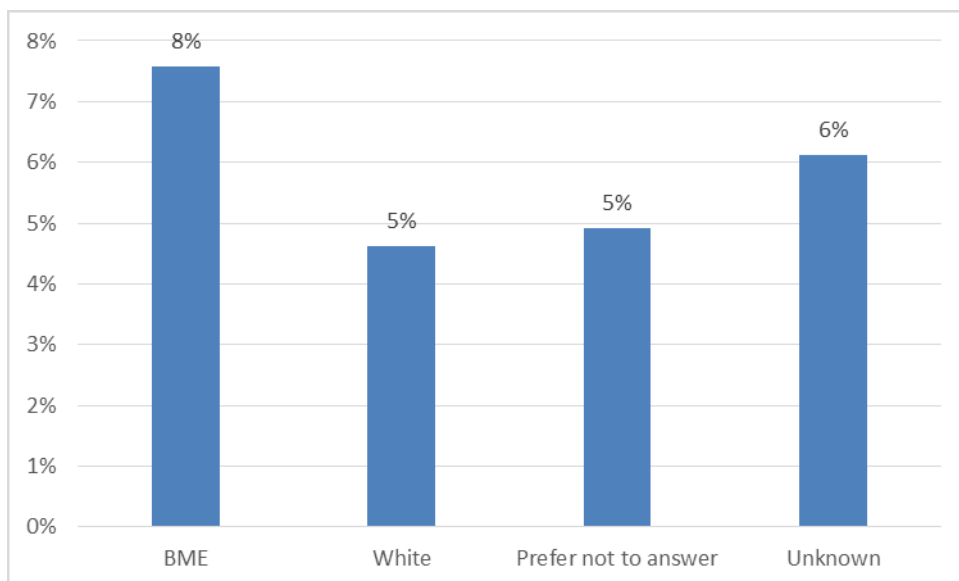
	Total staff	Voluntary Leavers	% Turnover
Disabled	93	4	4%
Non disabled	2714	131	5%
Prefer not to answer	655	36	5%
Unknown	52	7	13%
TOTAL	3514	178	5%

Commentary

Of the total number of staff who stated they had a disability, 4% resigned, (0%, 2014-15). Of the total number of staff who stated they were non-disabled, 5% resigned (same as 2014-15).

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	383	29	8%
White	2320	107	5%
Prefer not to answer	631	31	5%
Unknown	180	11	6%
TOTAL	3514	178	5%

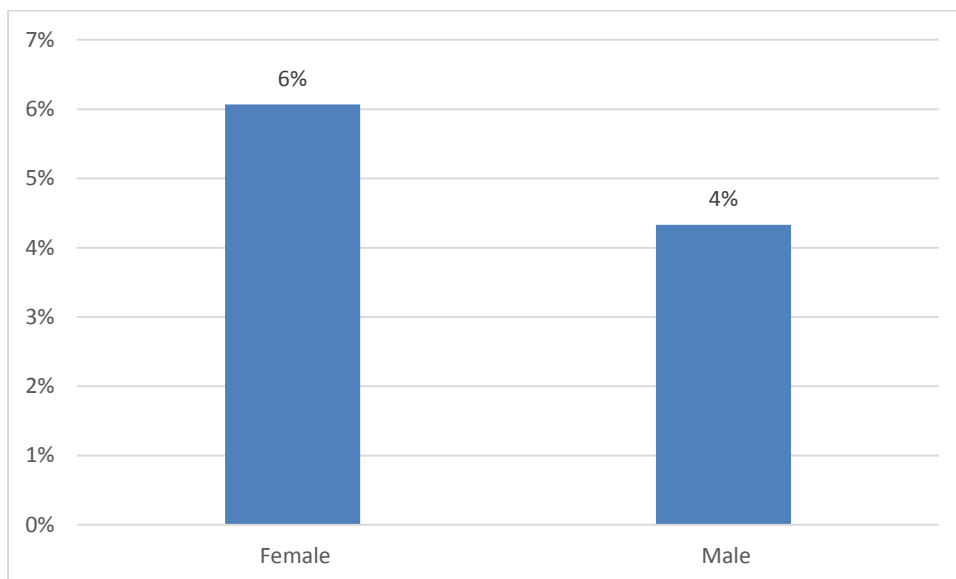
Commentary

Of the total staff population who declared their ethnicity as BME, 8% resigned (same as 2014-15).

In addition, of the total staff population who declared their ethnicity as 'White', 5% resigned (4%, 2014-15).

BME = Black and minority ethnic

Gender

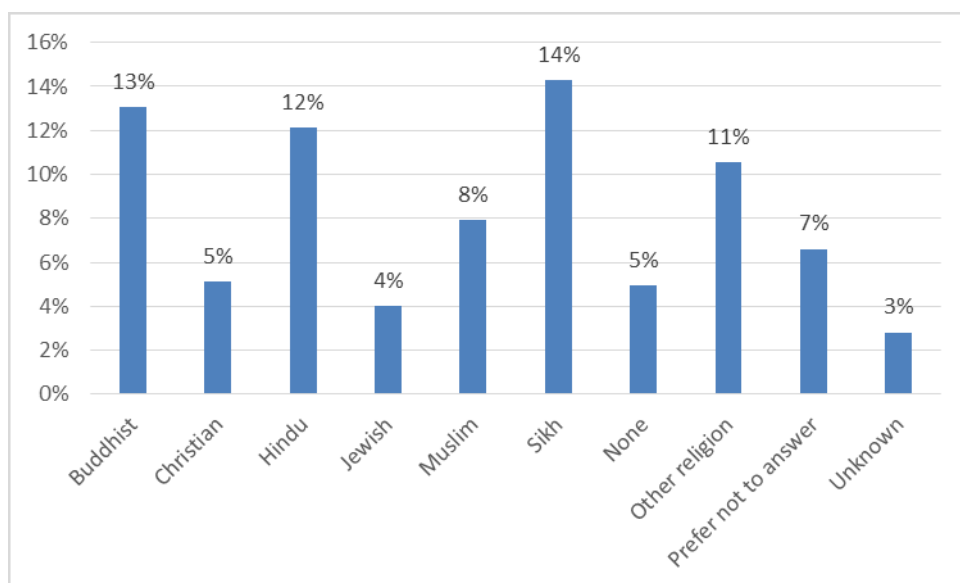


	Total staff	Voluntary Leavers	% Turnover
Female	1483	90	6%
Male	2031	88	4%
TOTAL	3514	178	5%

Commentary

A total of 6% (same as, 2014-15) of the female staff population and 4% of male staff population (5%, 2014-15) resigned.

Religion

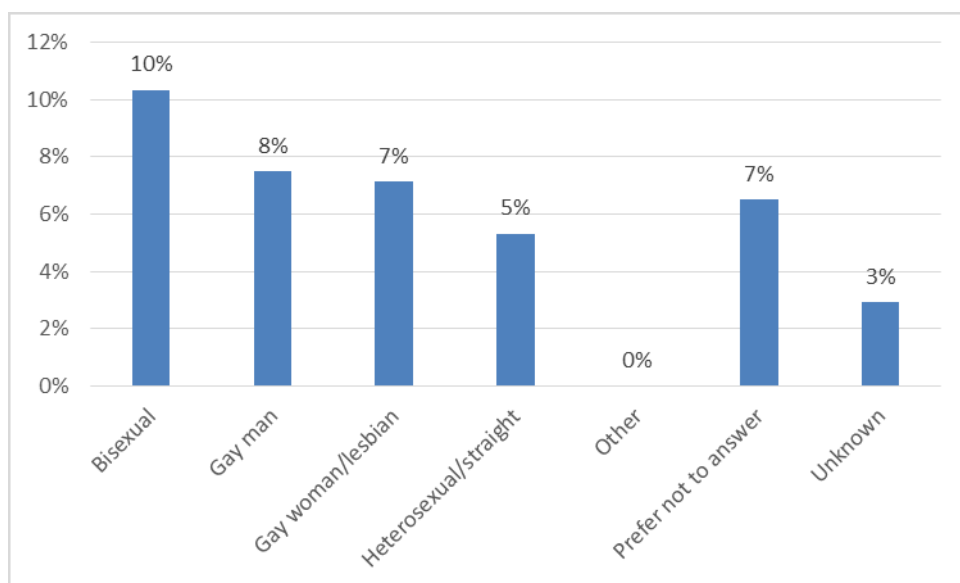


	Total staff	Voluntary Leavers	% Turnover
Buddhist	23	3	13%
Christian	704	36	5%
Hindu	33	4	12%
Jewish	25	1	4%
Muslim	63	5	8%
Sikh	7	1	14%
None	1091	54	5%
Other religion	38	4	11%
Prefer not to answer	711	47	7%
Unknown	819	23	3%
TOTAL	3514	178	5%

Commentary

The highest % turnover rate was amongst those declaring that they were Sikh, at 14% (1 staff member out of 7 declaring their religion as Sikh. In 2014-15 the rate was 0%).

Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
Bisexual	29	3	10%
Gay man	40	3	8%
Gay woman/lesbian	28	2	7%
Heterosexual/straight	1863	99	5%
Other	13	0	0%
Prefer not to answer	721	47	7%
Unknown	820	24	3%
TOTAL	3514	178	5%

Commentary

The highest turnover rate was from staff declaring that they were bisexual (10%, compared to 7% in 2014-15). Of the total staff population who stated they were a gay man, 8% resigned (3% in 2014-15).