

# University of Leeds staff maternity, adoption and paternity<sup>1</sup> leave

1 August 2015 – 31 July 2016

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The following data provides information on the total number of staff across the University who took maternity, adoption or paternity leave. Data from 2014/15 and 2013/14 is also included for comparison. *Data is rounded to the nearest whole percent and therefore may not always total 100%.*

## Maternity/adoption leave



|                           | Count      | %   | % 2014/15 | % 2013/14 |
|---------------------------|------------|-----|-----------|-----------|
| Academic                  | 49         | 33% | 39%       | 36%       |
| Professional & Managerial | 46         | 31% | 26%       | 24%       |
| Support                   | 53         | 36% | 34%       | 39%       |
| <b>Grand Total</b>        | <b>148</b> |     |           |           |

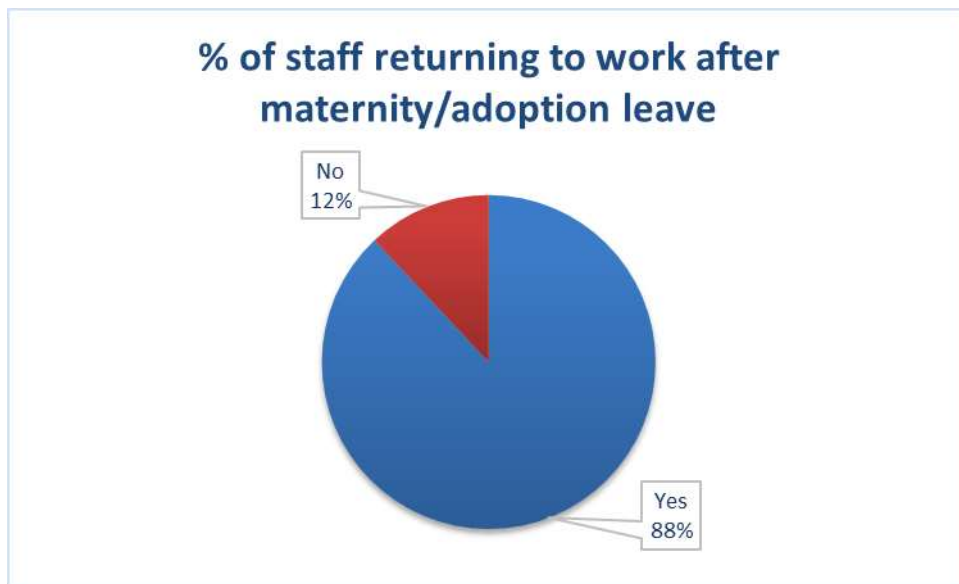
### Commentary

148 staff took maternity and adoption leave, compared to 155 in 2014 -15 and 160 in 2013-14. Academic and support staff were the largest staff groups to take maternity and adoption leave, which was also the case in 2014-15 and 2013-14.

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<sup>1</sup> Not all staff taking paternity leave are included; the data only currently shows those that take it in a block of 2 weeks, due to current recording requirements in relation to paternity pay. Our recording of this data will be reviewed to investigate capturing paternity leave where days are taken in an irregular pattern.

## Staff return to work following maternity/adoption leave

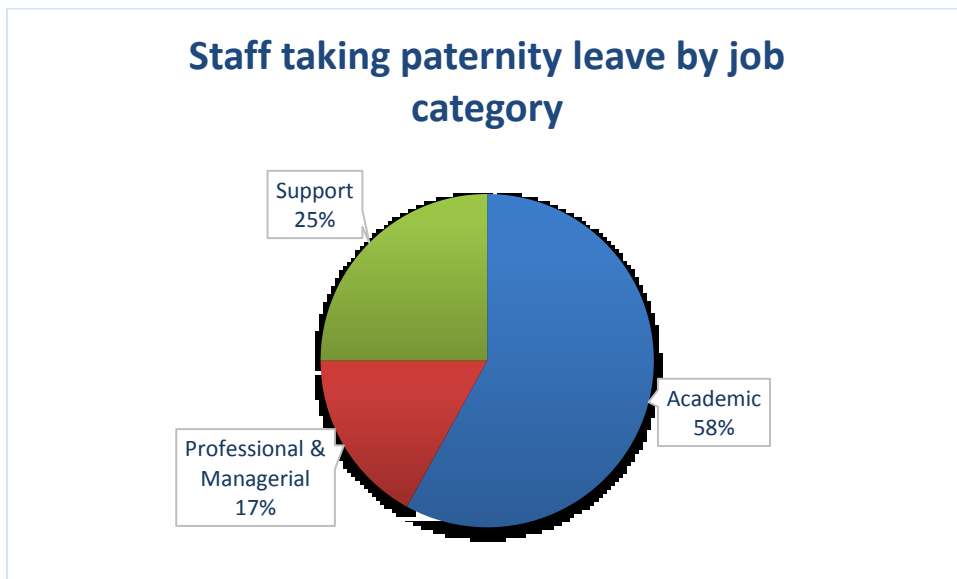


|                       | No | Yes | Total | % returned | % returned 2014/15 | % returned 2013/14 |
|-----------------------|----|-----|-------|------------|--------------------|--------------------|
| <b>Return to work</b> | 17 | 127 | 144   | 88%        | 91%                | 84%                |

### Commentary

88% of staff returned to work after maternity and adoption leave (91%, 2014-15; 84%, 2013-14)

## Paternity leave



|                           | Count     | %   | % 2014/15 | % 2013/14 |
|---------------------------|-----------|-----|-----------|-----------|
| Academic                  | 34        | 58% | 67%       | 55%       |
| Professional & Managerial | 10        | 17% | 5%        | 23%       |
| Support                   | 15        | 25% | 28%       | 22%       |
| <b>Grand Total</b>        | <b>59</b> |     |           |           |

### Commentary

Due to current reporting requirements, this data only shows staff who have taken a continuous two week block of paternity leave.

59 staff took paternity leave, compared to 57 in 2014-15 and 51 in 2013-14. Of the staff that took paternity leave, the largest job category was academic staff (58%).