

University of Leeds – Professional & managerial¹ staff turnover by protected characteristic 1 August 2015 – 31 July 2016

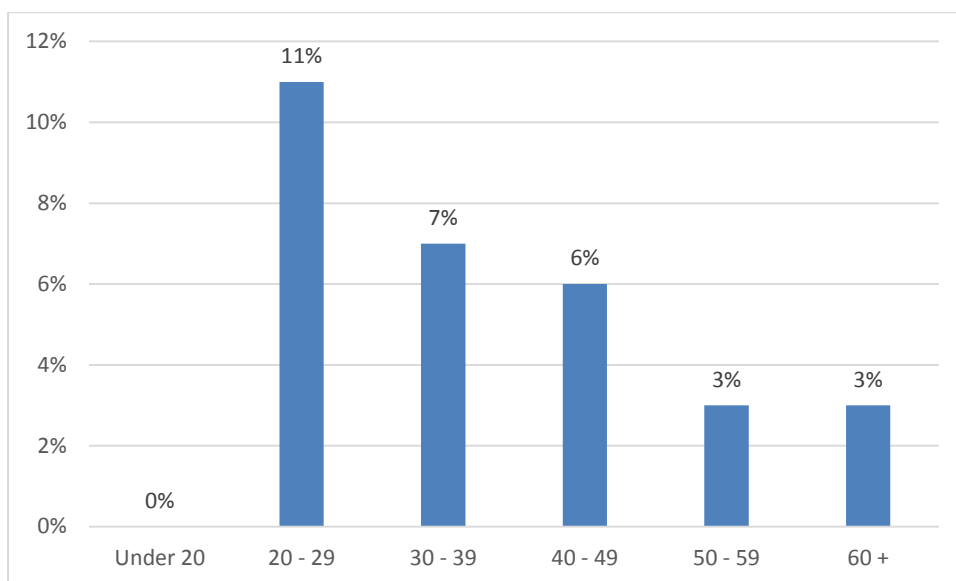
The following data provides information on professional & managerial staff across the University who voluntarily resigned over the period, by protected characteristic and contract type.

Data is rounded to the nearest whole percent.

A total of 75 resigned out of a total staff population of 1403, equating to a 5% staff turnover rate (8%, 2014-15).

¹ 'Professional & managerial' staff is comprised of the more senior administrative staff roles.

Age

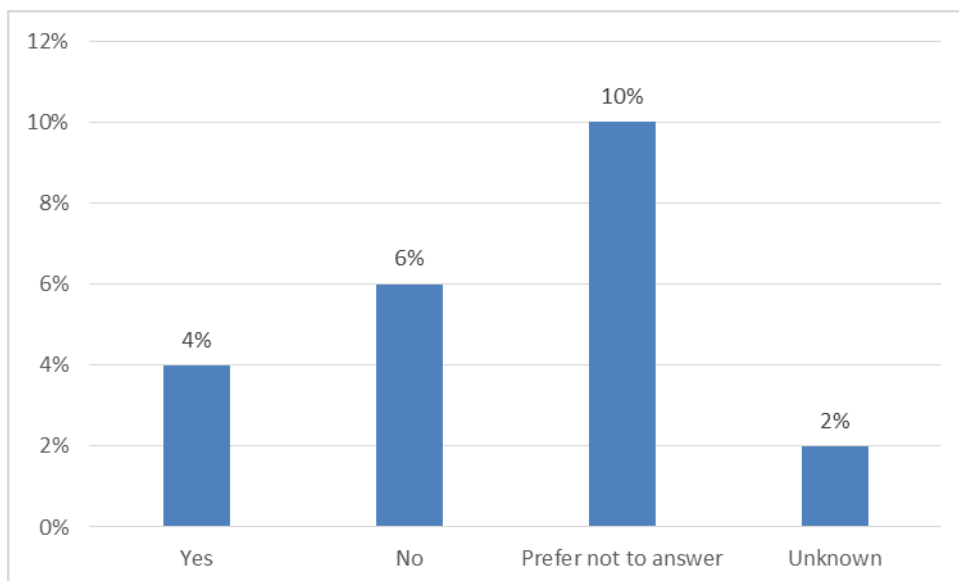


	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	55	6	11%
30 - 39	430	30	7%
40 - 49	483	28	6%
50 - 59	355	9	3%
60 +	80	2	3%
TOTAL	1403	75	5%

Commentary

The highest % staff group to resign were aged 20-29 at 11% (13%, 2014-15). The lowest staff turnover was from those aged 60+ and 50-59 (both 3%).

Caring Responsibility²



	Total staff	Voluntary Leavers	% Turnover
Yes	478	21	4%
No	576	33	6%
Prefer not to answer	167	17	10%
Unknown	182	4	2%
TOTAL	1403	75	5%

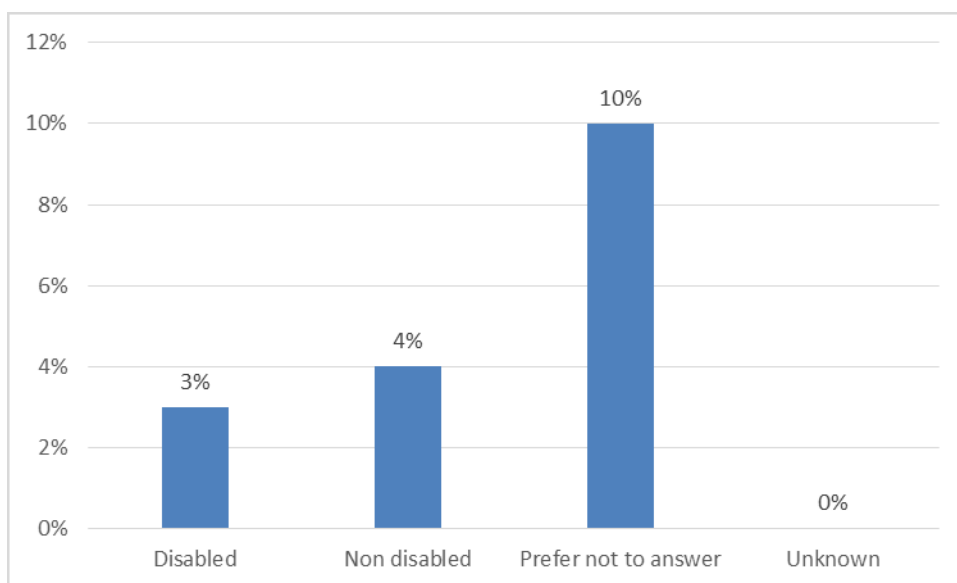
Commentary

For staff who declared they had caring responsibilities, there was a 4% turnover (5%, 2014-15).

This figure was 6% for staff with no caring responsibilities (8%, 2014-15).

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

Disability³



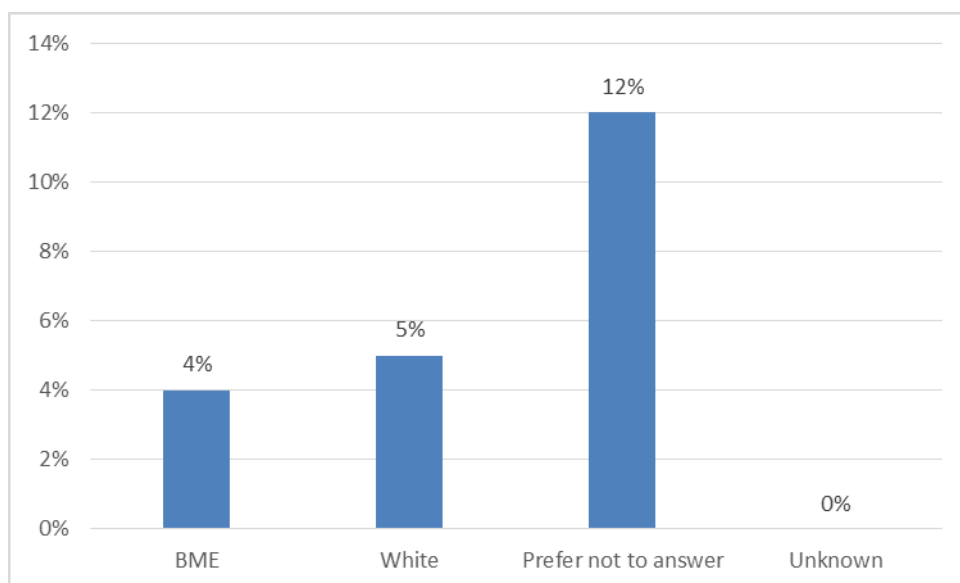
	Total staff	Voluntary Leavers	% Turnover
Disabled	55	2	4%
Non disabled	1154	55	5%
Prefer not to answer	173	18	10%
Unknown	21	0	0%
TOTAL	1403	75	5%

Commentary

Of the total number of staff who stated they had a disability, there was a 4% turnover (10%, 2014-15). Of the total number of staff who stated they were non-disabled, 5% resigned (7%, 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	94	4	4%
White	1141	55	5%
Prefer not to answer	133	16	12%
Unknown	35	0	0%
TOTAL	1403	75	5%

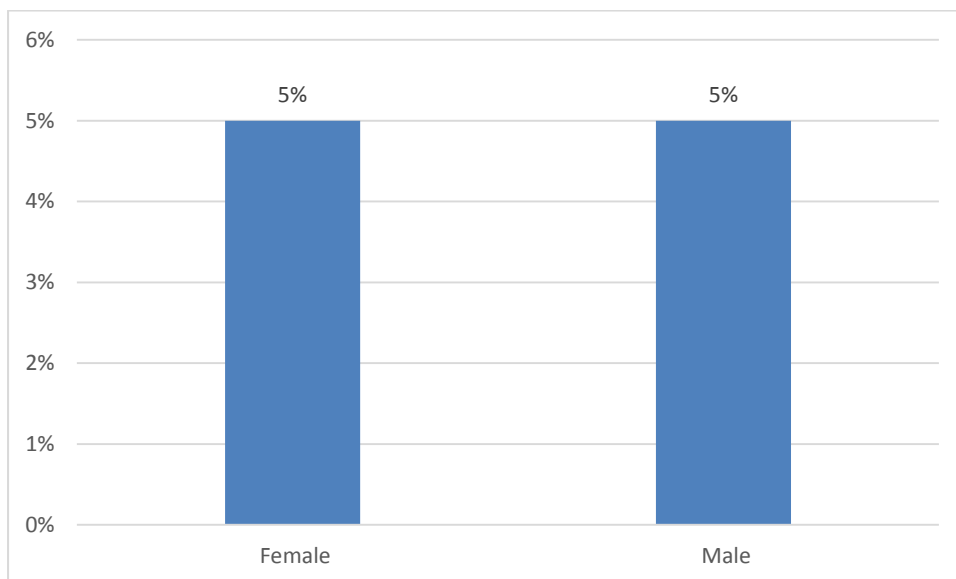
Commentary

Of staff who declared their ethnicity as BME, 4% resigned (8%, 2014-15).

In addition, of the total staff population who declared their ethnicity as 'White', 5% resigned (7%, 2014-15).

BME = Black and minority ethnic

Gender

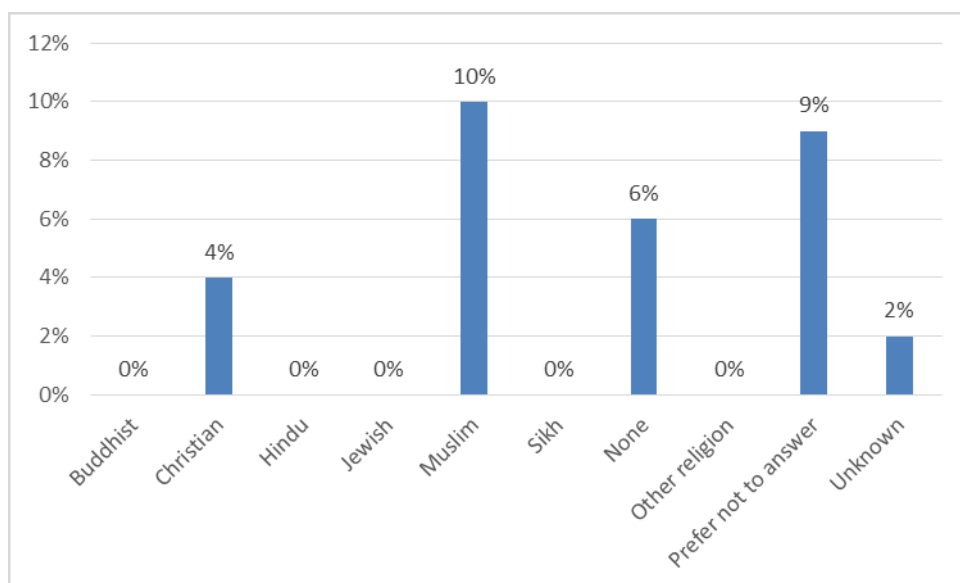


	Total staff	Voluntary Leavers	% Turnover
Female	857	45	5%
Male	546	30	5%
TOTAL	1403	75	5%

Commentary

A total of 5% (8%, 2014-15) of the female staff population and 5% of male staff population (8%, 2014-15) resigned.

Religion



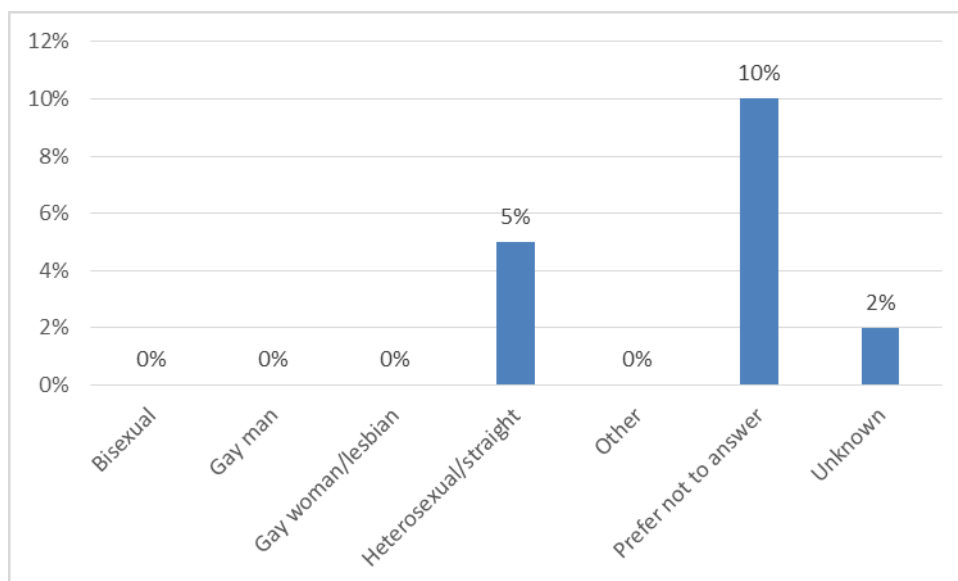
	Total staff	Voluntary Leavers	% Turnover
Buddhist	3	0	0%
Christian	441	19	4%
Hindu	5	0	0%
Jewish	10	0	0%
Muslim	20	2	10%
Sikh	7	0	0%
None	479	30	6%
Other religion	24	0	0%
Prefer not to answer	227	20	9%
Unknown	187	4	2%
TOTAL	1403	75	5%

Commentary

Although there are very small numbers, the highest turnover rate was amongst Muslim staff (10%) (6%, 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, 9%; Unknown, 2%).

Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
Bisexual	10	0	0%
Gay man	18	0	0%
Gay woman/lesbian	10	0	0%
Heterosexual/straight	965	49	5%
Other	0	0	0%
Prefer not to answer	213	22	10%
Unknown	187	4	2%
TOTAL	1403	75	5%

Commentary

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, 10%; Unknown, 2%).

There highest turnover, from the data that is known, was from staff declaring that they were heterosexual/straight (5%).