University of Leeds – Professional & managerial\(^1\) 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).

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\(^1\) ‘Professional & managerial’ staff is comprised of the more senior administrative staff roles.
Age

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 Responsibility

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).

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

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

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).

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.

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

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

Commentary
Religion

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

### 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%).

<table>
<thead>
<tr>
<th></th>
<th>Total staff</th>
<th>Voluntary Leavers</th>
<th>% Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bisexual</td>
<td>10</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Gay man</td>
<td>18</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Gay woman/lesbian</td>
<td>10</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Heterosexual/straight</td>
<td>965</td>
<td>49</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>213</td>
<td>22</td>
<td>10%</td>
</tr>
<tr>
<td>Unknown</td>
<td>187</td>
<td>4</td>
<td>2%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1403</strong></td>
<td><strong>75</strong></td>
<td><strong>5%</strong></td>
</tr>
</tbody>
</table>