

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

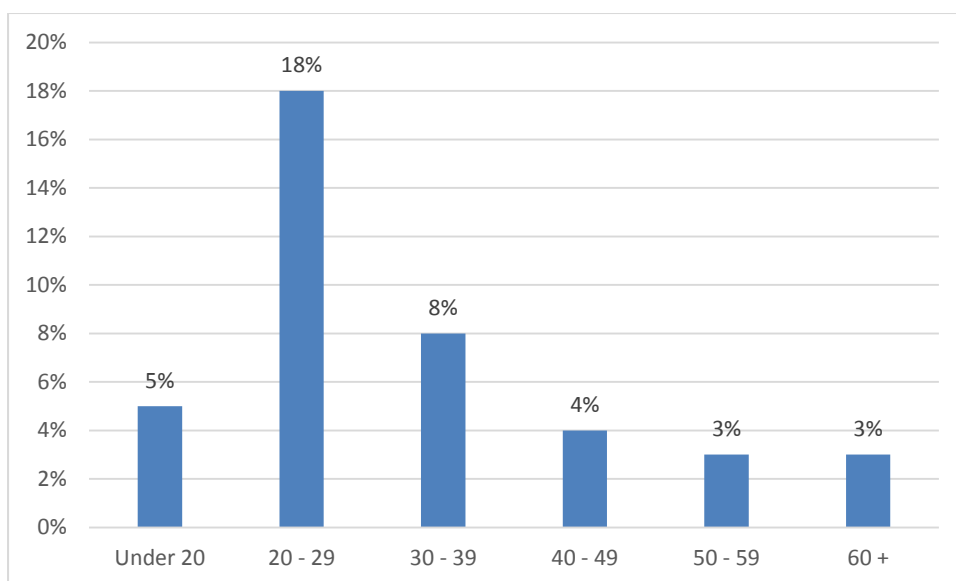
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The following data provides information on staff across the University who voluntarily resigned over the period, by protected characteristic and contract type. Turnover from 2014/15 and 2013/14 is also provided for comparison.

*Data is rounded to the nearest whole percent.*

A total of 589 resigned out of a total staff population of 8334, equating to a 7% staff turnover rate across the University (8%, 2014-15).

## Age

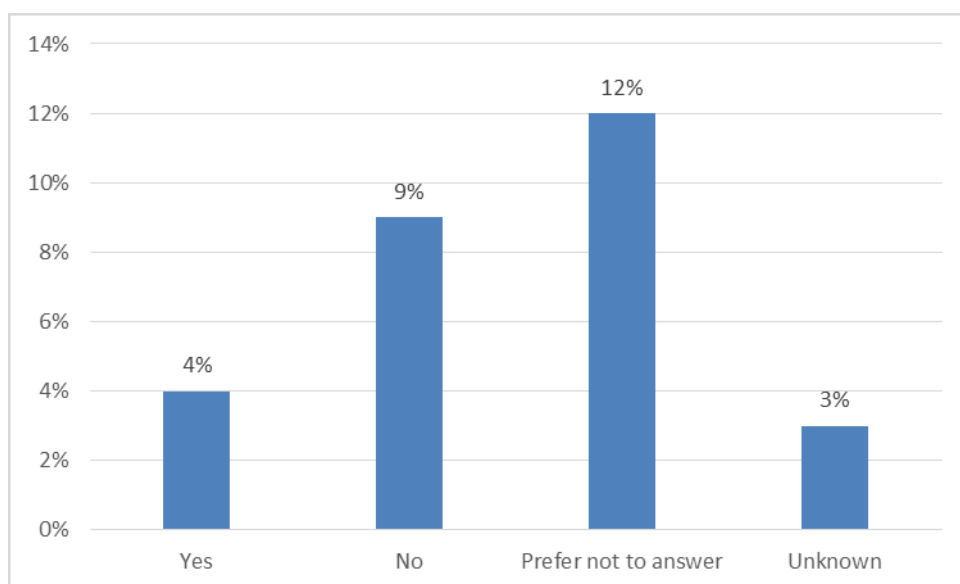


	Total staff	Voluntary Leavers	% Turnover	2014/15 Turnover	2013/14 Turnover
<b>Under 20</b>	38	2	5%	21%	14%
<b>20 - 29</b>	1213	221	18%	18%	18%
<b>30 - 39</b>	2509	203	8%	9%	9%
<b>40 - 49</b>	2089	94	4%	6%	4%
<b>50 - 59</b>	1814	47	3%	4%	3%
<b>60 +</b>	671	22	3%	3%	4%
<b>TOTAL</b>	8334	589	7%	8%	7%

### Commentary

The highest % staff group to resign were aged 20-29, at 18%. The lowest turnover rates were from staff aged 50-59 and 60+ (as in previous years).

## Caring Responsibility<sup>1</sup>



	Total staff	Voluntary Leavers	% Turnover	2014/15 Turnover	2013/14 Turnover
<b>Yes</b>	1892	78	4%	4%	3%
<b>No</b>	3440	314	9%	9%	9%
<b>Prefer not to answer</b>	1219	141	12%	13%	12%
<b>Unknown</b>	1783	56	3%	5%	6%
<b>TOTAL</b>	8334	589	7%	8%	7%

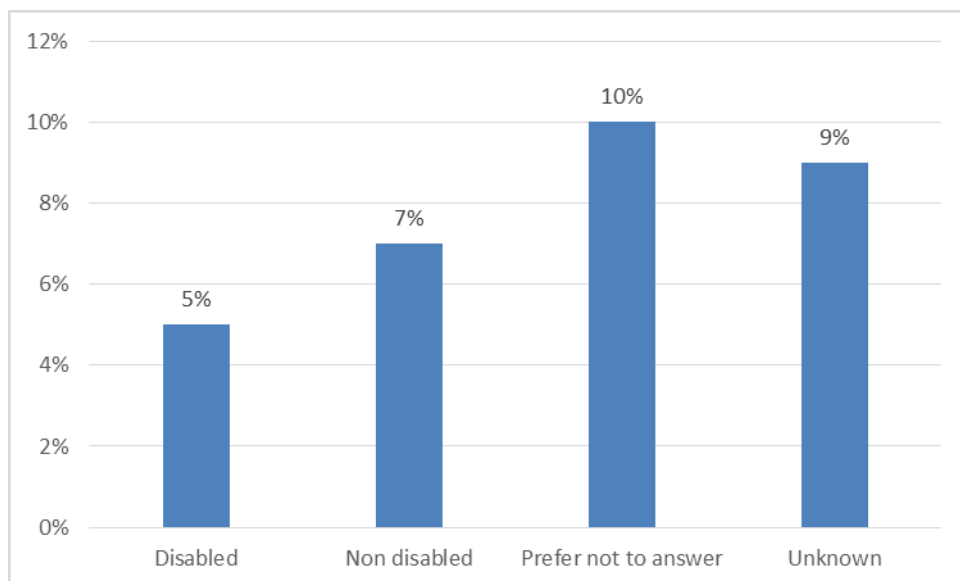
### Commentary

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

This figure was 9% for staff with no declared caring responsibilities (same as 2014-15).

<sup>1</sup> Defined as: caring for either one or more children, one or more disabled children, a relative or family member

## Disability<sup>2</sup>



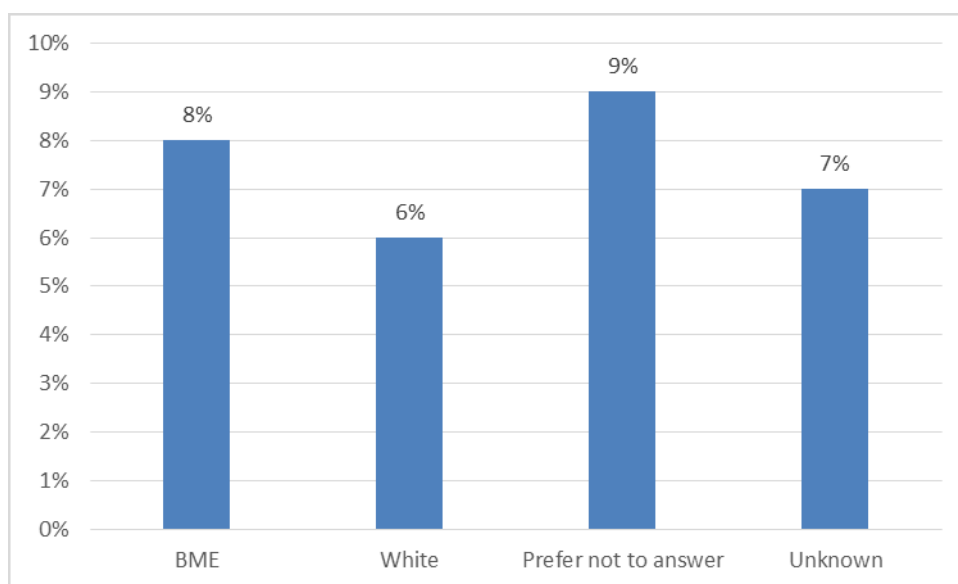
	Total staff	Voluntary Leavers	% Turnover	2014/15 Turnover	2013/14 Turnover
<b>Disabled</b>	326	17	5%	6%	6%
<b>Non disabled</b>	6443	419	7%	7%	7%
<b>Prefer not to answer</b>	1301	130	10%	10%	12%
<b>Unknown</b>	264	23	9%	79%	7%
<b>TOTAL</b>	8334	589	7%	8%	7%

### Commentary

Of the total number of staff who stated they had a disability, 5% resigned, (6%, 2014-15). Of the total number of staff who stated they were non-disabled, 7% resigned, also the same figure as the previous year.

<sup>2</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



	Total staff	Voluntary Leavers	% Turnover	2014/15 Turnover	2013/14 Turnover
<b>BME</b>	813	66	8%	8%	8%
<b>White</b>	5878	378	6%	7%	6%
<b>Prefer not to answer</b>	1228	116	9%	10%	9%
<b>Unknown</b>	415	29	7%	18%	50%
<b>TOTAL</b>	8334	589	7%	8%	7%

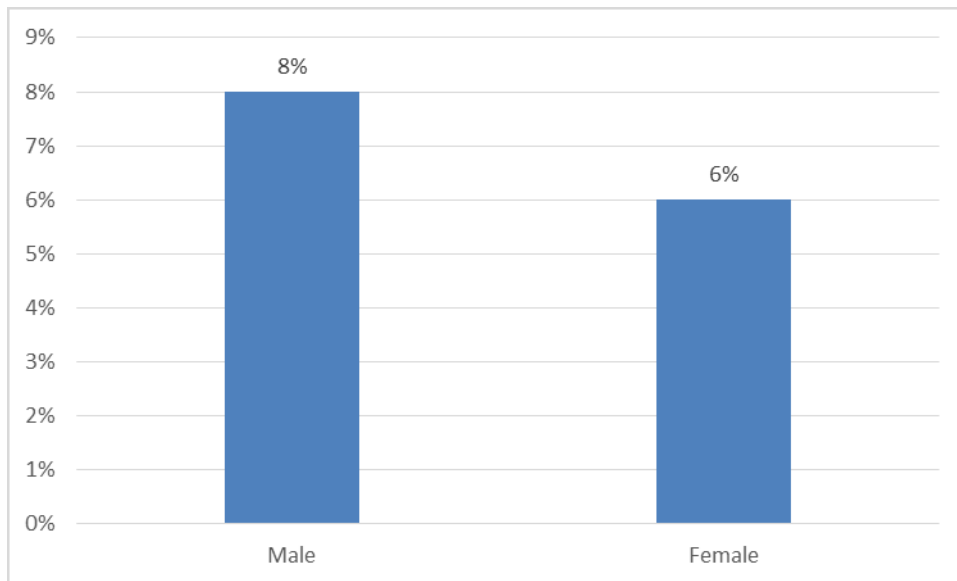
### Commentary

Of the total staff population who declared their ethnicity as 'White', 6% resigned (7%, 2014-15).

In addition, of the total staff population who declared their ethnicity as BME, 8% resigned, the same as the previous two years.

BME = Black and minority ethnic

## Gender

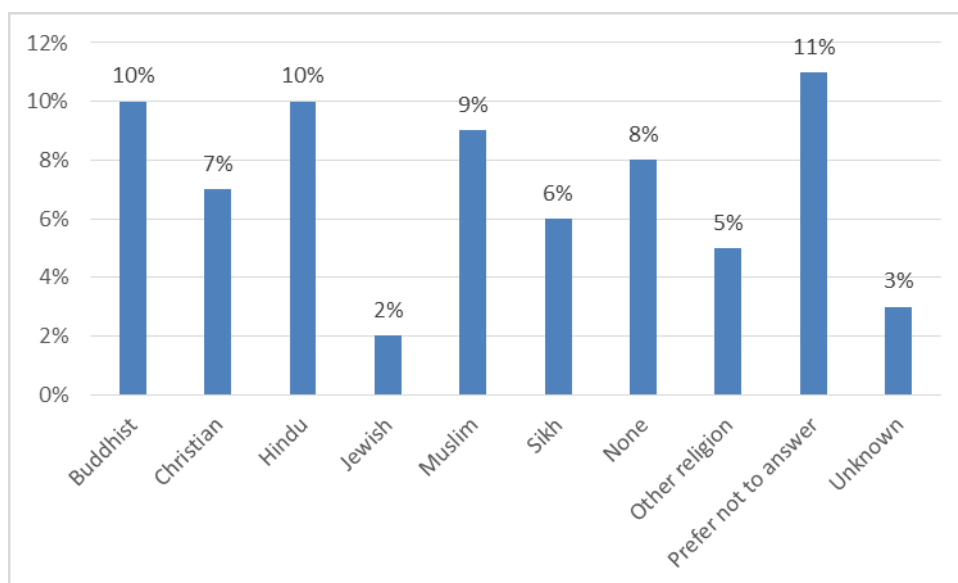


	Total staff	Voluntary Leavers	% Turnover	2014/15 Turnover	2013/14 Turnover
<b>Female</b>	4495	354	8%	9%	8%
<b>Male</b>	3839	235	6%	7%	7%
<b>TOTAL</b>	8334	589	7%	8%	7%

### Commentary

A total of 8% (9%, 2014-15) of the female staff population and 6% of male staff population (7% 2014-15) resigned.

## Religion



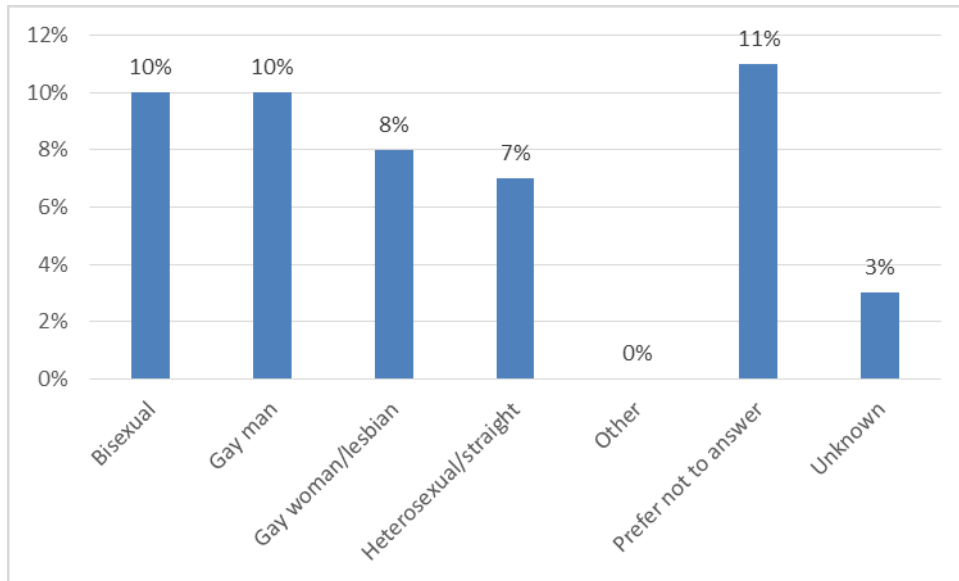
	Total staff	Voluntary Leavers	% Turnover	2014/15 Turnover	2013/14 Turnover
<b>Buddhist</b>	42	4	10%	14%	6%
<b>Christian</b>	2052	137	7%	6%	7%
<b>Hindu</b>	51	5	10%	10%	8%
<b>Jewish</b>	51	1	2%	9%	7%
<b>Muslim</b>	128	12	9%	8%	13%
<b>Sikh</b>	32	2	6%	7%	7%
<b>None</b>	2582	205	8%	9%	7%
<b>Other religion</b>	125	6	5%	7%	1%
<b>Prefer not to answer</b>	1493	160	11%	11%	10%
<b>Unknown</b>	1778	57	3%	5%	6%
<b>TOTAL</b>	8334	589	7%	8%	7%

### Commentary

The largest % turnover rate was amongst Buddhist staff and Hindu staff, at 10%. In addition, 11% of staff who resigned preferred not to declare their religion.

However, it is difficult to draw many meaningful conclusions given the low number of staff in some staff categories.

## Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover	2014/15 Turnover	2013/14 Turnover
<b>Bisexual</b>	94	9	10%	6%	8%
<b>Gay man</b>	88	9	10%	13%	11%
<b>Gay woman/lesbian</b>	77	6	8%	8%	4%
<b>Heterosexual/straight</b>	4793	348	7%	8%	7%
<b>Other</b>	25	0	0%	13%	5%
<b>Prefer not to answer</b>	1477	160	11%	11%	11%
<b>Unknown</b>	1780	57	3%	5%	6%
<b>TOTAL</b>	8334	589	7%	8%	7%

### Commentary

Of the total staff population who stated they were a gay man, 10% resigned as did 10% of staff who declared they were bisexual.

However, it is difficult to draw many meaningful conclusions given the low number of staff in some staff categories.