

University of Leeds – Support¹ staff turnover by protected characteristic 1 August 2015 – 31 July 2016

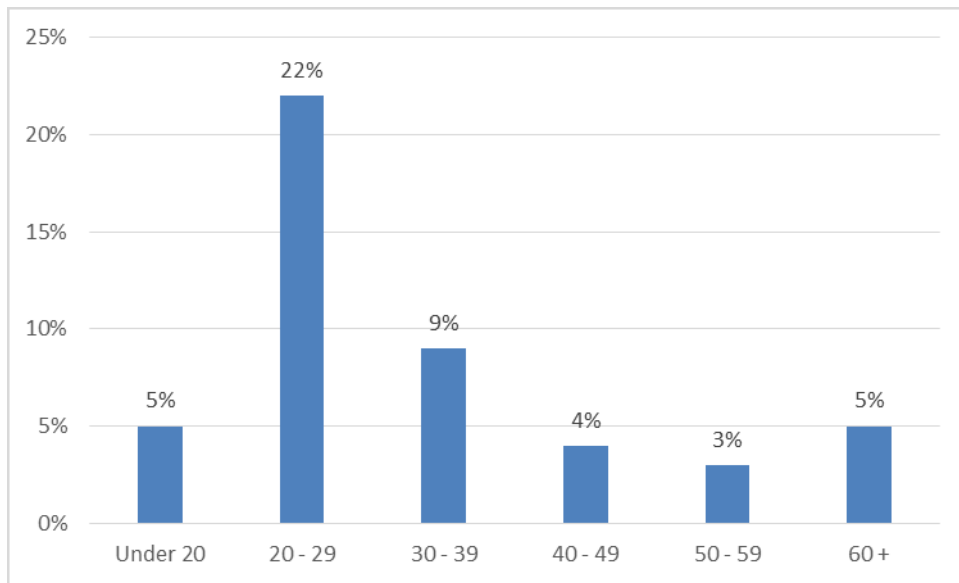
The following data provides information on support staff across the University who voluntarily resigned over the period, by protected characteristic and contract type.

Data is rounded to the nearest whole percent.

A total of 336 resigned out of a total staff population of 3417, equating to a 10% staff turnover rate (10%, 2014-15).

¹ 'Support staff' is comprised of clerical staff, technicians and operational support roles.

Age

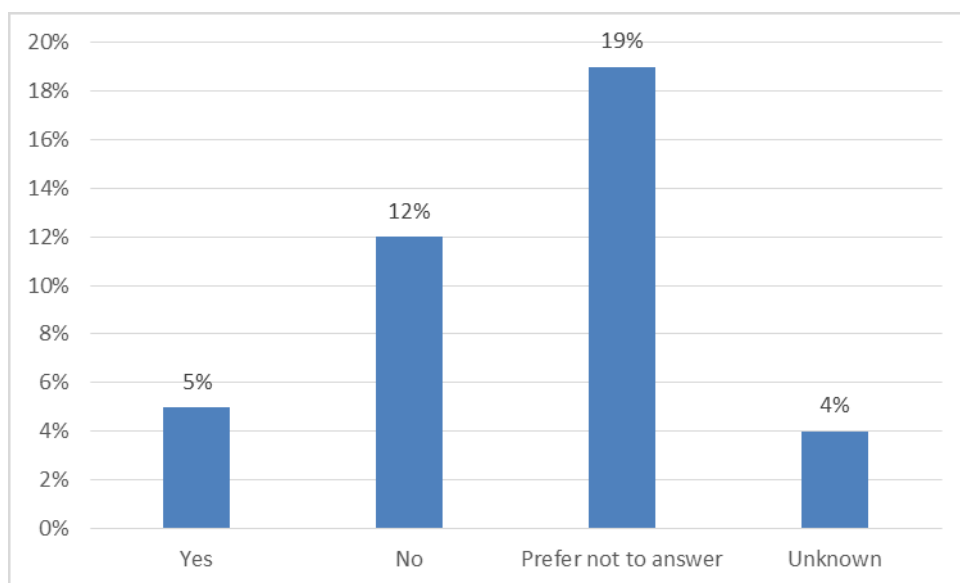


	Total staff	Voluntary Leavers	% Turnover
Under 20	38	2	5%
20 - 29	859	190	22%
30 - 39	895	79	9%
40 - 49	676	30	4%
50 - 59	703	23	3%
60 +	246	12	5%
TOTAL	3417	336	10%

Commentary

The highest % staff group to resign were aged 20-29 at 22% (23%, 2014-15). The lowest staff turnover were those aged 50-59 at 3% (same as previous year).

Caring Responsibility²



	Total staff	Voluntary Leavers	% Turnover
Yes	595	27	5%
No	1596	197	12%
Prefer not to answer	446	83	19%
Unknown	780	29	4%
TOTAL	3417	336	10%

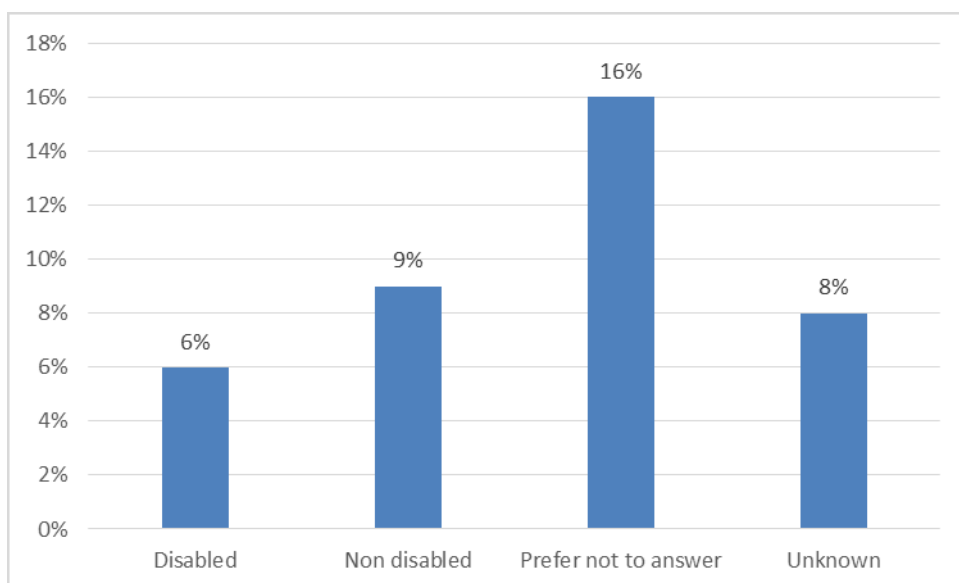
Commentary

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

This figure was 12% for staff with no caring responsibilities (same as the previous year).

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

Disability³



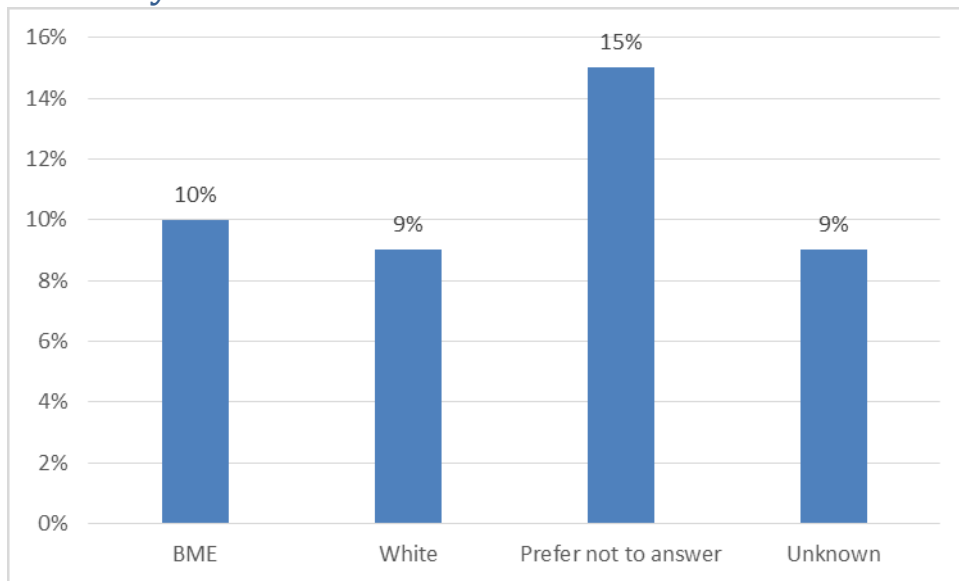
	Total staff	Voluntary Leavers	% Turnover
Disabled	178	11	6%
Non disabled	2575	233	9%
Prefer not to answer	473	76	16%
Unknown	191	16	8%
TOTAL	3417	336	10%

Commentary

Of the total number of staff who stated they had a disability, there was a 6% turnover (8%, 2014-15). Of the total number of staff who stated they were non-disabled, 9% resigned (10%, 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	336	33	10%
White	2417	216	9%
Prefer not to answer	464	69	15%
Unknown	200	18	9%
TOTAL	3417	336	10%

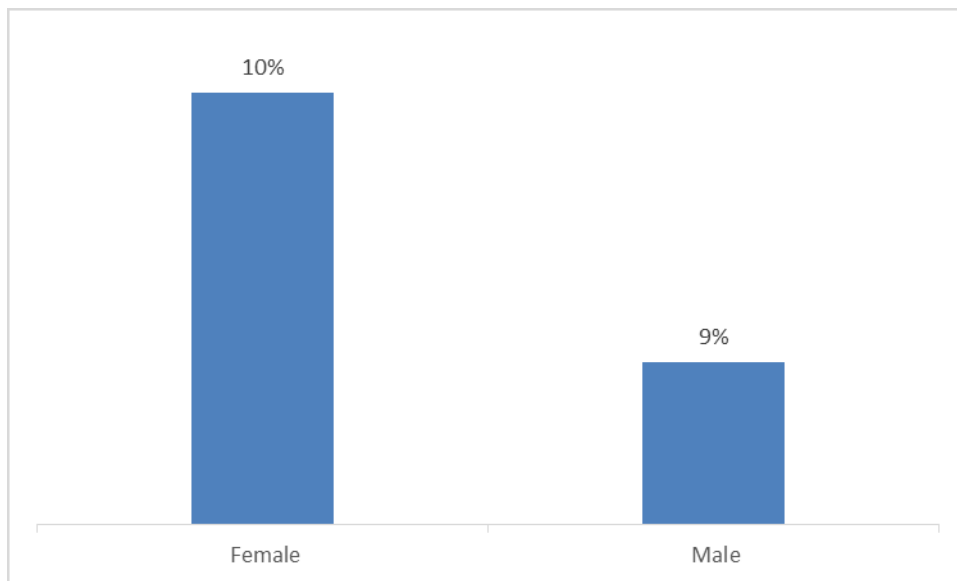
Commentary

Of staff who declared their ethnicity as BME, 10% resigned (8%, 2014-15).

In addition, of the total staff population who declared their ethnicity as 'White', 9% resigned (10%, 2014-15).

BME = Black and minority ethnic

Gender

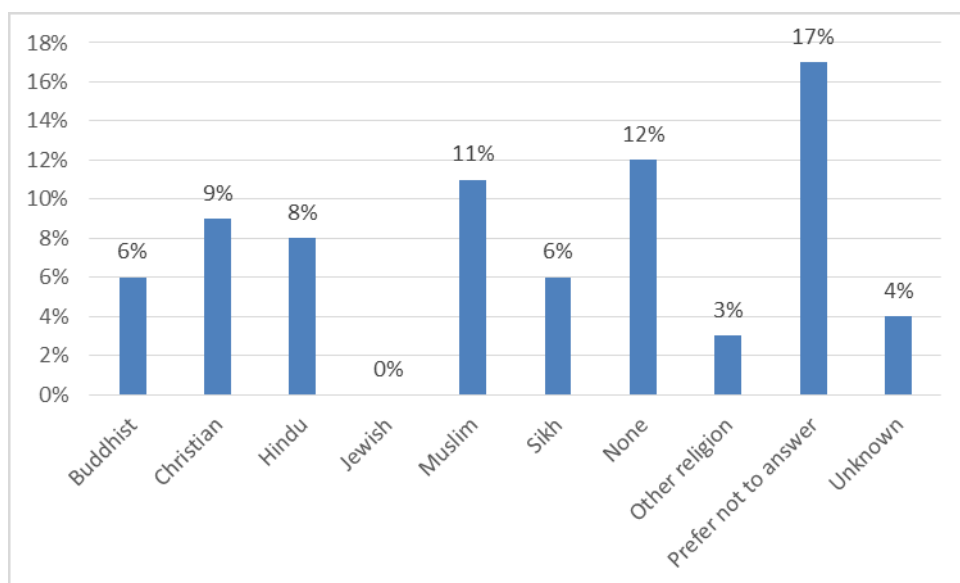


	Total staff	Voluntary Leavers	% Turnover
Female	2155	219	10%
Male	1262	117	9%
TOTAL	3417	336	10%

Commentary

A total of 10% (11%, 2014-15) of the female staff population and 9% of male staff population (same as previous year) resigned.

Religion

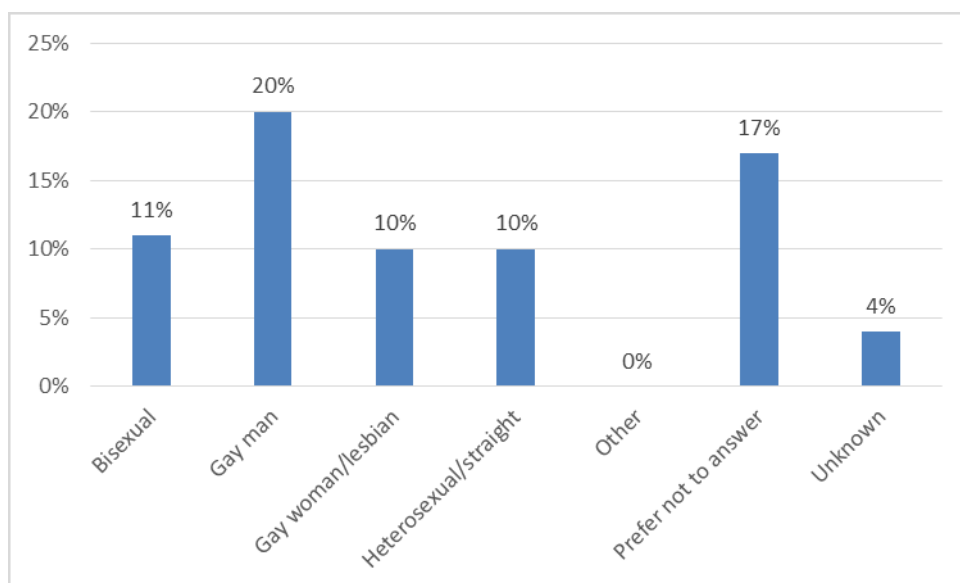


	Total staff	Voluntary Leavers	% Turnover
Buddhist	16	1	6%
Christian	907	82	9%
Hindu	13	1	8%
Jewish	16	0	0%
Muslim	45	5	11%
Sikh	18	1	6%
None	1012	121	12%
Other religion	63	2	3%
Prefer not to answer	555	93	17%
Unknown	772	30	4%
TOTAL	3417	336	10%

Commentary

The largest % turnover rate, from known data, was amongst staff who declared they had no religion (12%). (This figure was 14%, 2014-15).

Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
Bisexual	55	6	11%
Gay man	30	6	20%
Gay woman/lesbian	39	4	10%
Heterosexual/straight	1965	200	10%
Other	12	0	0%
Prefer not to answer	543	91	17%
Unknown	773	29	4%
TOTAL	3417	336	10%

Commentary

The highest turnover was from those who stated they were a gay man (20%) (19%, 2014-15).