

# University of Leeds - Academic<sup>1</sup> staff turnover by protected characteristic 1 August 2016 – 31 July 2017

---

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

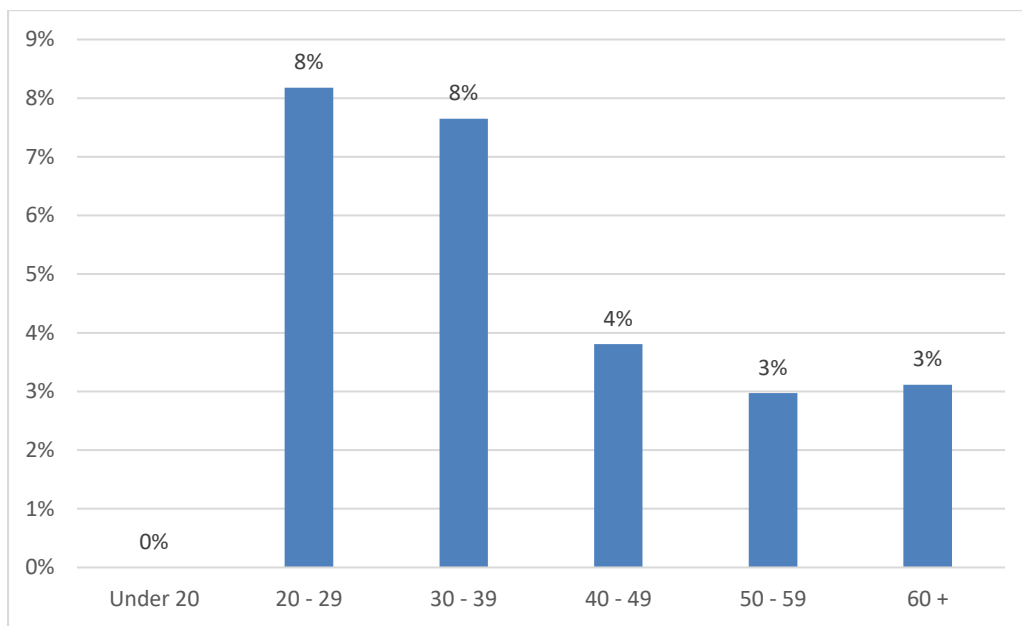
*Data is rounded to the nearest whole percent.*

A total of 185 resigned out of a total staff population of 3571, equating to a 5% staff turnover rate (5%, 2015-16).

---

<sup>1</sup> Academic staff includes roles such as lecturer, senior lecturer, associate professor, professor, research fellow/assistant, teaching fellow etc.

## Age

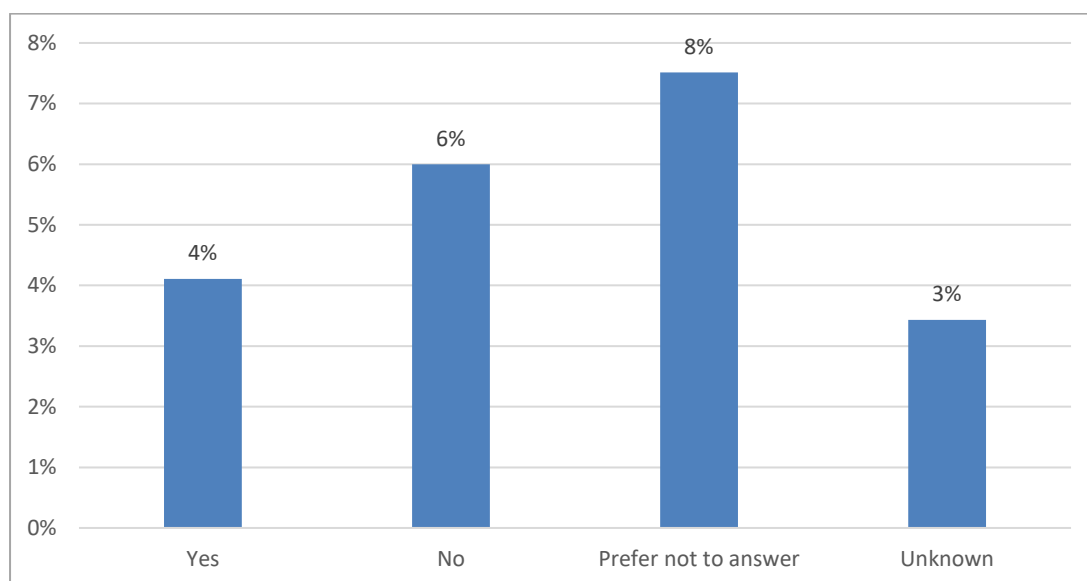


	Total staff	Voluntary Leavers	% Turnover
<b>Under 20</b>	0	0	0%
<b>20 - 29</b>	269	22	8%
<b>30 - 39</b>	1203	92	8%
<b>40 - 49</b>	972	37	4%
<b>50 - 59</b>	774	23	3%
<b>60 +</b>	353	11	3%
<b>TOTAL</b>	3571	185	5%

### Commentary

The highest % staff group to resign were aged 20-29 and 30-39, both at 8%. The lowest turnover rate were aged 50-59 and 60+, both at 3%.

## Caring Responsibility<sup>2</sup>



	Total staff	Voluntary Leavers	% Turnover
<b>Yes</b>	852	35	4%
<b>No</b>	1384	83	6%
<b>Prefer not to answer</b>	519	39	8%
<b>Unknown</b>	816	28	3%
<b>TOTAL</b>	3571	185	5%

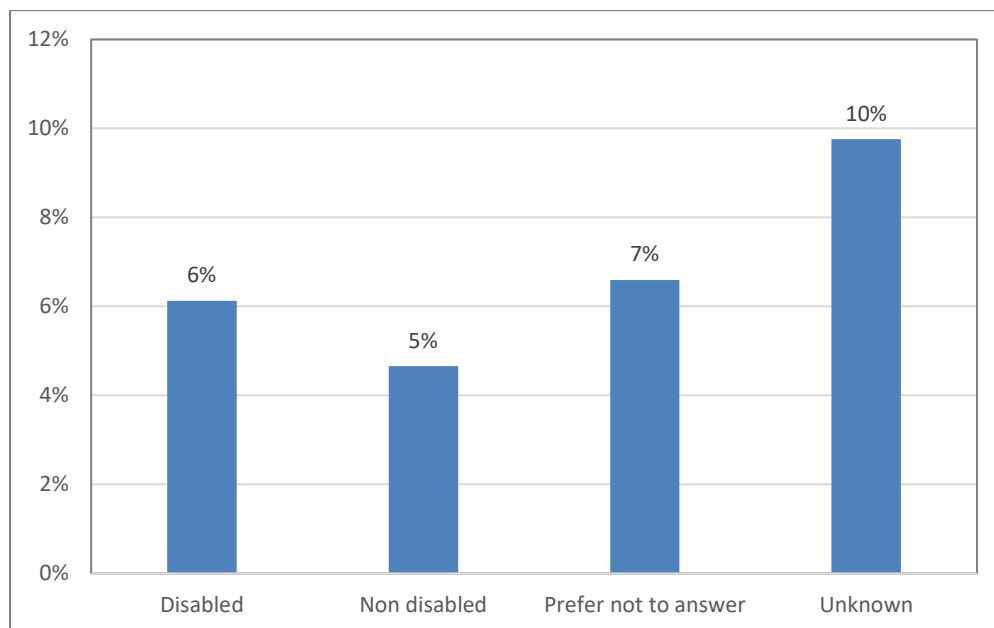
### Commentary

For staff who declared they had caring responsibilities, there was a 4% turnover (4%, 2015-16).

This figure was 6% for staff with no caring responsibilities (7%, 2015-16).

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

## Disability<sup>3</sup>



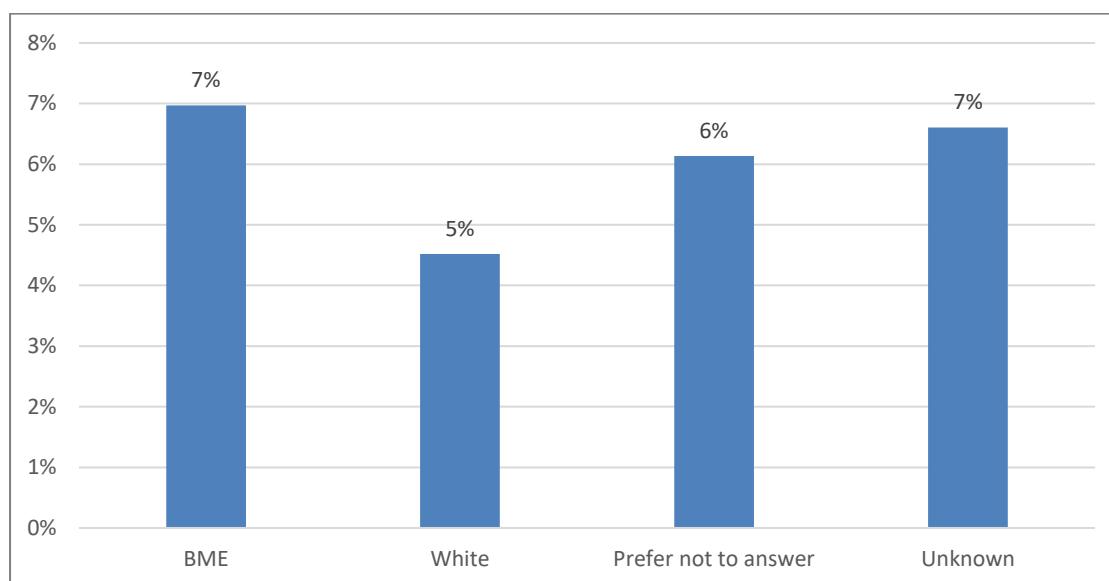
	Total staff	Voluntary Leavers	% Turnover
<b>Disabled</b>	98	6	6%
<b>Non-disabled</b>	2789	130	5%
<b>Prefer not to answer</b>	561	37	7%
<b>Unknown</b>	123	12	10%
<b>TOTAL</b>	3571	185	5%

### Commentary

Of the total number of staff who stated they had a disability, 6% resigned, (4%, 2015-16). Of the total number of staff who stated they were non-disabled, 5% resigned (same as 2015-16).

<sup>3</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
<b>BME</b>	416	29	7%
<b>White</b>	2390	108	5%
<b>Prefer not to answer</b>	538	33	6%
<b>Unknown</b>	227	15	7%
<b>TOTAL</b>	3571	185	5%

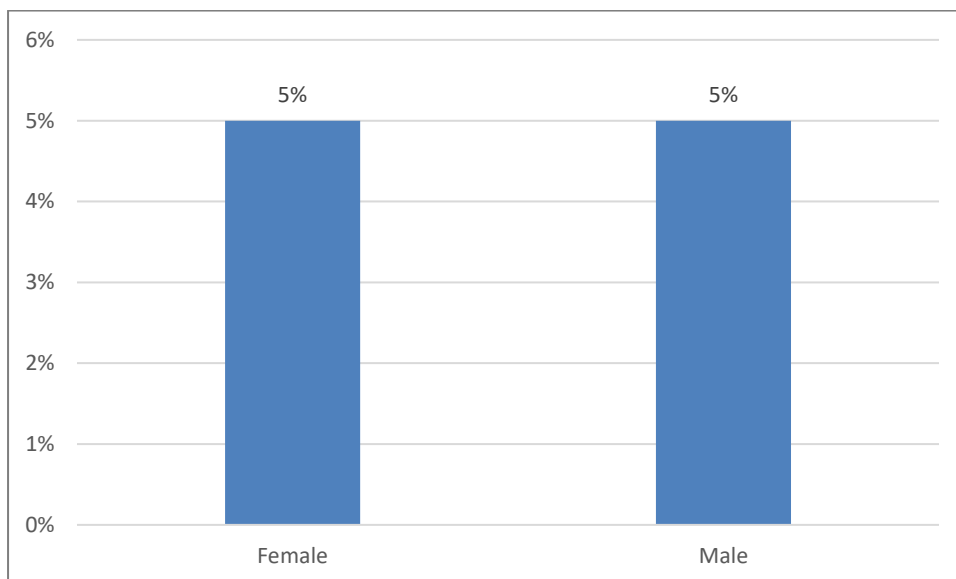
### Commentary

Of the total staff population who declared their ethnicity as BME, 7% resigned (8%, 2015-16).

In addition, of the total staff population who declared their ethnicity as 'White', 5% resigned (5%, 2015-16).

BME = Black and minority ethnic

## Gender

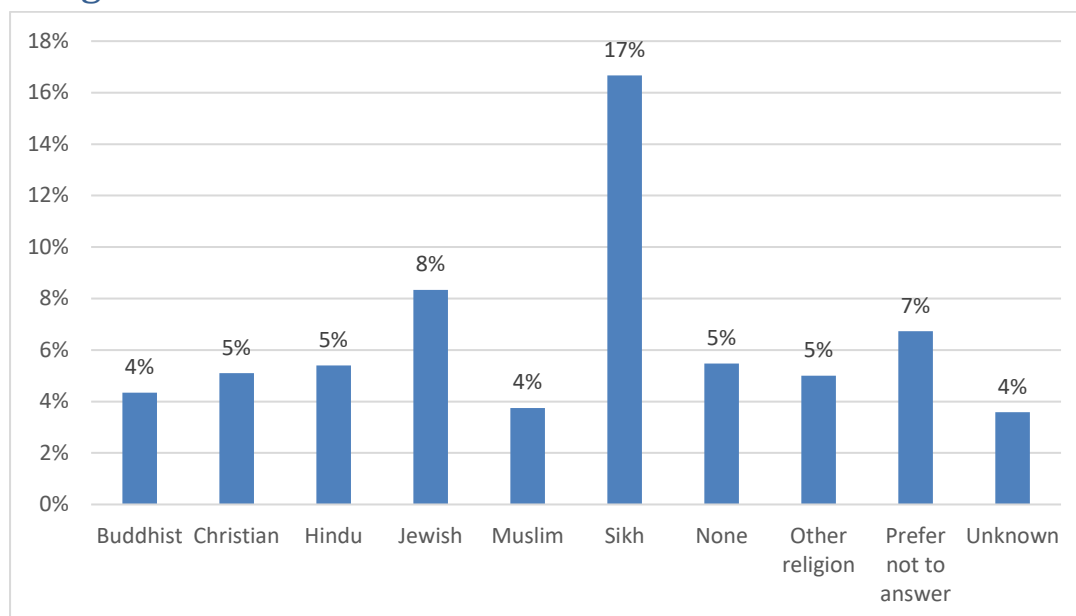


	Total staff	Voluntary Leavers	% Turnover
<b>Female</b>	1539	81	5%
<b>Male</b>	2032	104	5%
<b>TOTAL</b>	3571	185	5%

### Commentary

A total of 5% (6%, 2015-16) of the female staff population and 5% of male staff population (4%, 2015-16) resigned.

## Religion

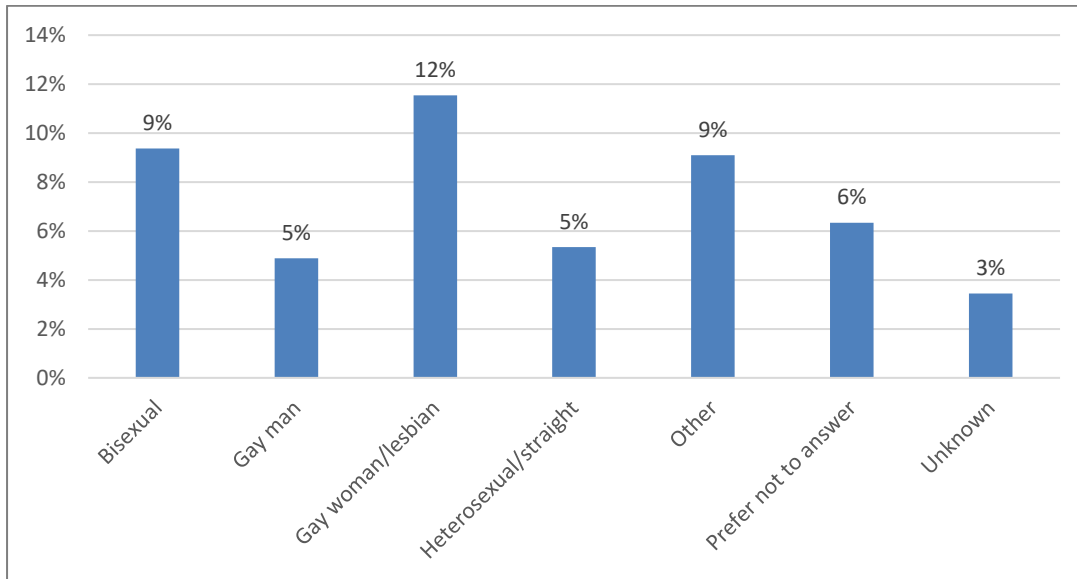


	Total staff	Voluntary Leavers	% Turnover
<b>Buddhist</b>	23	1	4%
<b>Christian</b>	744	38	5%
<b>Hindu</b>	37	2	5%
<b>Jewish</b>	24	2	8%
<b>Muslim</b>	80	3	4%
<b>Sikh</b>	6	1	17%
<b>None</b>	1168	64	5%
<b>Other religion</b>	40	2	5%
<b>Prefer not to answer</b>	639	43	7%
<b>Unknown</b>	810	29	4%
<b>TOTAL</b>	3571	185	5%

### Commentary

The highest % turnover rate was amongst those declaring that they were Sikh, at 17% (1 staff member out of 6 declaring their religion as Sikh who resigned during this period of time. In 2015-16 the rate was 14%).

## Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
<b>Bisexual</b>	32	3	9%
<b>Gay man</b>	41	2	5%
<b>Gay woman/lesbian</b>	26	3	12%
<b>Heterosexual/straight</b>	2002	107	5%
<b>Other</b>	11	1	9%
<b>Prefer not to answer</b>	647	41	6%
<b>Unknown</b>	812	28	3%
<b>TOTAL</b>	3571	185	5%

### Commentary

The highest turnover rate was from staff declaring that they were a gay woman/lesbian (12%, compared to 7% in 2015-16). Of the total staff population who stated they were a gay man, 5% resigned (8% in 2015-16). The % of bisexual staff who resigned is 9% (10%, 2015-16).