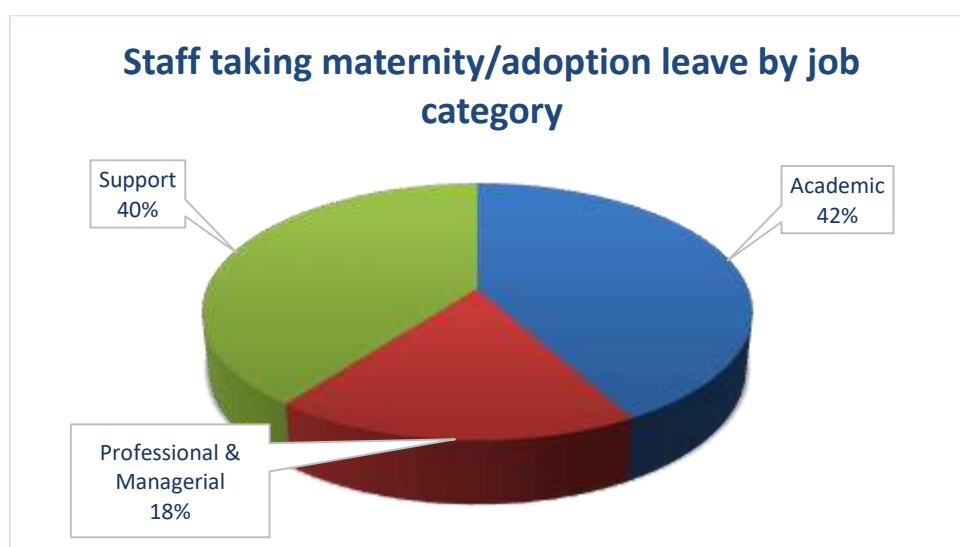


University of Leeds staff maternity, adoption and paternity¹ leave

1 August 2016 – 31 July 2017

The following data provides information on the total number of staff across the University who took maternity, adoption or paternity leave. Data from 2015/16 and 2014/15 is also included for comparison. *Data is rounded to the nearest whole percent and therefore may not always total 100%.*

Maternity/adoption leave



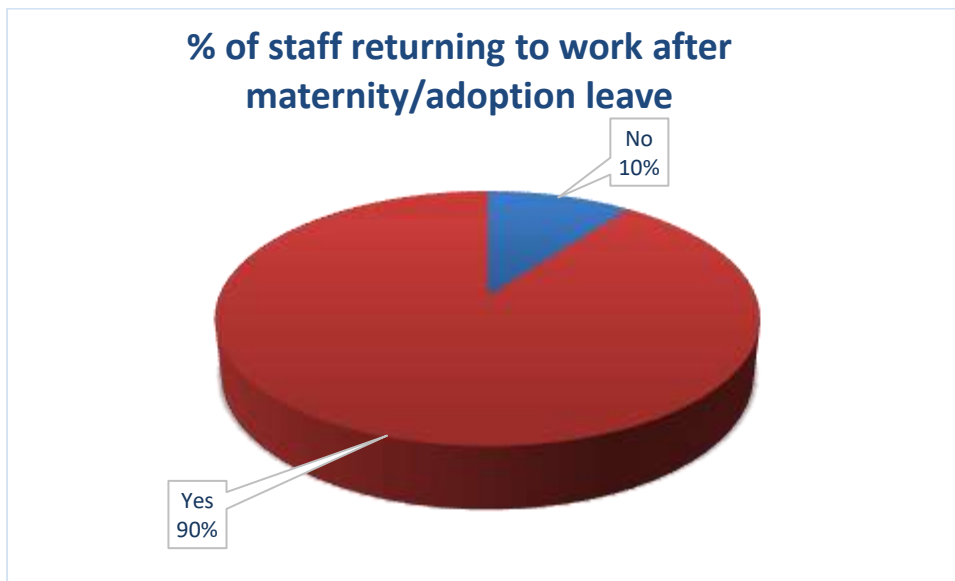
	Count	%	2015-16 %	2014-15 %
Academic	71	42%	33%	39%
Professional & Managerial	31	18%	31%	26%
Support	67	40%	36%	34%
Grand Total	169			

Commentary

169 staff took maternity and adoption leave, compared to 148 in 2015 -16 and 155 in 2014-15. Academic and support staff were the largest staff groups to take maternity and adoption leave, which was also the case in 2015-16 and 2014-15.

¹ Not all staff taking paternity leave are included; the data only currently shows those that take it in a block of 2 weeks, due to current recording requirements in relation to paternity pay. Our recording of this data will be reviewed to investigate capturing paternity leave where days are taken in an irregular pattern.

Staff return to work following maternity/adoption leave

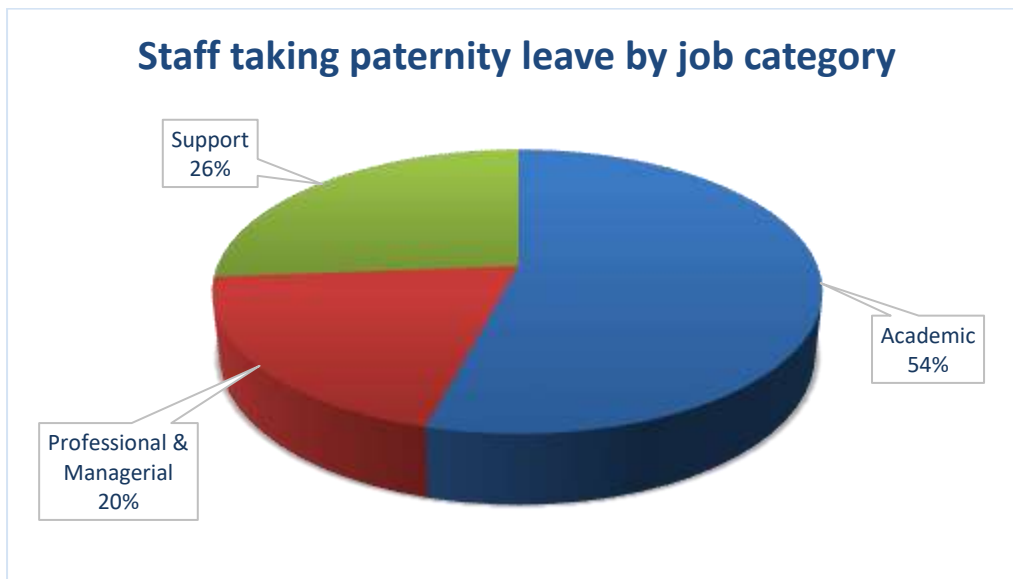


	No	Yes	Total	% returned	% returned 2015-16	% returned 2014-15
Return to work	16	141	157	90%	88%	91%

Commentary

90% of staff returned to work after maternity and adoption leave (88%, 2015-16; 91%, 2014-15)

Paternity leave



Job category	Count	%	2015-16 %	2014-15 %
Academic	33	54%	58%	67%
Professional & Managerial	12	20%	17%	5%
Support	16	26%	25%	28%
Grand Total	61			

Commentary

Due to current reporting requirements, this data only shows staff who have taken a continuous two week block of paternity leave.

61 staff took paternity leave, compared to 59 in 2015-16 and 57 in 2014-15. Of the staff that took paternity leave, the largest job category was academic staff (54%).