

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

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

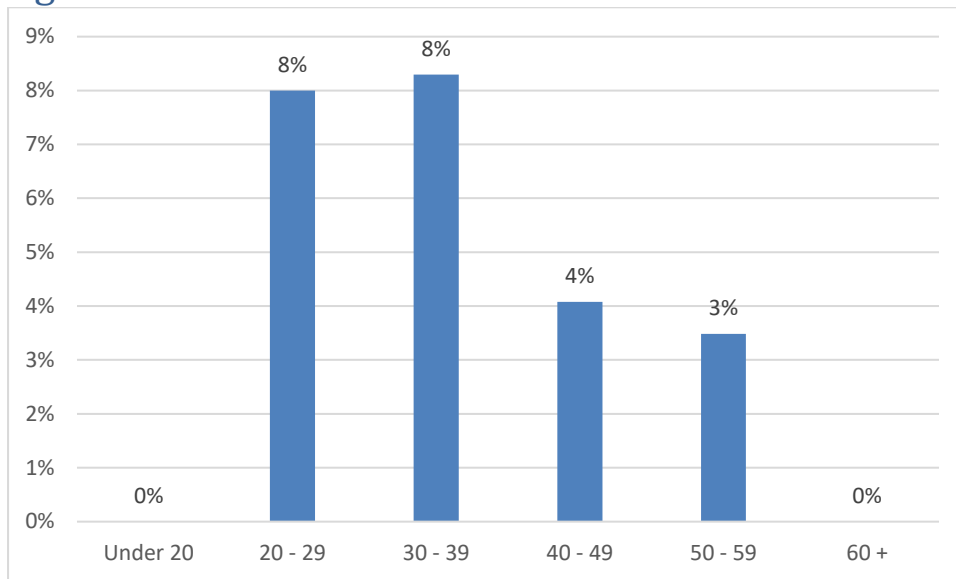
*Data is rounded to the nearest whole percent.*

A total of 75 resigned out of a total staff population of 1484, equating to a 5% staff turnover rate (5%, 2015-16).

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<sup>1</sup> 'Professional & managerial' staff is comprised of the more senior administrative staff roles.

## Age

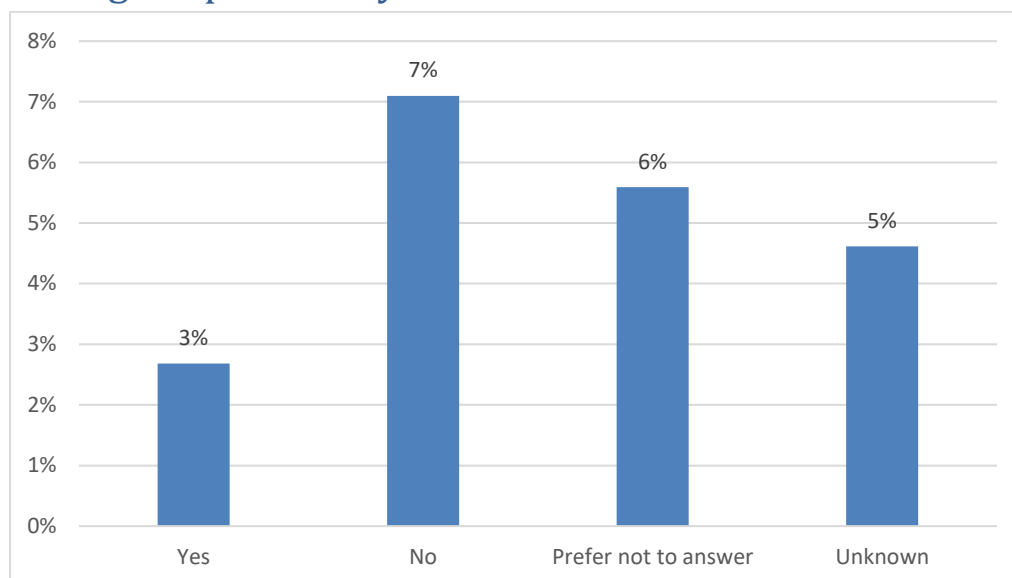


	Total staff	Voluntary Leavers	% Turnover
<b>Under 20</b>	0	0	0%
<b>20 - 29</b>	75	6	8%
<b>30 - 39</b>	422	35	8%
<b>40 - 49</b>	515	21	4%
<b>50 - 59</b>	373	13	3%
<b>60 +</b>	99	0	0%
<b>TOTAL</b>	1484	75	5%

### Commentary

The joint-highest % staff groups to resign were aged 20-29 and 30-39 at 8% (11% and 7% respectively, 2015-16). The lowest staff turnover was from those aged 60+ (0%).

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



	Total staff	Voluntary Leavers	% Turnover
<b>Yes</b>	522	14	3%
<b>No</b>	606	43	7%
<b>Prefer not to answer</b>	161	9	6%
<b>Unknown</b>	195	9	5%
<b>TOTAL</b>	1484	75	5%

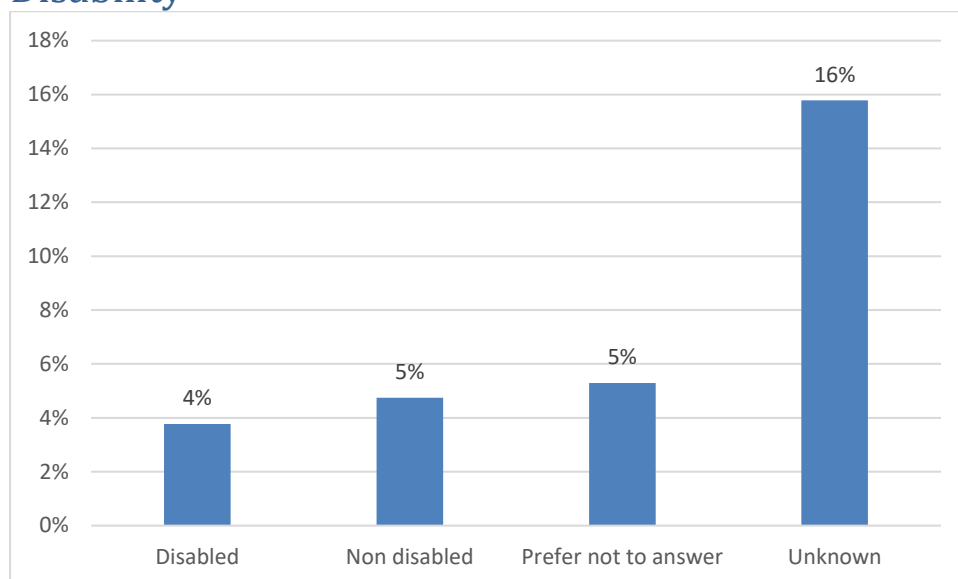
### Commentary

For staff who declared they had caring responsibilities, there was a 3% turnover (4%, 2015-16).

This figure was 7% for staff with no caring responsibilities (6%, 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>



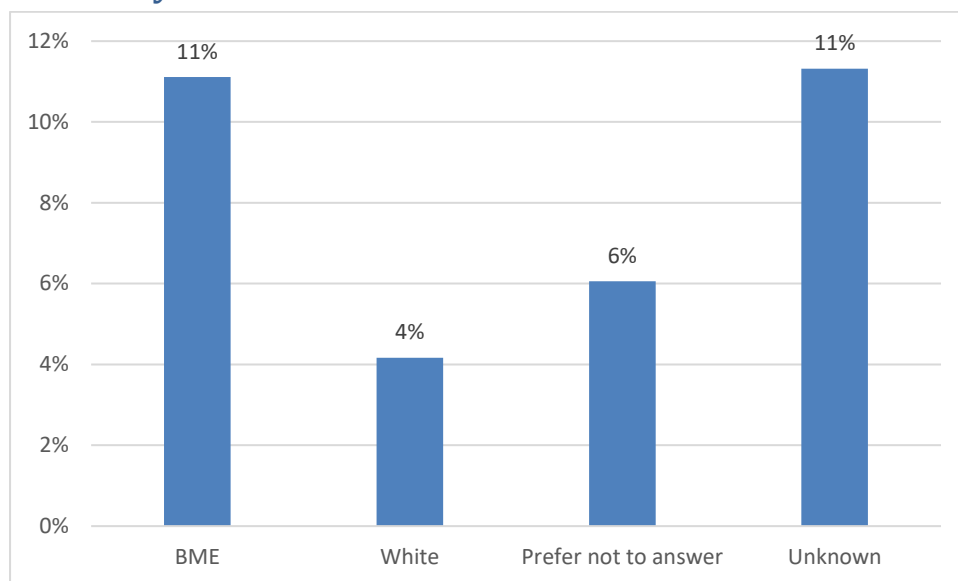
	Total staff	Voluntary Leavers	% Turnover
<b>Disabled</b>	53	2	4%
<b>Non-disabled</b>	1223	58	5%
<b>Prefer not to answer</b>	170	9	5%
<b>Unknown</b>	38	6	16%
<b>TOTAL</b>	1484	75	5%

### Commentary

Of the total number of staff who stated they had a disability, there was a 4% turnover (4%, 2015-16). Of the total number of staff who stated they were non-disabled, 5% resigned (5%, 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>	99	11	11%
<b>White</b>	1200	50	4%
<b>Prefer not to answer</b>	132	8	6%
<b>Unknown</b>	53	6	11%
<b>TOTAL</b>	1484	75	5%

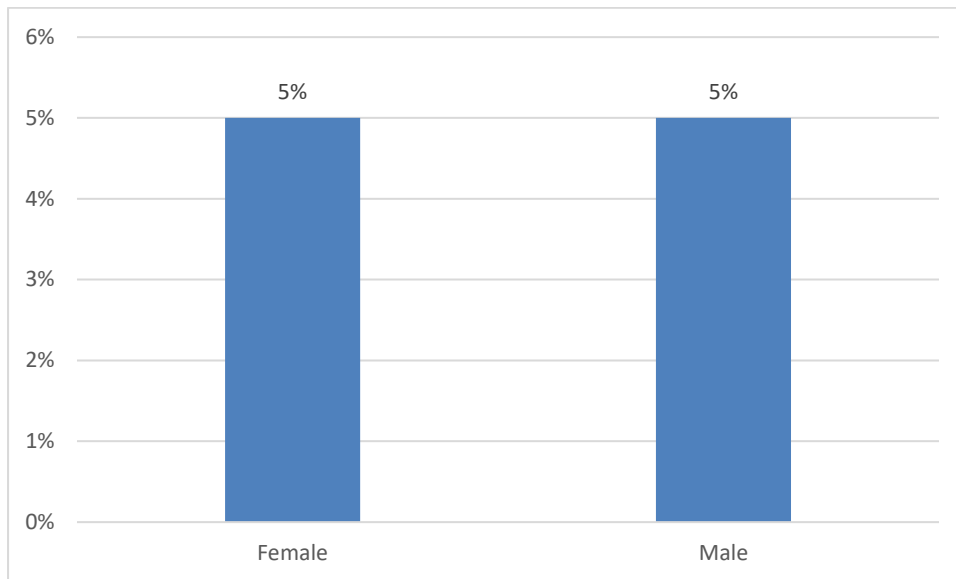
### Commentary

Of staff who declared their ethnicity as BME, 11% resigned (4%, 2015-16).

In addition, of the total staff population who declared their ethnicity as 'White', 4% resigned (5%, 2015-16).

BME = Black and minority ethnic

## Gender

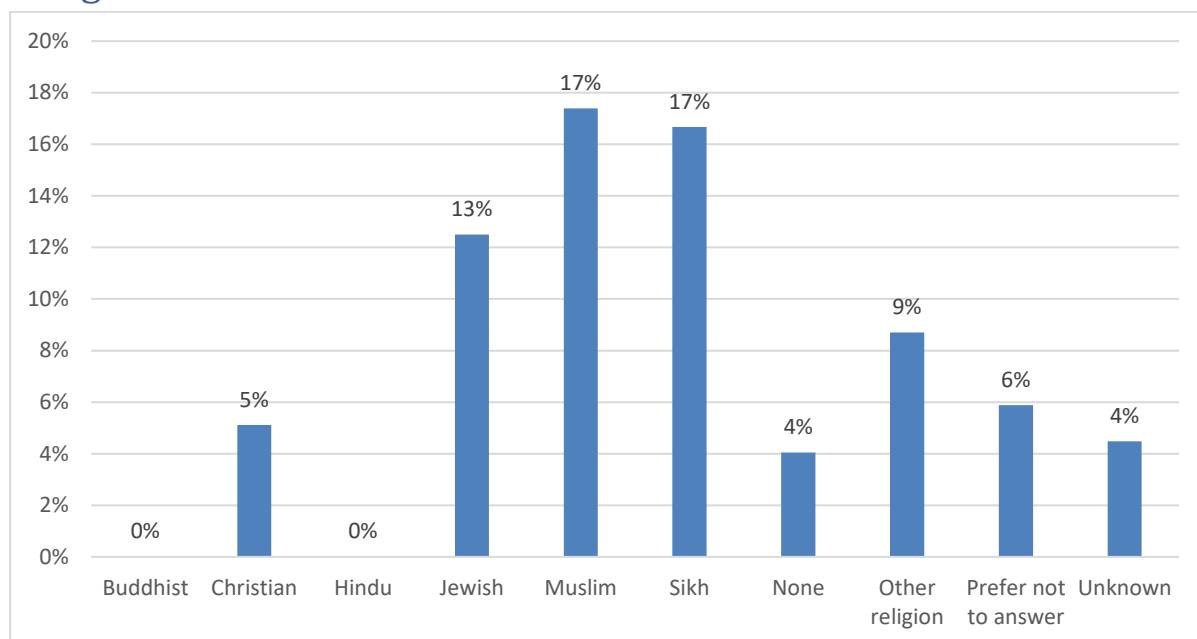


	Total staff	Voluntary Leavers	% Turnover
Female	901	46	5%
Male	583	29	5%
TOTAL	1484	75	5%

### Commentary

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

## Religion



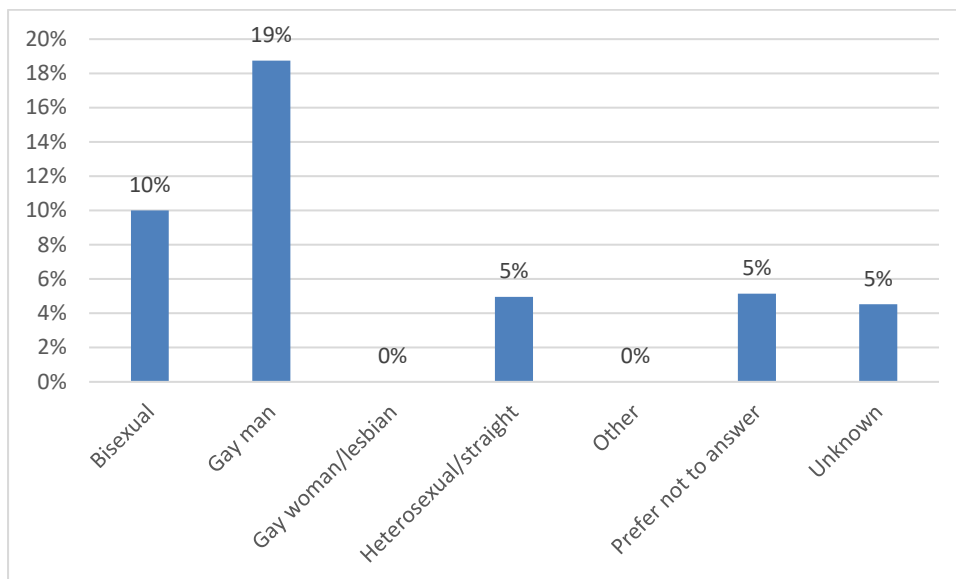
	Total staff	Voluntary Leavers	% Turnover
<b>Buddhist</b>	3	0	0%
<b>Christian</b>	450	23	5%
<b>Hindu</b>	5	0	0%
<b>Jewish</b>	8	1	13%
<b>Muslim</b>	23	4	17%
<b>Sikh</b>	6	1	17%
<b>None</b>	544	22	4%
<b>Other religion</b>	23	2	9%
<b>Prefer not to answer</b>	221	13	6%
<b>Unknown</b>	201	9	4%
<b>TOTAL</b>	1484	75	5%

### Commentary

Although these are very small numbers, the joint-highest turnover rate was amongst Muslim and Sikh staff (17%) (10% and 0% respectively, 2015-16).

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, 6%; Unknown, 4%).

## Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
<b>Bisexual</b>	10	1	10%
<b>Gay man</b>	16	3	19%
<b>Gay woman/lesbian</b>	15	0	0%
<b>Heterosexual/straight</b>	1030	51	5%
<b>Other</b>	0	0	0%
<b>Prefer not to answer</b>	214	11	5%
<b>Unknown</b>	199	9	5%
<b>TOTAL</b>	1484	75	5%

### Commentary

The highest turnover, from the data that is known, was from staff declaring that they were gay men (19%).