

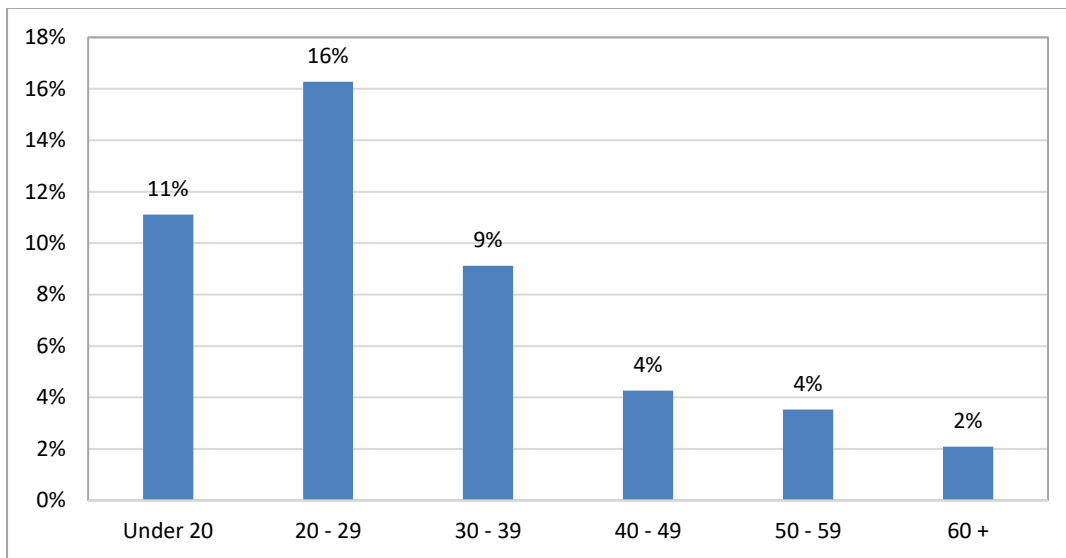
University of Leeds - all staff turnover by protected characteristic 1 August 2016 – 31 July 2017

The following data provides information on staff across the University who voluntarily resigned over the period, by protected characteristic and contract type. Turnover from 2015/16 and 2014/15 is also provided for comparison.

Data is rounded to the nearest whole percent.

A total of 616 resigned out of a total staff population of 8644, equating to a 7% staff turnover rate across the University (7%, 2015-16).

Age

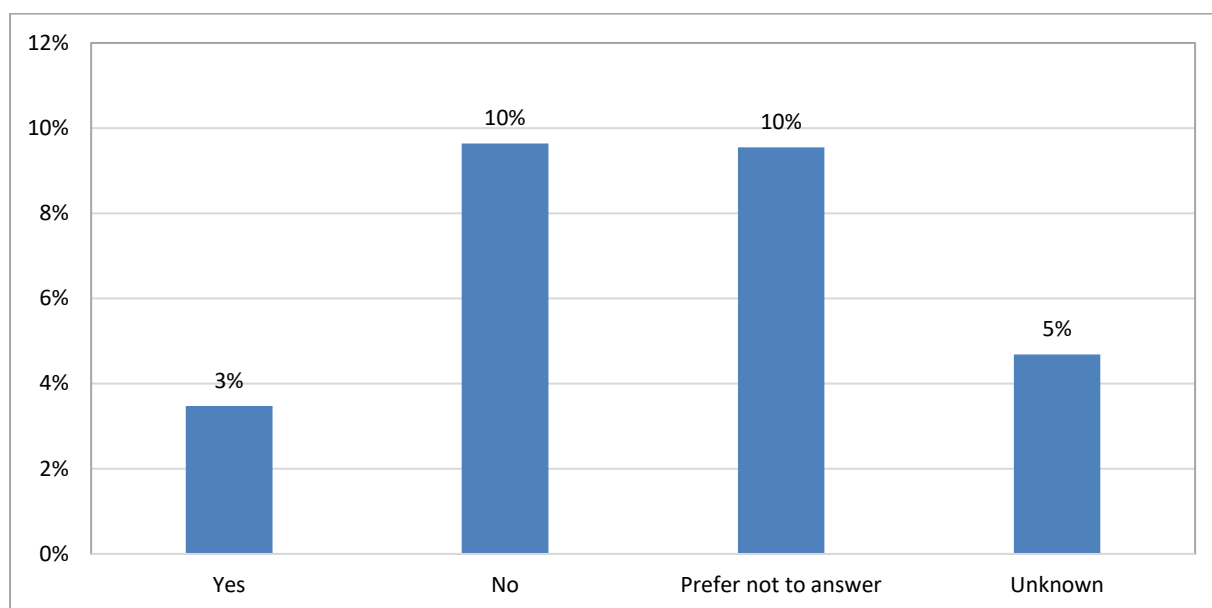


	Total staff	Voluntary Leavers	% Turnover	2015-16 Turnover	2014-15 Turnover
Under 20	36	4	11%	5%	21%
20 - 29	1247	203	16%	18%	18%
30 - 39	2566	234	9%	8%	9%
40 - 49	2205	94	4%	4%	6%
50 - 59	1870	66	4%	3%	4%
60 +	720	15	2%	3%	3%
TOTAL	8644	616	7%	7%	8%

Commentary

The highest % staff group to resign were aged 20-29 at 16%. The lowest turnover rates were from staff aged 60+ (as in previous years).

Caring Responsibility¹



	Total staff	Voluntary Leavers	% Turnover	2015-16 Turnover	2014-15 Turnover
Yes	2016	70	3%	4%	4%
No	3734	360	10%	9%	9%
Prefer not to answer	1037	99	10%	12%	13%
Unknown	1857	87	5%	3%	5%
TOTAL	8644	616	7%	7%	8%

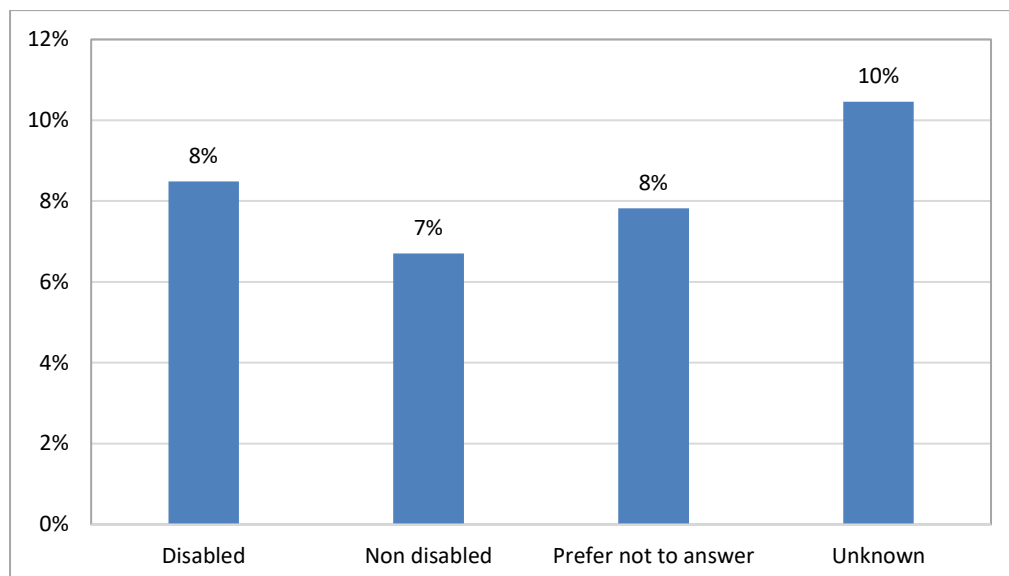
Commentary

For staff who declared they had caring responsibilities, there was a 3% turnover (down 1% from 2015-16).

This figure was 10% for staff with no declared caring responsibilities (up 1% from 2015-16).

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

Disability²



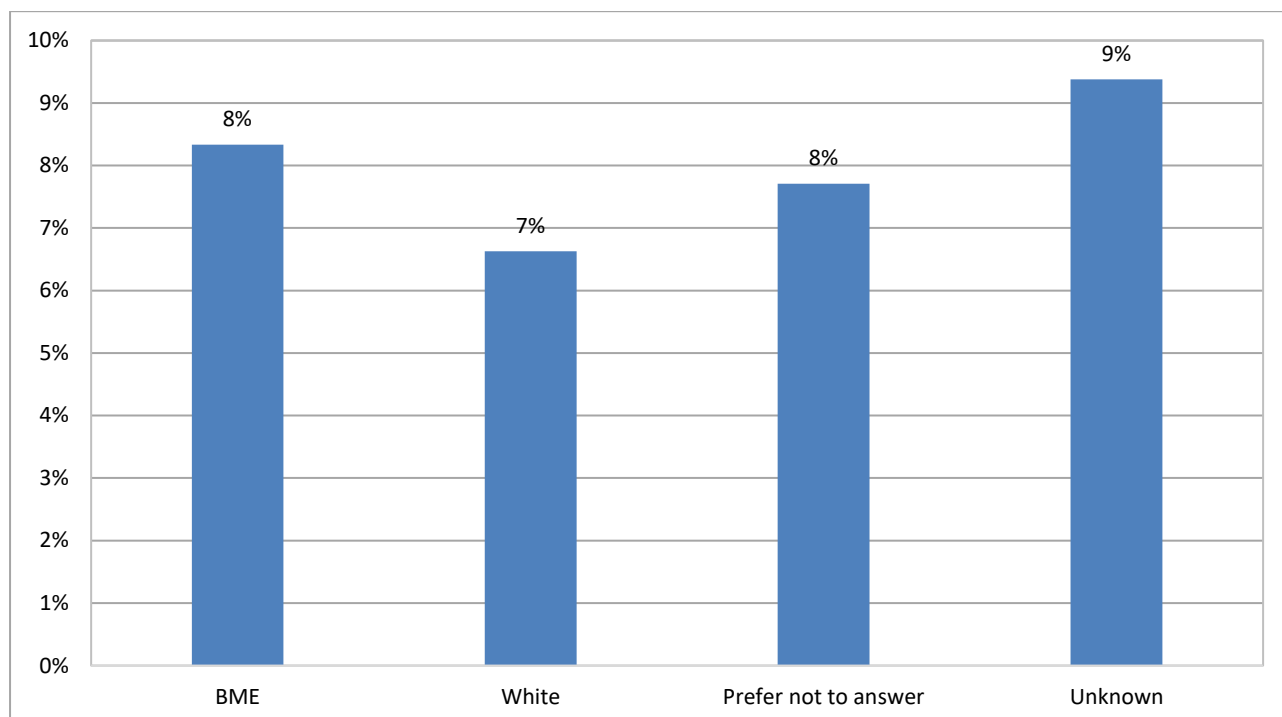
	Total staff	Voluntary Leavers	% Turnover	2015-16 Turnover	2014-15 Turnover
Disabled	330	28	8%	5%	6%
Non-disabled	6711	450	7%	7%	7%
Prefer not to answer	1125	88	8%	10%	10%
Unknown	478	50	10%	9%	7%
TOTAL	8644	616	7%	7%	8%

Commentary

Of the total number of staff who stated they had a disability, 8% resigned, (5%, 2015-16). Of the total number of staff who stated they were non-disabled, 7% resigned, also the same figure as the previous year.

² 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	2015-16 Turnover	2014-15 Turnover
BME	888	74	8%	8%	8%
White	6108	405	7%	6%	7%
Prefer not to answer	1051	81	8%	9%	10%
Unknown	597	56	9%	7%	18%
TOTAL	8644	616	7%	7%	8%

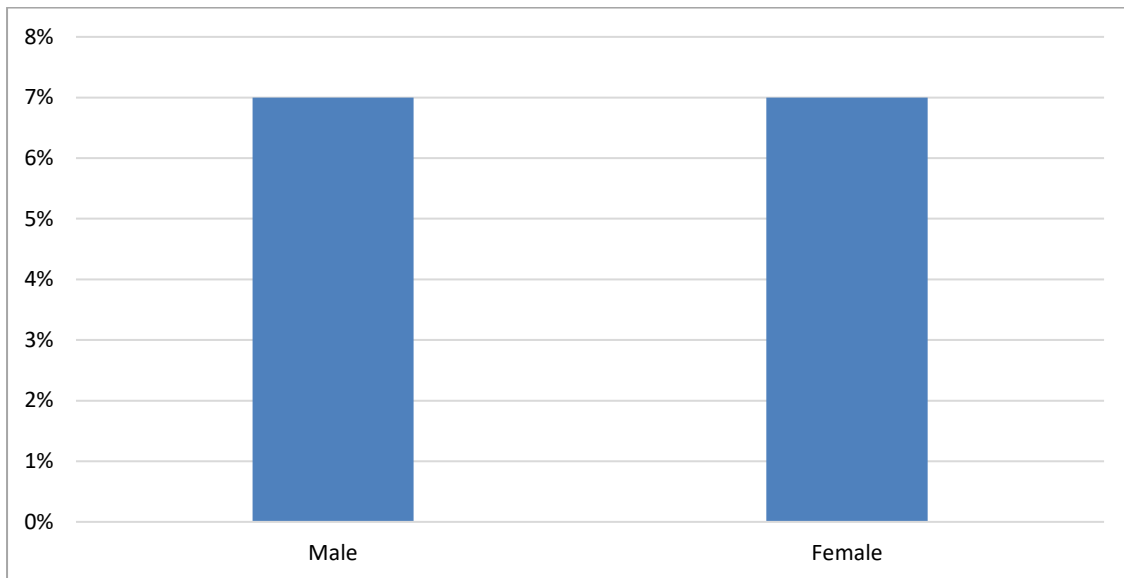
Commentary

Of the total staff population who declared their ethnicity as 'White', 7% resigned (6%, 2015-16).

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

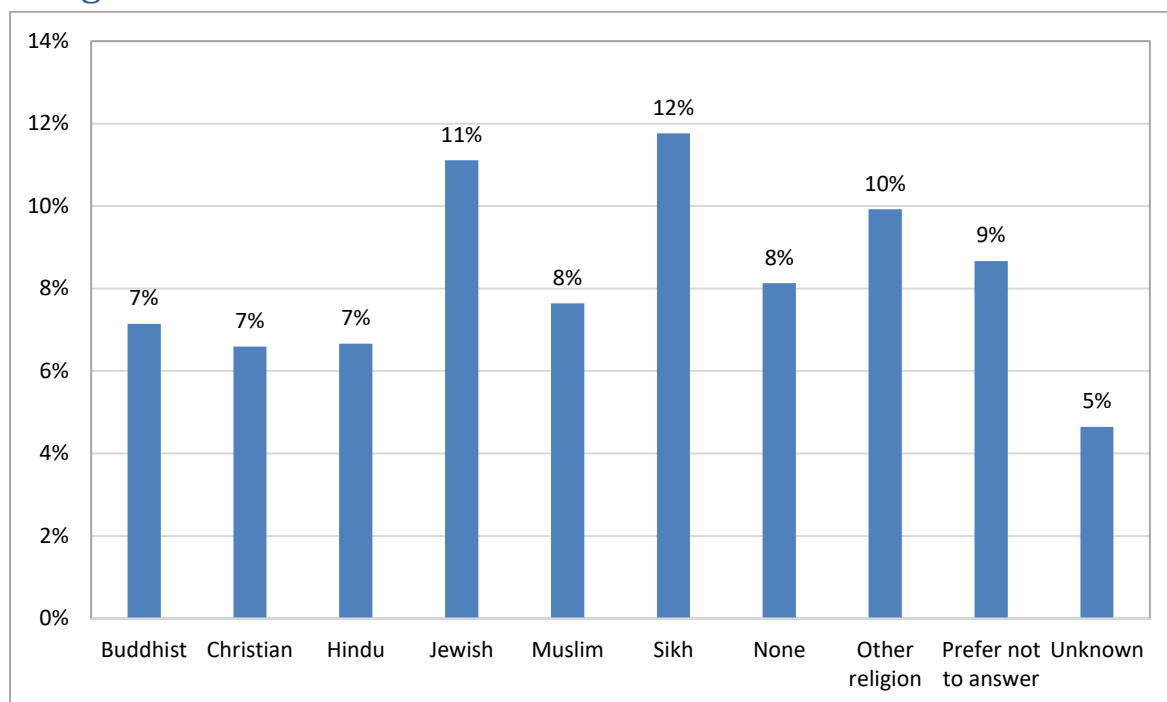


	Total staff	Voluntary Leavers	% Turnover	2015-16 Turnover	2014-15 Turnover
Female	4726	351	7%	8%	9%
Male	3918	265	7%	6%	7%
TOTAL	8644	616	7%	7%	8%

Commentary

A total of 7% (8%, 2015-16) of the female staff population and 7% of male staff population (6% 2015-16) resigned.

Religion



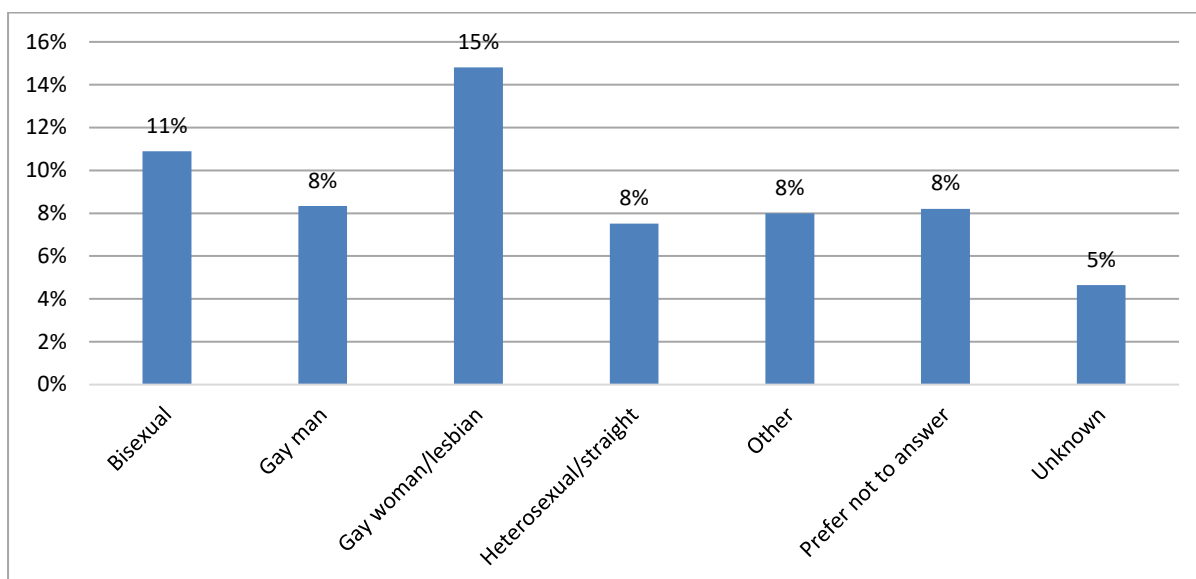
	Total staff	Voluntary Leavers	% Turnover	2015-16 Turnover	2014-15 Turnover
Buddhist	42	3	7%	10%	14%
Christian	2109	139	7%	7%	6%
Hindu	60	4	7%	10%	10%
Jewish	45	5	11%	2%	9%
Muslim	157	12	8%	9%	8%
Sikh	34	4	12%	6%	7%
None	2854	232	8%	8%	9%
Other religion	131	13	10%	5%	7%
Prefer not to answer	1361	118	9%	11%	11%
Unknown	1851	86	5%	3%	5%
TOTAL	8644	616	7%	7%	8%

Commentary

The largest % turnover rate was amongst Sikh staff and Jewish staff, at 12% and 11%, respectively. In addition, 9% of staff who resigned preferred not to answer the question.

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	2015-16 Turnover	2014-15 Turnover
Bisexual	101	11	11%	10%	6%
Gay man	96	8	8%	10%	13%
Gay woman/lesbian	81	12	15%	8%	8%
Heterosexual/straight	5151	387	8%	7%	8%
Other	25	2	8%	0%	13%
Prefer not to answer	1340	110	8%	11%	11%
Unknown	1850	86	5%	3%	5%
TOTAL	8644	616	7%	7%	8%

Commentary

Of the total staff population who stated they were a gay woman/lesbian, 15% resigned as did 11% of staff who declared they were bisexual and 8% of staff who declared they were a gay man.

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