

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

---

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

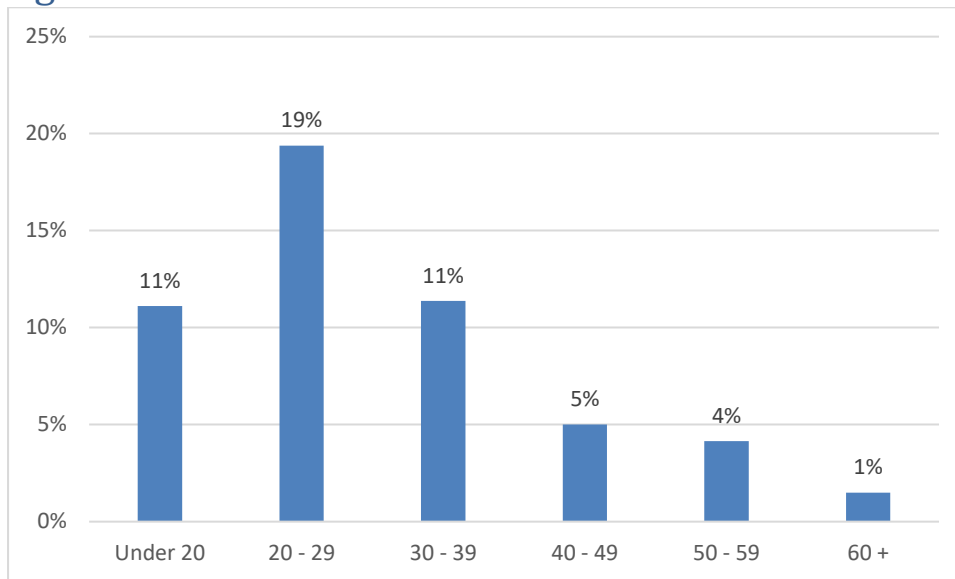
*Data is rounded to the nearest whole percent.*

A total of 356 resigned out of a total staff population of 3589, equating to a 10% staff turnover rate (10%, 2015-16).

---

<sup>1</sup> 'Support staff' is comprised of clerical staff, technicians and operational support roles.

## Age

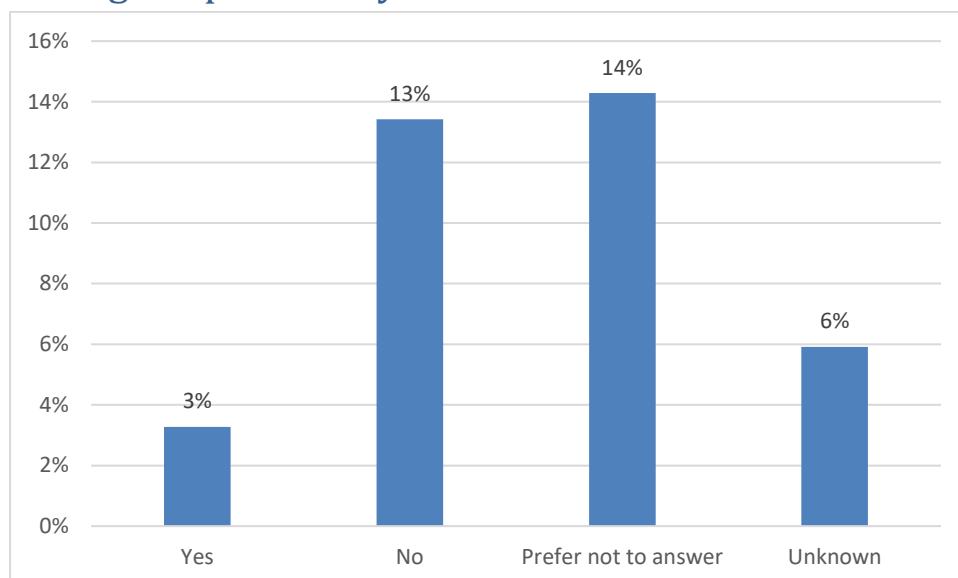


	Total staff	Voluntary Leavers	% Turnover
<b>Under 20</b>	36	4	11%
<b>20 - 29</b>	903	175	19%
<b>30 - 39</b>	941	107	11%
<b>40 - 49</b>	718	36	5%
<b>50 - 59</b>	723	30	4%
<b>60 +</b>	268	4	1%
<b>TOTAL</b>	3589	356	10%

### Commentary

The highest % staff group to resign were aged 20-29 at 19% (22%, 2015-16). The lowest staff turnover were those aged 60+ at 1% (5%, 2015-16).

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



	Total staff	Voluntary Leavers	% Turnover
<b>Yes</b>	642	21	3%
<b>No</b>	1744	234	13%
<b>Prefer not to answer</b>	357	51	14%
<b>Unknown</b>	846	50	6%
<b>TOTAL</b>	3589	356	10%

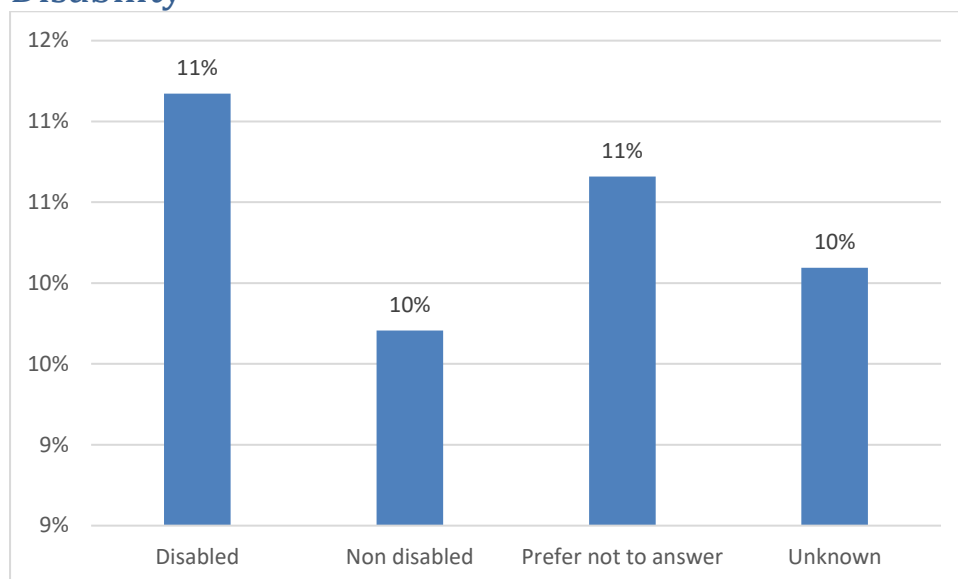
### Commentary

For staff who declared they had caring responsibilities, there was a 3% turnover (5%, 2015-16).

This figure was 13% for staff with no caring responsibilities (12%, 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>



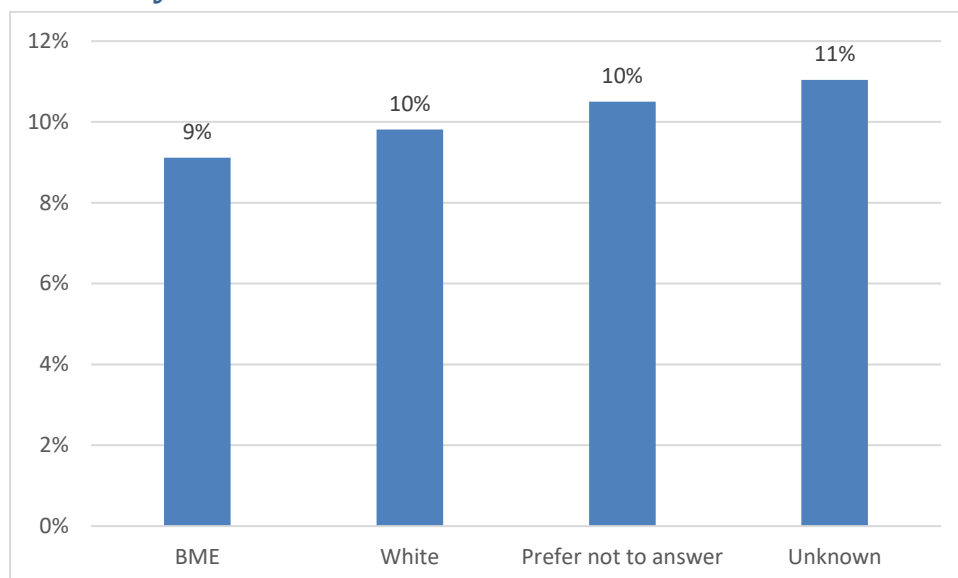
	Total staff	Voluntary Leavers	% Turnover
<b>Disabled</b>	179	20	11%
<b>Non disabled</b>	2699	262	10%
<b>Prefer not to answer</b>	394	42	11%
<b>Unknown</b>	317	32	10%
<b>TOTAL</b>	3589	356	10%

### Commentary

Of the total number of staff who stated they had a disability, there was an 11% turnover (6%, 2015-16). Of the total number of staff who stated they were non-disabled, 10% resigned (9%, 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>	373	34	9%
<b>White</b>	2518	247	10%
<b>Prefer not to answer</b>	381	40	10%
<b>Unknown</b>	317	35	11%
<b>TOTAL</b>	3589	356	10%

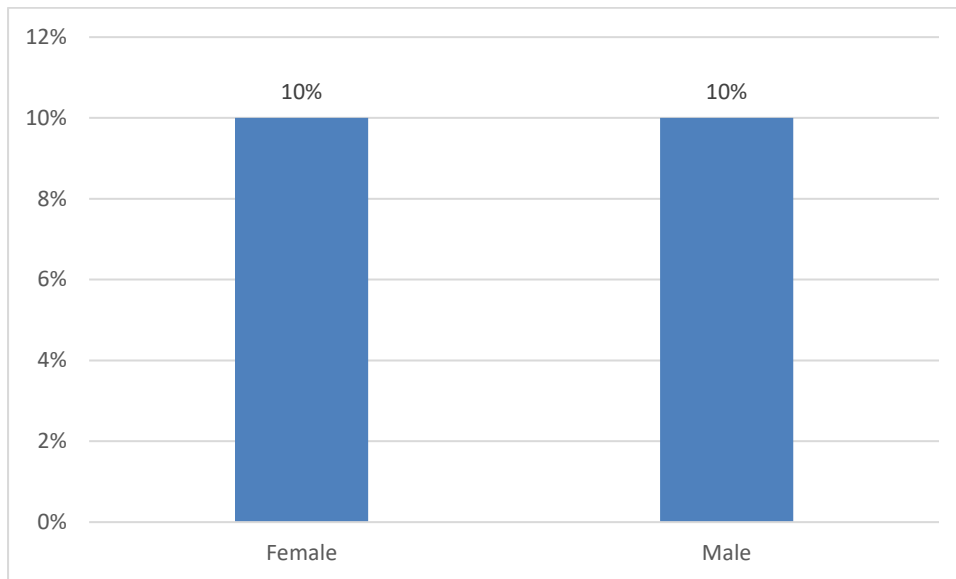
### Commentary

Of staff who declared their ethnicity as BME, 9% resigned (10%, 2015-16).

In addition, of the total staff population who declared their ethnicity as 'White', 10% resigned (9%, 2015-16).

BME = Black and minority ethnic

## Gender

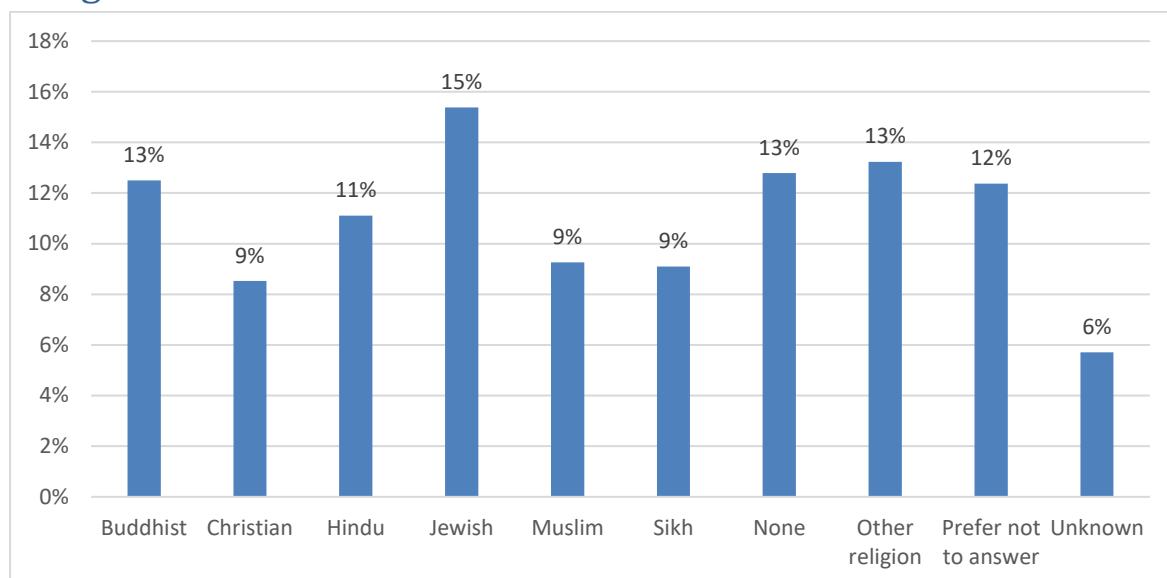


	Total staff	Voluntary Leavers	% Turnover
<b>Female</b>	2286	224	10%
<b>Male</b>	1303	132	10%
<b>TOTAL</b>	3589	356	10%

### Commentary

A total of 10% (10%, 2015-16) of the female staff population and 10% of male staff population (9%, 2015-16) resigned.

## Religion

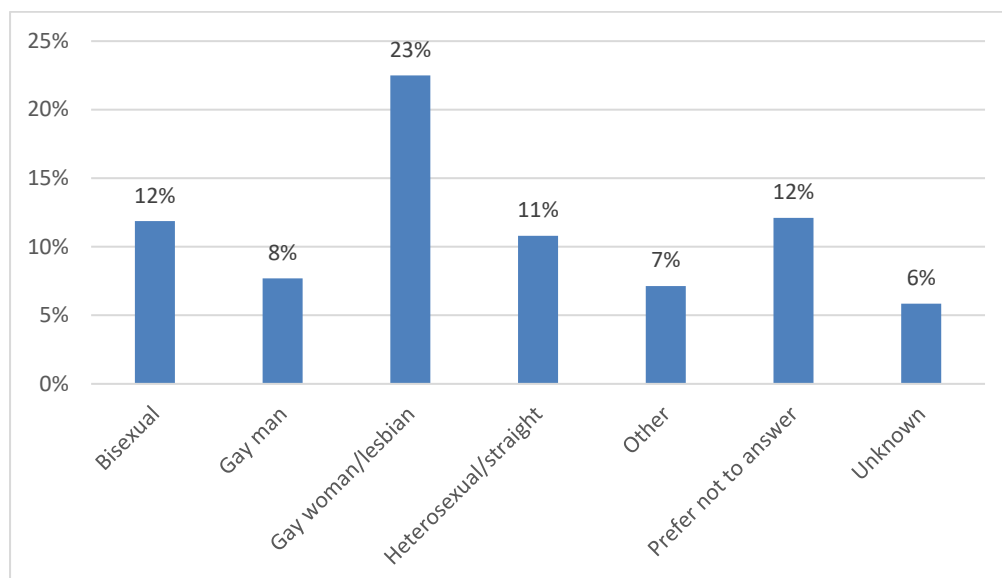


	Total staff	Voluntary Leavers	% Turnover
<b>Buddhist</b>	16	2	13%
<b>Christian</b>	915	78	9%
<b>Hindu</b>	18	2	11%
<b>Jewish</b>	13	2	15%
<b>Muslim</b>	54	5	9%
<b>Sikh</b>	22	2	9%
<b>None</b>	1142	146	13%
<b>Other religion</b>	68	9	13%
<b>Prefer not to answer</b>	501	62	12%
<b>Unknown</b>	840	48	6%
<b>TOTAL</b>	3589	356	10%

### Commentary

The largest % turnover rate was for Jewish members of staff at 15% (0%, 2015-16). The joint-three 2<sup>nd</sup> highest staff turnover groups were Buddhist, no religion, and staff who identified their religious affiliation that has been grouped into 'other religion' category (all at 13%).

## Sexual Orientation



	Total staff	Voluntary Leavers	% Turnover
<b>Bisexual</b>	59	7	12%
<b>Gay man</b>	39	3	8%
<b>Gay woman/lesbian</b>	40	9	23%
<b>Heterosexual/straight</b>	2119	229	11%
<b>Other</b>	14	1	7%
<b>Prefer not to answer</b>	479	58	12%
<b>Unknown</b>	839	49	6%
<b>TOTAL</b>	3589	356	10%

### Commentary

The highest turnover was from those who stated they were a gay woman/lesbian (23%) (10%, 2015-16).