

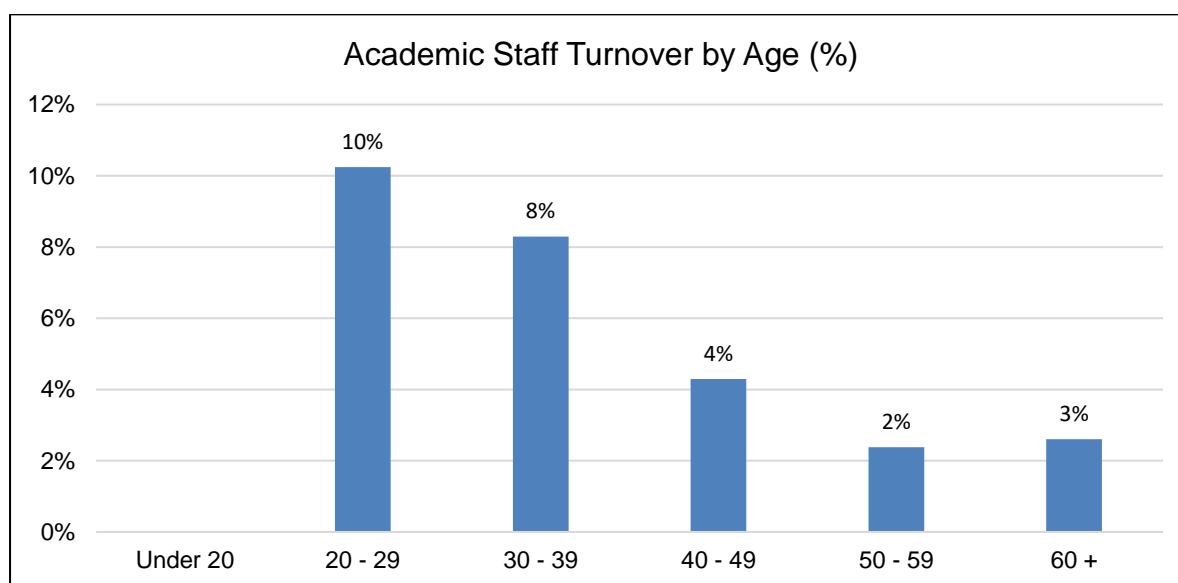
University of Leeds - Academic¹ staff turnover by protected characteristic 1 August 2017 – 31 July 2018

The following data provides information on academic staff across the University who voluntarily resigned during the academic year 2017-18. The data is provided by the following protected characteristic: age; caring responsibility; disability; ethnicity; gender; religion; and sexual orientation as well as by contract type (permanent or fixed-term) and contract status (full or part time).

During 2017-18, a total of 206 academic staff resigned out of a total academic staff population of 3731, equating to a 6% staff turnover rate (5%, 2016-17).

Data is rounded to the nearest whole percent and therefore may not always total 100%.

Age



Age (Years)	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	-
20 - 29	293	30	10%
30 - 39	1254	104	8%
40 - 49	1002	43	4%
50 - 59	798	19	2%
60 +	384	10	3%

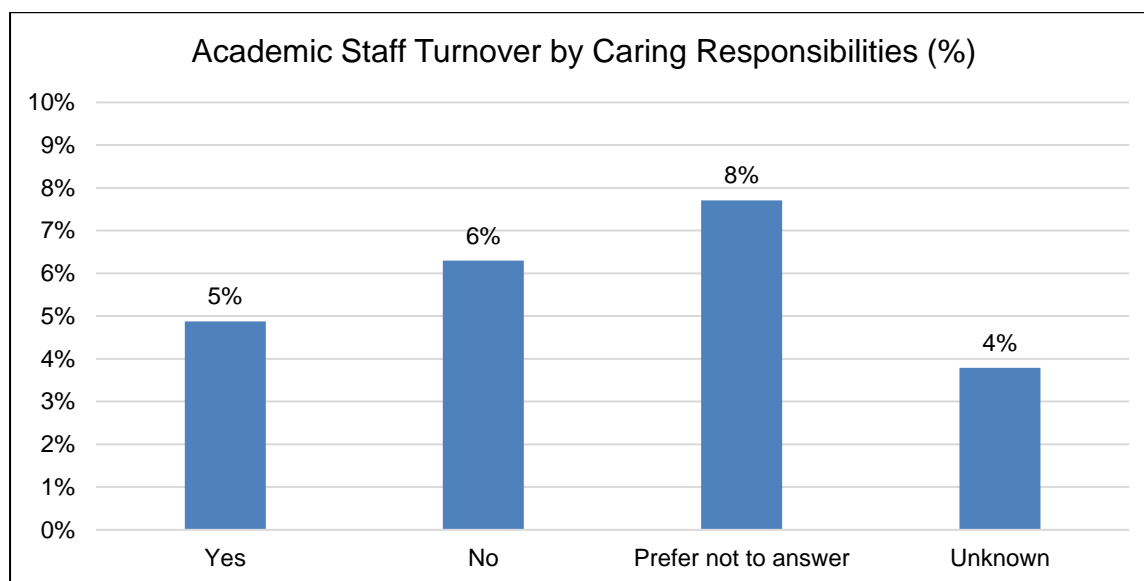
¹ 'Academic staff' includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc.

Commentary

During the academic year 2017-18, the two highest percentages of academic staff resignations were in the 20-29 (10%) and 30-39 (8%) age groups. This is largely consistent with academic resignations the previous year when staff turnover was at 8% for both of these age groups.

At 2%, the lowest academic staff turnover rate is in the 50-59 age group. This figure is down 1% from 2016-17 when turnover in this age group was 3%.

Caring Responsibility²



	Total staff	Voluntary Leavers	% Turnover
Yes	903	44	5%
No	1477	93	6%
Prefer not to answer	454	35	8%
Unknown	897	34	4%

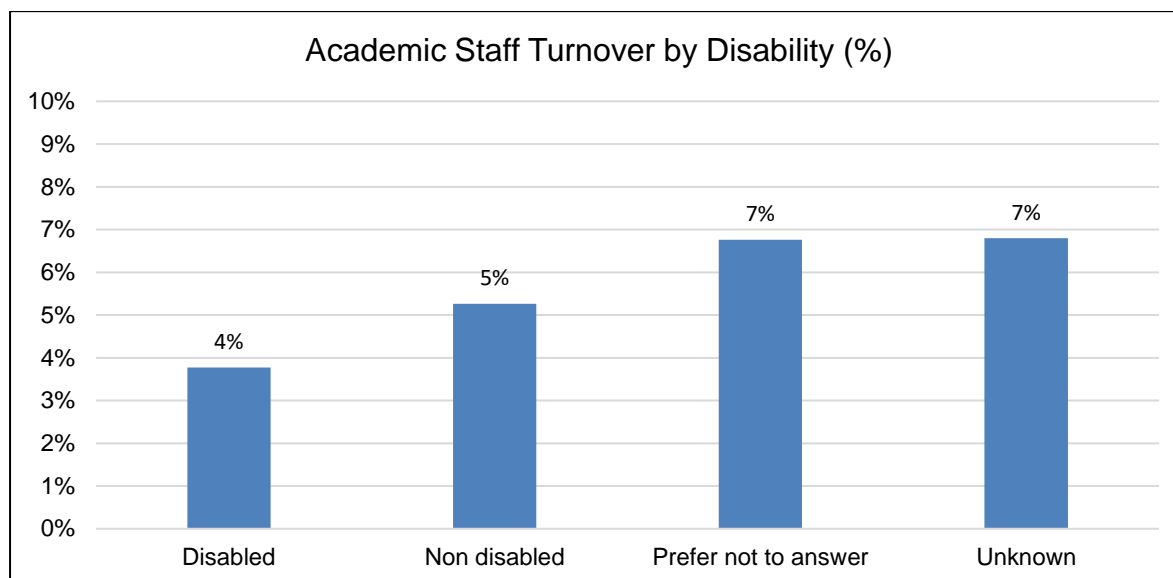
Commentary

During the 2017-18 academic year, there was a 5% turnover for academic staff who declared they had caring responsibilities (4%, 2016-17).

This figure was 6% for staff with no caring responsibilities (6%, 2016-17).

² Defined as: caring for either one or more children, one or more disabled children, or somebody else

Disability³



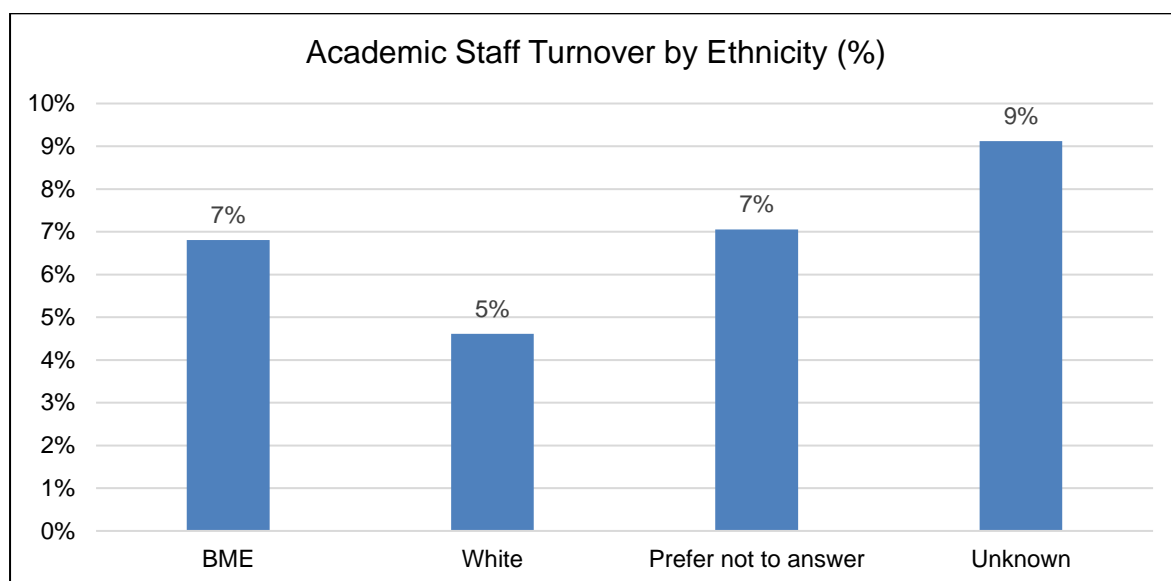
	Total staff	Voluntary Leavers	% Turnover
Disabled	106	4	4%
Non-disabled	2887	152	5%
Prefer not to answer	488	33	7%
Unknown	250	17	7%

Commentary

Of the academic staff who stated they had a disability, 4% resigned during 2017-18, (6%, 2016-17). Of the academic staff who stated they were non-disabled, 5% resigned (same as 2016-17).

³ 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
BME⁴	441	30	7%
White	2537	117	5%
Prefer not to answer	468	33	7%
Unknown	285	26	9%

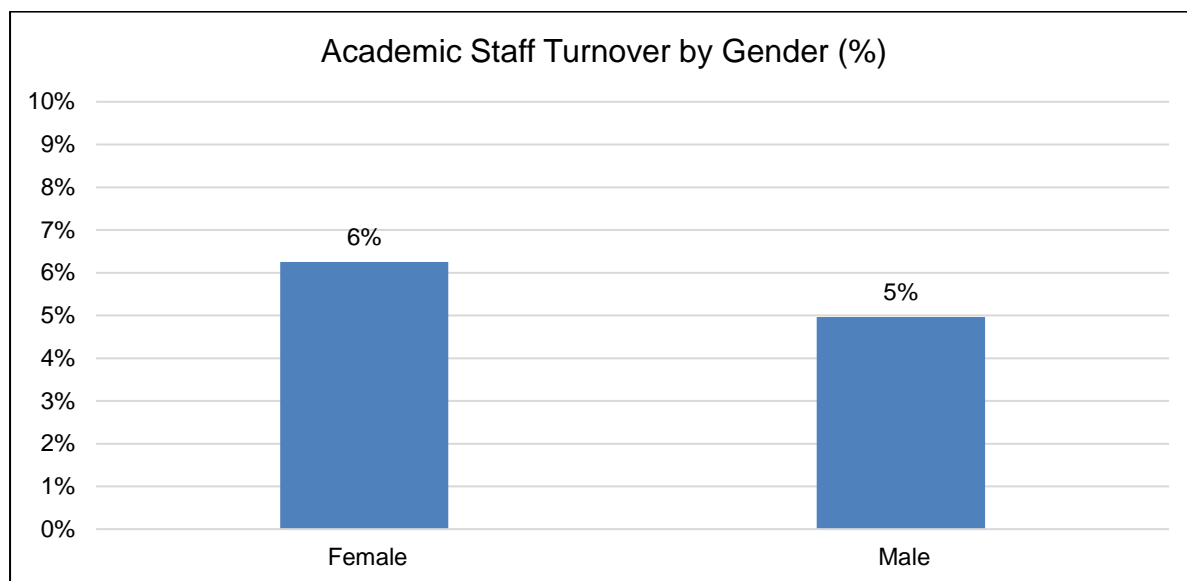
Commentary

Of academic staff who declared their ethnicity as BME, 7% resigned during the academic year 2017-18 (7%, 2016-17).

Of the academic staff who declared their ethnicity as White, 5% resigned (5%, 2016-17).

⁴ BME- Black and minority ethnic

Gender

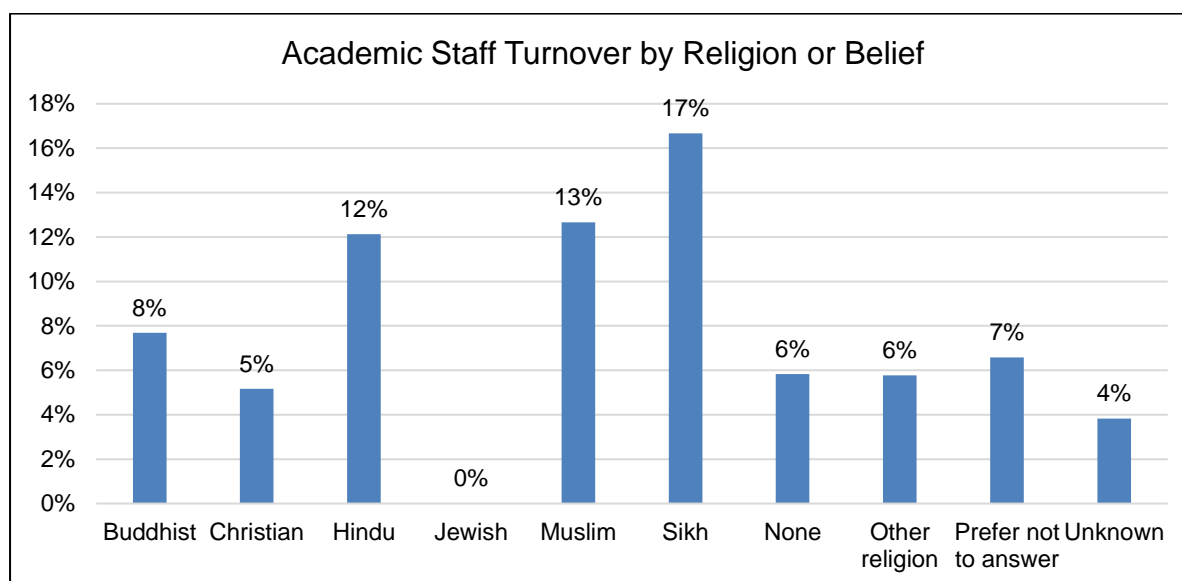


	Total staff	Voluntary Leavers	% Turnover
Female	1615	101	6%
Male	2116	105	5%

Commentary

During the academic year 2017-18, a 6% (5%, 2016-17) of the female academic staff population and 5% of the male academic staff population (5%, 2016-17) resigned.

Religion or Belief

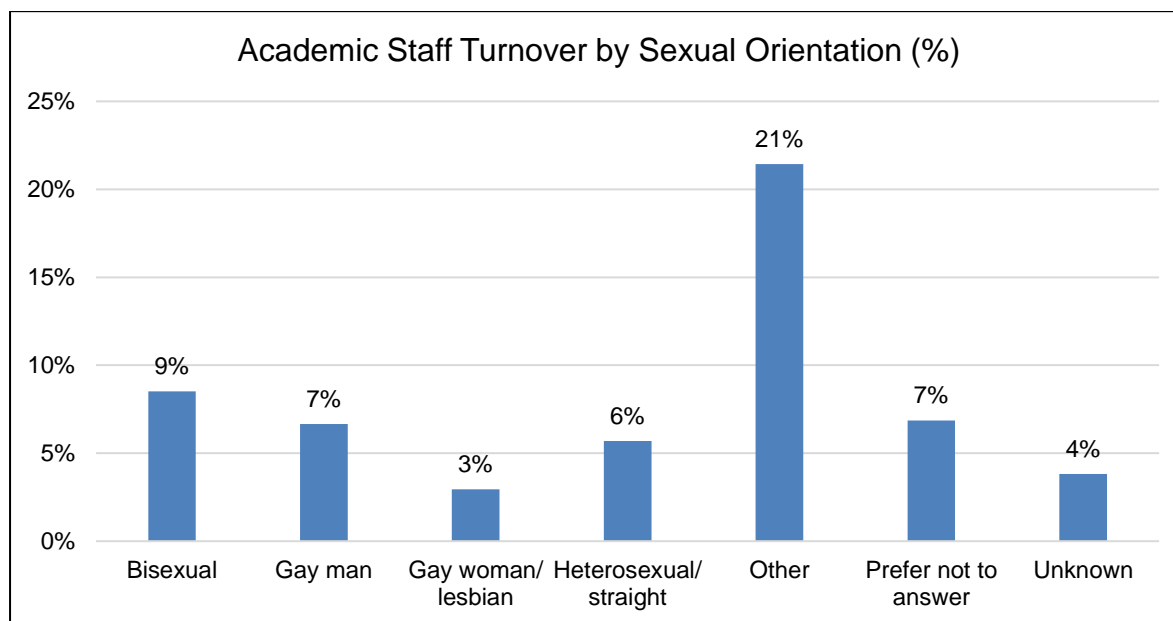


	Total staff	Voluntary Leavers	% Turnover
Buddhist	26	2	8%
Christian	774	40	5%
Hindu	33	4	12%
Jewish	25	0	0%
Muslim	79	10	13%
Sikh	6	1	17%
None	1270	74	6%
Other religion	52	3	6%
Prefer not to answer	577	38	7%
Unknown	889	34	4%

Commentary

During the 2017-18 academic year, the highest percentage turnover rate for academic staff was, for the second year, 17% amongst those declaring that they were Sikh. The staff turnover rate for Christian academic staff and those of no religion or Other religion have seen only minimal changes. There have been increases in the level of staff turnover for academic members of staff who are Buddhist (8%, 2017-18 from 4%, 2016-17), Hindu (12%, 2017-18 from 5%, 2016-17), and Muslim (13% in 2017-18 from 4% in 2016-17).

Sexual Orientation



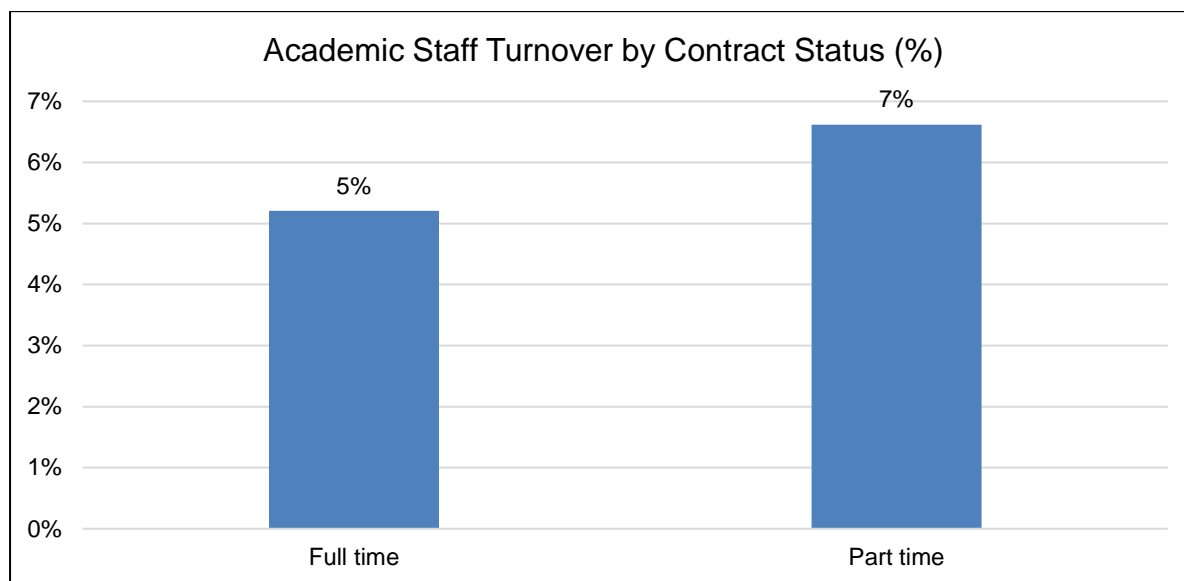
	Total staff	Voluntary Leavers	% Turnover
Bisexual	47	4	9%
Gay man	45	3	7%
Gay woman/lesbian	34	1	3%
Heterosexual/straight	2104	120	6%
Other	14	3	21%
Prefer not to answer	597	41	7%
Unknown	890	34	4%

Commentary

The highest turnover rate during 2017-18 was from academic staff declaring their sexual orientation as other (21% in 2017-18 compared to 9% in 2016-17. Of the academic staff population who stated they were a gay man, 7% resigned (5%, 2016-17). Of the academic staff who declared their sexual orientation as bisexual 9% resigned (9%, 2016-17). Of those academics who declared that they were a gay woman or lesbian the turnover rate has dropped to 3% in 2017-18 from 12% in the previous year.

It should be noted that some of these categories contain a small number of individuals, hence comparison across years should be completed with caution.

Contract Status

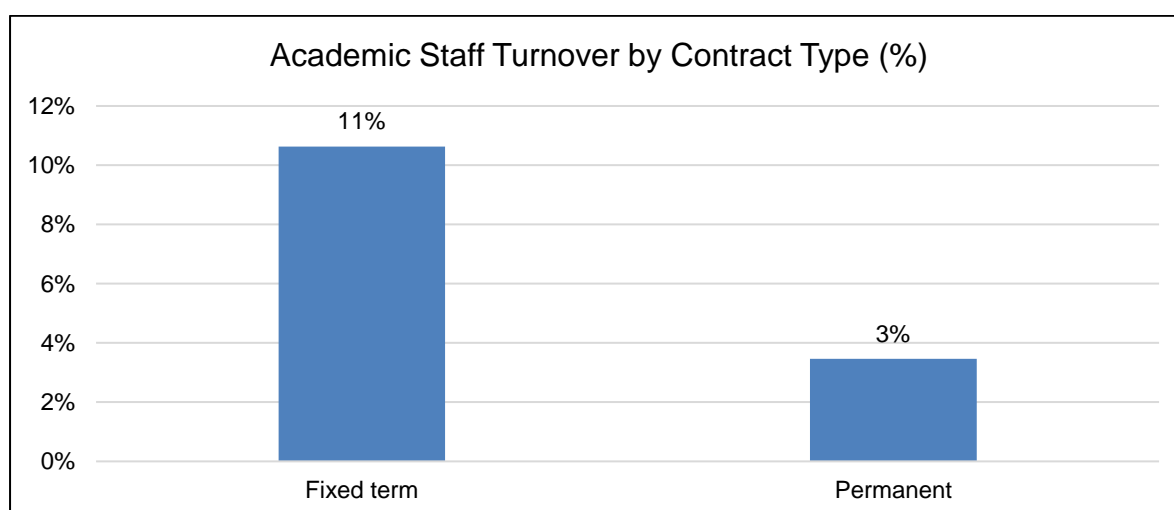


	Total staff	Voluntary Leavers	% Turnover
Full time	2900	151	5%
Part time	831	55	7%

Commentary

During the 2017-18 academic year, the higher percentage turnover (7%) in academic staff was from those who worked part-time (6%, 2016-17). Full time academic staff had a turnover rate of 5% which was the same as for the previous year.

Contract Type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	1072	114	11%
Permanent	2659	92	3%

Commentary

During the 2017-18 academic year, the highest level of academic staff turnover was from those who held fixed term contracts (11%). This compared to a turnover rate of 3% for permanent academic staff. These percentages remain the same as in 2016-17.