

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

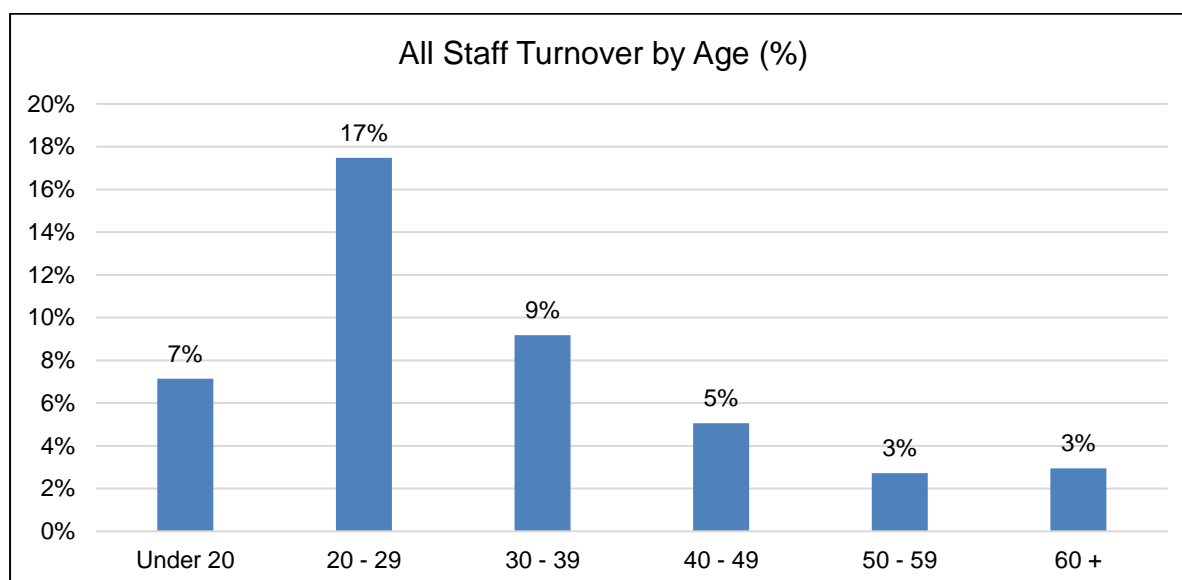
The following data provides information on all staff (academic, professional and managerial and support) across the University who voluntarily resigned during the academic year 2017-18. The data is provided by the following protected characteristic: age; caring responsibility; disability; ethnicity; 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 656 staff resigned out of a total staff population of 8,879, equating to a 7% staff turnover rate (7%, 2016-17).

The previous two years of data are provided for comparison.

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

Age

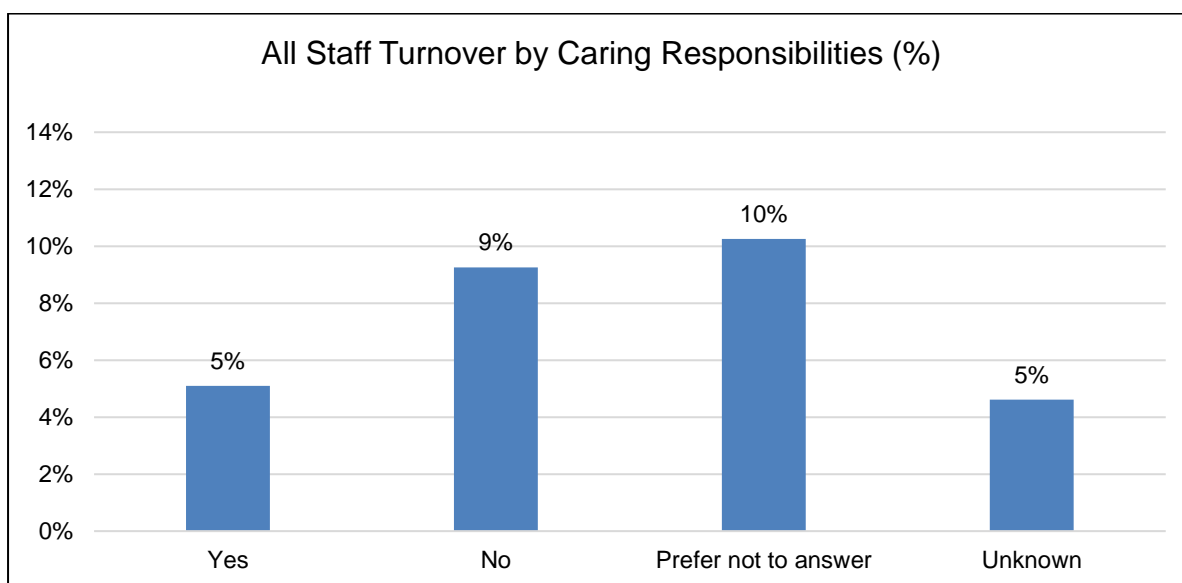


Age (years)	Total staff	Voluntary Leavers	% Turnover	2016-17 % Turnover	2015-16 % Turnover
Under 20	28	2	7%	11%	5%
20 - 29	1265	221	17%	16%	18%
30 - 39	2658	244	9%	9%	8%
40 - 49	2273	115	5%	4%	4%
50 - 59	1873	51	3%	4%	3%
60 +	782	23	3%	2%	3%

Commentary

The highest percentage staff group to resign during 2017-18 were aged 20-29 at 17% (also the highest in 2016-17 at 16%). The lowest turnover rates at 3% were from staff aged 50-59 and 60+ (4% and 2% respectively, 2016-17).

Caring Responsibility¹



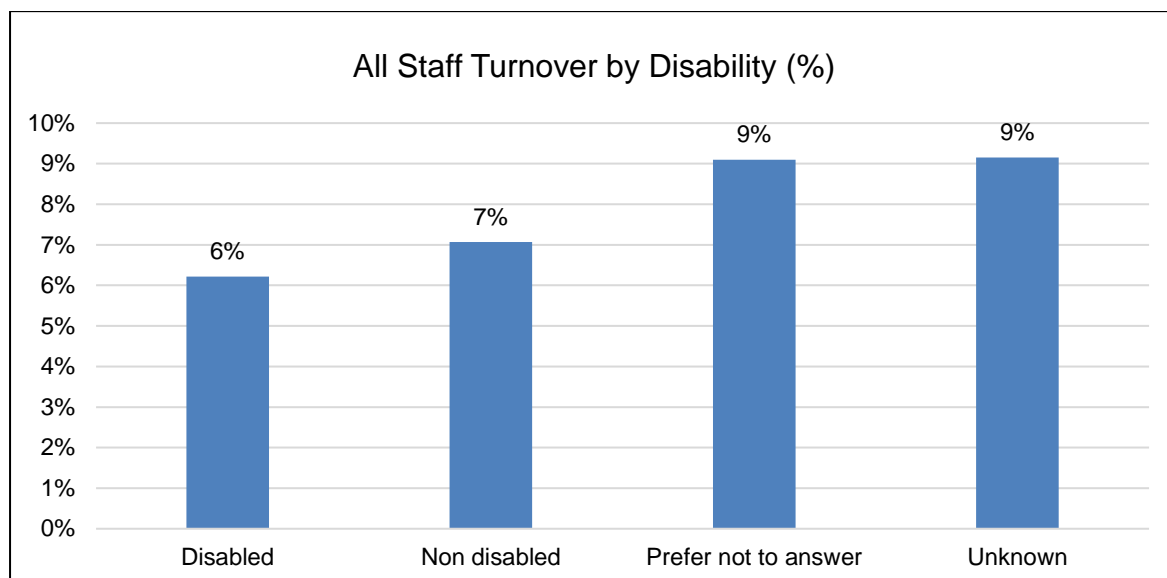
	Total staff	Voluntary Leavers	% Turnover	2016-17 % Turnover	2015-16 % Turnover
Yes	2139	109	5%	3%	4%
No	4011	371	9%	10%	9%
Prefer not to answer	887	91	10%	10%	12%
Unknown	1842	85	5%	5%	3%

Commentary

For staff who declared they had caring responsibilities, there was a 5% turnover during 2017-18 (3%, 2016-17). This figure was 9% for staff with no declared caring responsibilities (10% from 2016-17).

¹ Defined as: caring for either one or more children, one or more disabled children, or somebody else

Disability²



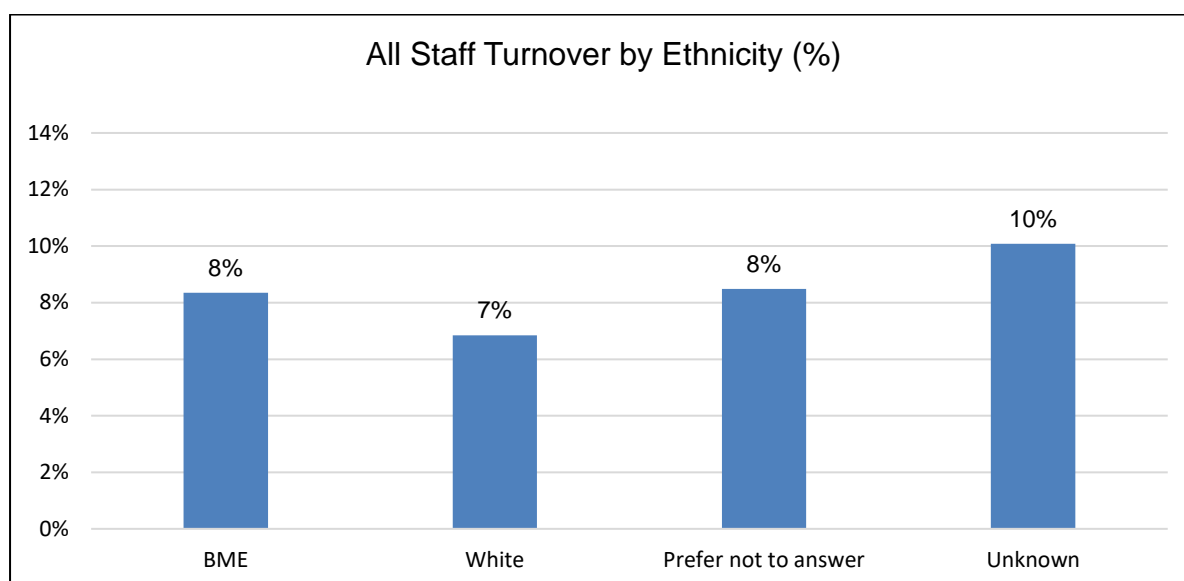
	Total staff	Voluntary Leavers	% Turnover	2016-17 % Turnover	2015-16 % Turnover
Disabled	370	23	6%	8%	5%
Non-disabled	6974	493	7%	7%	7%
Prefer not to answer	956	87	9%	8%	10%
Unknown	579	53	9%	10%	9%

Commentary

During 2017-18 of the total number of staff who stated they had a disability, 6% resigned, (8%, 2016-17). Of the total number of staff who stated they were non-disabled, 7% resigned - 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	2016-17 % Turnover	2015-16 % Turnover
BME³	922	77	8%	8%	8%
White	6445	441	7%	7%	6%
Prefer not to answer	907	77	8%	8%	9%
Unknown	605	61	10%	9%	7%

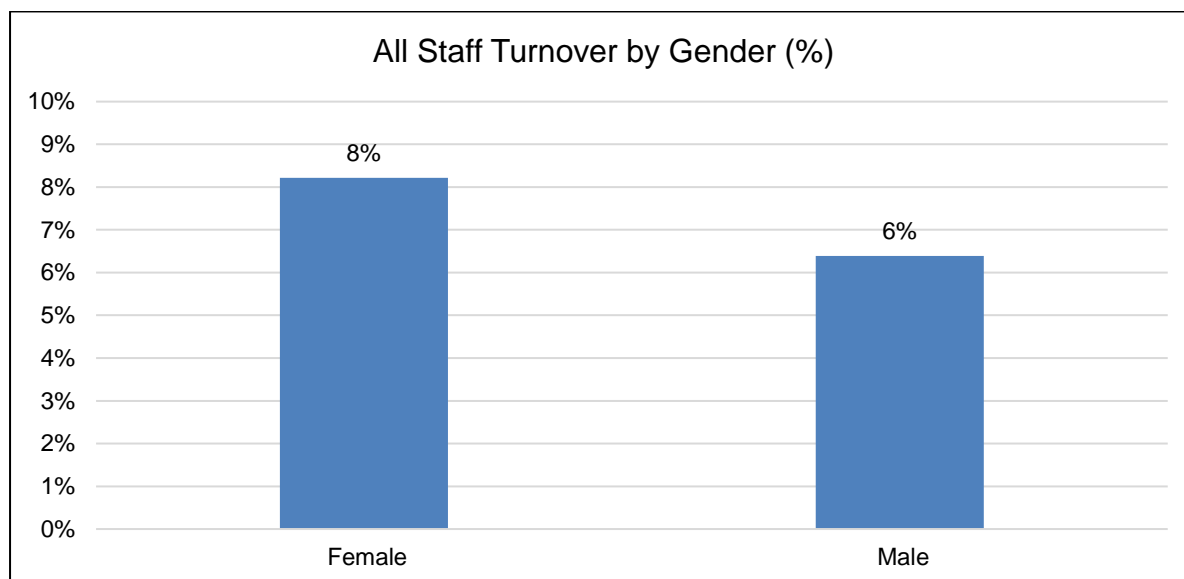
Commentary

During the academic year 2017-18 of the total staff population who declared their ethnicity as White, 7% resigned (7%, 2016-17).

Of the total staff population who declared their ethnicity as BME, 8% resigned, the same as the previous two years.

³ BME- Black and Minority Ethnic

Gender

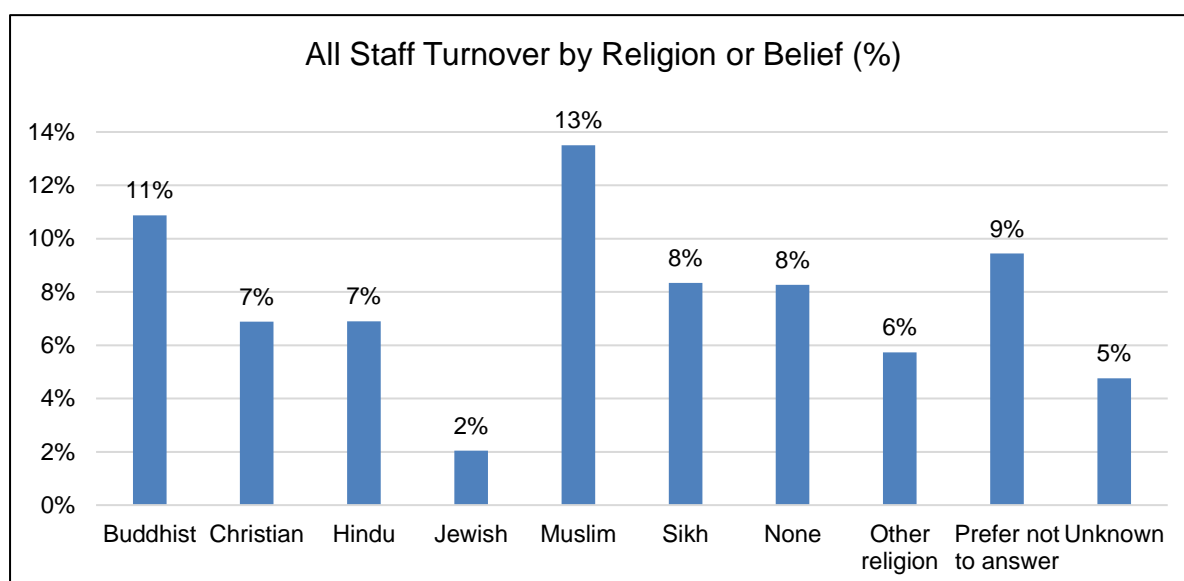


	Total staff	Voluntary Leavers	% Turnover	2016-17 % Turnover	2015-16 % Turnover
Female	4857	399	8%	7%	8%
Male	4022	257	6%	7%	7%

Commentary

A total of 8% (7%, 2016-17) of the female staff population and 6% of male staff population (7% 2016-17) resigned during 2017-18.

Religion or Belief



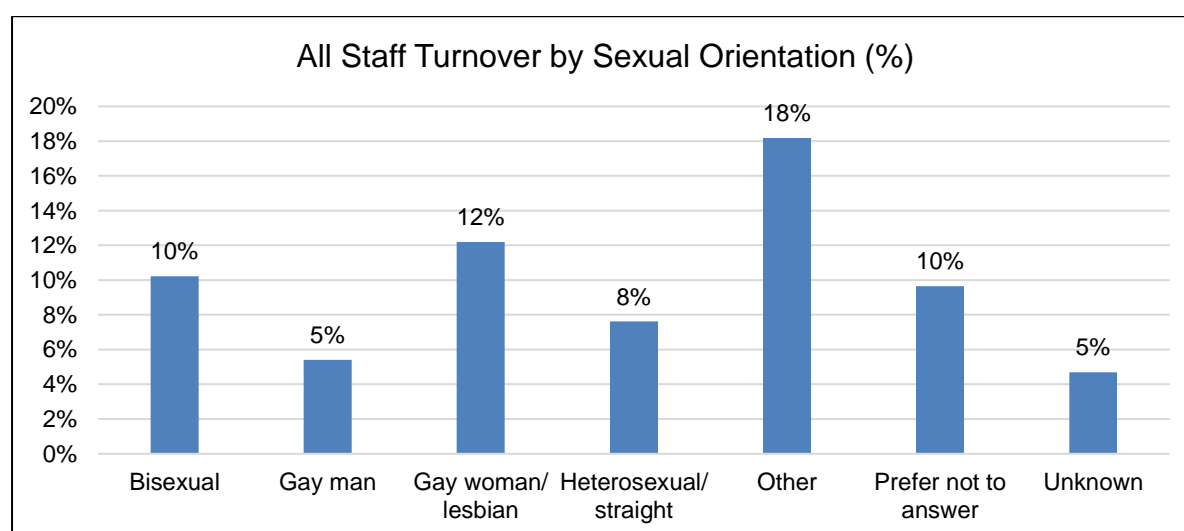
	Total staff	Voluntary Leavers	% Turnover	2016-17 % Turnover	2015-16 % Turnover
Buddhist	46	5	11%	7%	10%
Christian	2151	148	7%	7%	7%
Hindu	58	4	7%	7%	10%
Jewish	49	1	2%	11%	2%
Muslim	163	22	13%	8%	9%
Sikh	36	3	8%	12%	6%
None	3172	262	8%	8%	8%
Other religion	157	9	6%	10%	5%
Prefer not to answer	1218	115	9%	9%	11%
Unknown	1829	87	5%	5%	3%

Commentary

During the academic year 2017-18, the largest turnover rate was amongst Muslim staff at 13% (8%, 2016-17). There was an increase in turnover rate amongst Buddhist staff from 7% in 2016-17 to 11% in 2017-18. Turnover rates for Christian and Hindu members of staff (both 7%) as well as those who declared they had no religion (8%) remained the same as in the previous academic year. The turnover rates for Sikh members of staff decreased from 12% in 2016-17 to 8% in 2017-18 whilst turnover rates for Jewish members of staff decrease from 11% in 2016-17 to 2% in 2017-18. There was a decrease in the percentage turnover of staff who aligned themselves with the Other religion category from 10% in 2016-17 to 6% in 2017-18.

Whilst this data is provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to draw meaningful conclusions when comparing data across academic years.

Sexual Orientation



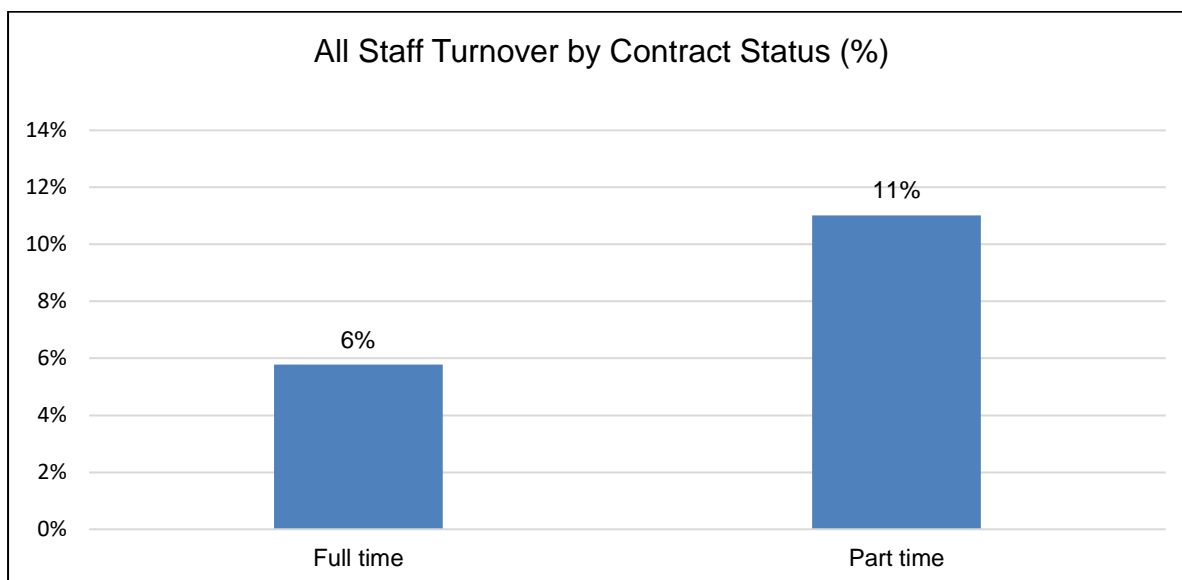
	Total staff	Voluntary Leavers	% Turnover	2016-17 % Turnover	2015-16 % Turnover
Bisexual	137	14	10%	11%	10%
Gay man	111	6	5%	8%	10%
Gay woman/ lesbian	82	10	12%	15%	8%
Heterosexual/ straight	5463	416	8%	8%	7%
Other	33	6	18%	8%	0%
Prefer not to answer	1222	118	10%	8%	22%
Unknown	1831	86	5%	5%	3%

Commentary

Of the total staff population who stated they were a gay woman/lesbian, 12% resigned during 2017-18 (15%, 2016-17) as did 10% of staff who declared they were bisexual (11%, 2016-17), and 5% of staff who declared they were a gay man (8%, 2016-17). .

Whilst this data is provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to drawn meaningful conclusions when comparing data across academic years.

Contract Status

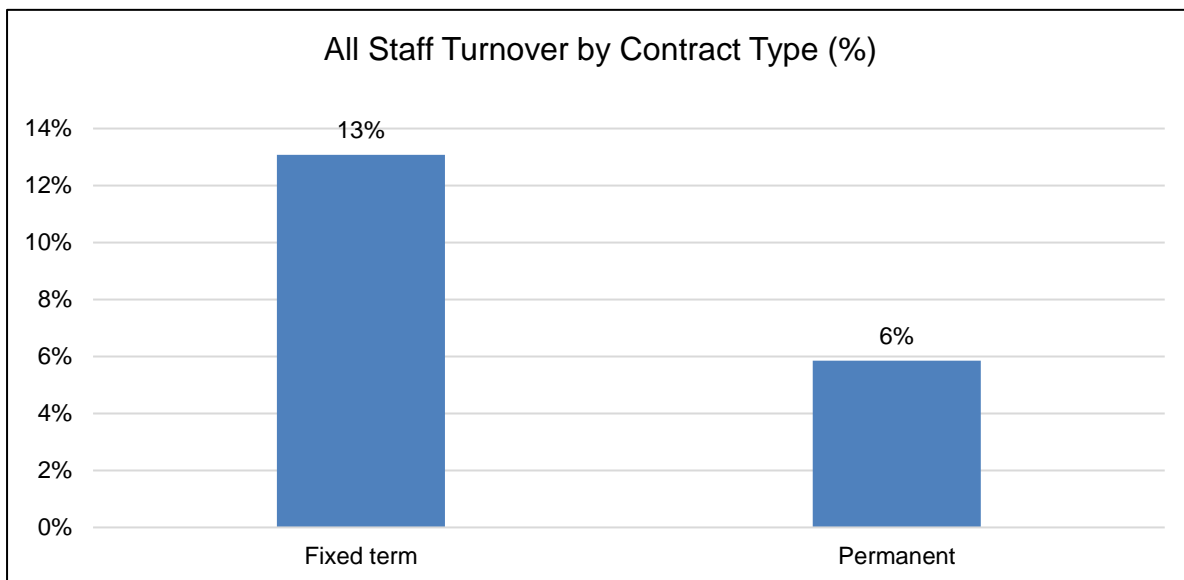


	Total staff	Voluntary Leavers	% Turnover	2016-17 % Turnover	2015-16 % Turnover
Full time	6157	356	6%	6%	6%
Part time	2722	300	11%	9%	10%

Commentary

During the academic year 2017-18 the turnover rate for part time members of staff was 11% (9%, 2016-17) compared to a turnover rate for full time members of staff of 6% (6% 2016-17).

Contract Type



	Total staff	Voluntary Leavers	% Turnover	2016-17 % Turnover	2015-16 % Turnover
Fixed term	1889	247	13%	13%	15%
Permanent	6990	409	6%	6%	5%

Commentary

During the academic year 2017-18, the turnover rate for fixed term staff was 13%. The turnover rate for permanent staff was 6%. Both figures are the same as for the previous academic year.