

# University of Leeds staff maternity, adoption and paternity<sup>1</sup> leave

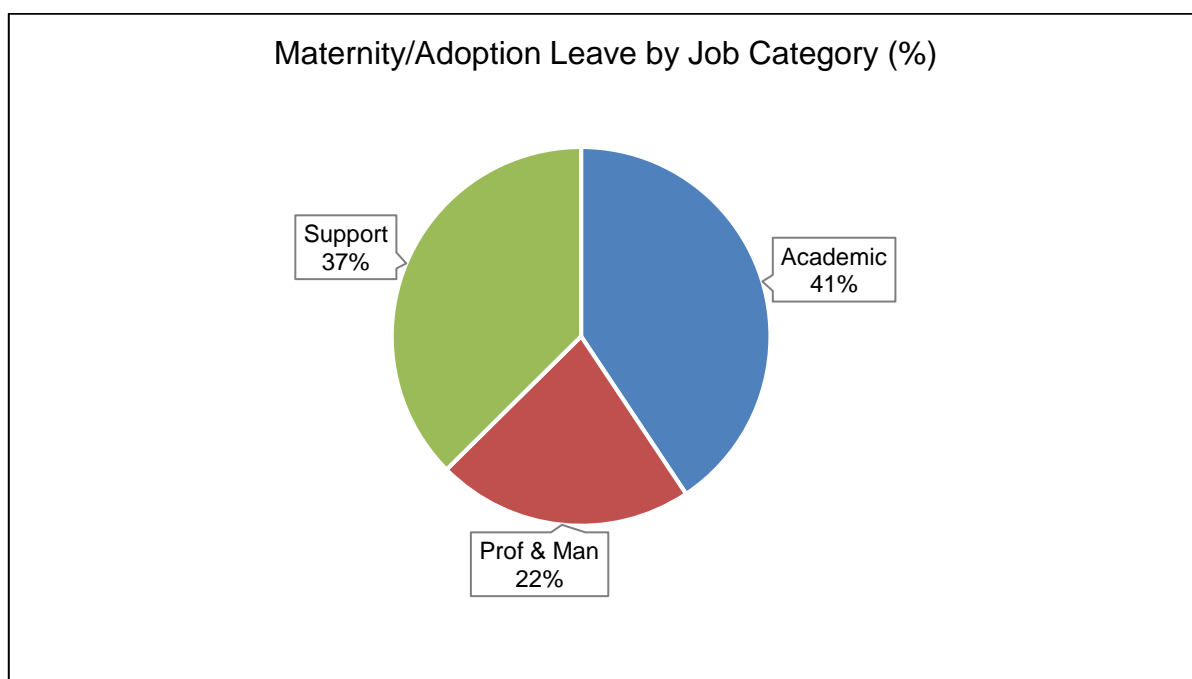
## 1 August 2017 – 31 July 2018

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The following data provides information on all staff (academic, professional and managerial and support) across the University who took maternity, adoption or paternity leave during the 2017-18 academic year. Data from 2016-17 and 2015-16 is also included for comparison.

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

### Maternity/Adoption leave



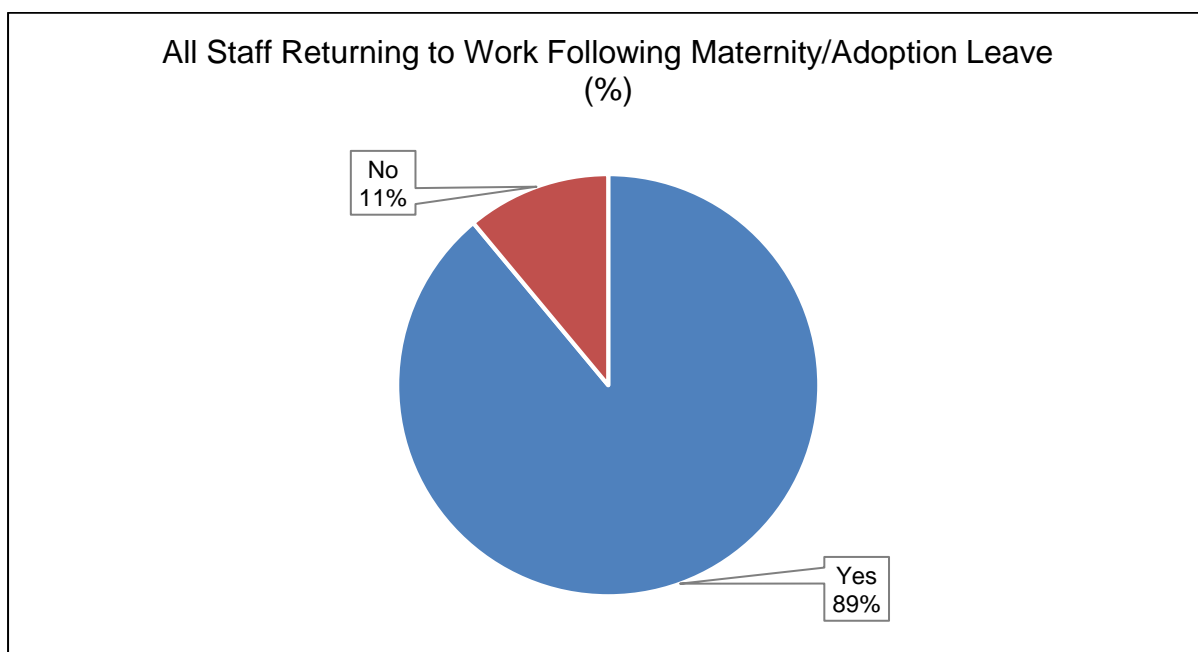
	Count	2017-18 %	2016-17 %	2015-16 %
<b>Academic</b>	63	41%	42%	33%
<b>Professional &amp; Managerial</b>	34	22%	18%	31%
<b>Support</b>	58	37%	40%	36%
<b>All Staff Total</b>	155	-	-	-

<sup>1</sup> Not all staff taking paternity leave are included; the data only currently shows those that take it in a block of two weeks, due to current recording requirements in relation to paternity pay. Our recording of this data will be reviewed to investigate capturing paternity leave where days are taken over a longer period.

*Commentary*

155 staff took maternity and adoption leave in 2017-18, compared to 169 in 2016 -17 and 148 in 2015-16. Similar to last year, academic staff and support staff each account for approximately 40% of the staff on maternity and adoption leave, with the remaining staff from Professional and Managerial roles.

## Staff return to work following maternity/adoption leave

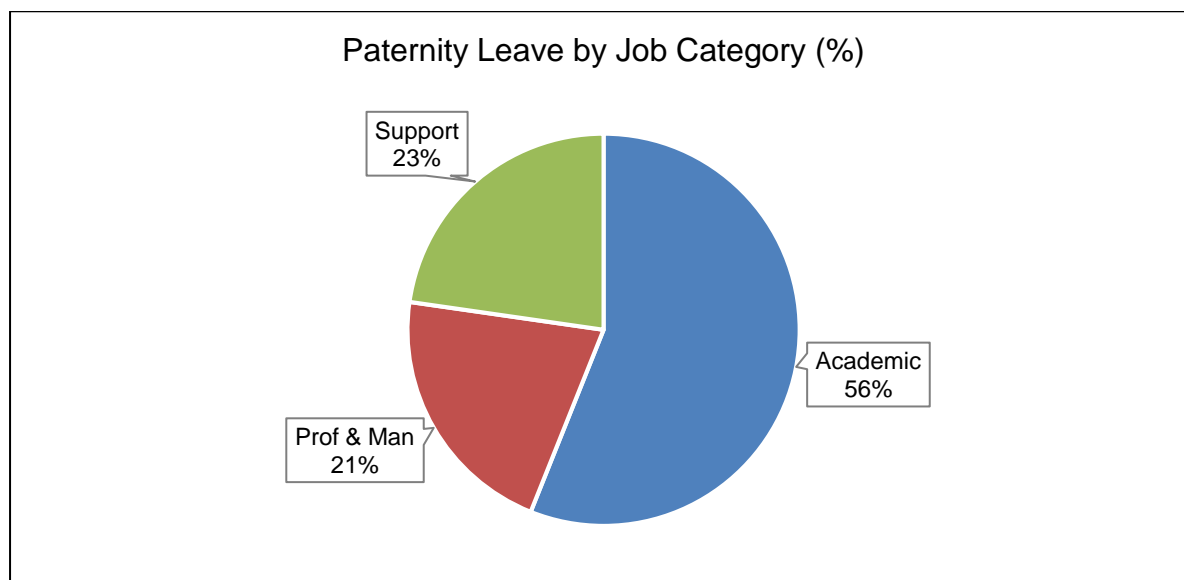


	No	Yes	Total	% returned 2017-18	% returned 2016-17	% returned 2015-16
<b>Return to work</b>	18	145	163	89%	90%	88%

*Commentary*

89% of staff returned to work after maternity/adoption leave in 2017-18. This is in line with the previous two years where 90% of staff returned to work after maternity/adoption leave in 2016-17 and 88% returned in 2015-16.

## Paternity leave



	Count	2017-18 %	2016-17 %	2015-16 %
<b>Academic</b>	37	56%	54%	58%
<b>Professional &amp; Managerial</b>	14	21%	20%	17%
<b>Support</b>	15	23%	26%	25%
<b>All Staff Total</b>	66	-	-	-

### *Commentary*

Due to current reporting requirements, this data only shows staff who have taken a continuous two week block of paternity leave.

66 staff took paternity leave in 2017-18, compared to 61 in 2016-17 and 59 in 2015-16. Of the staff that took paternity leave, the largest job category was academic staff (56%) which is in line with previous years (54%, 2016-17 and 58%, 2015-16).