

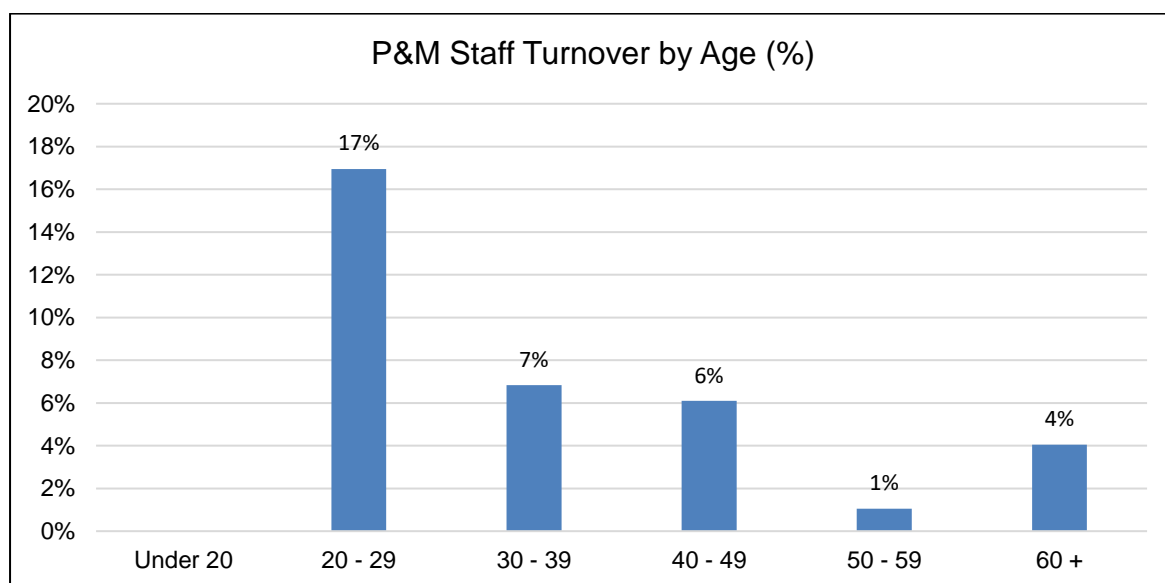
University of Leeds – Professional & managerial¹ staff turnover by protected characteristic 1 August 2017 – 31 July 2018

The following data provides information on Professional and managerial (P&M) 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 82 P&M staff resigned out of a total P&M staff population of 1538, equating to a 5% staff turnover rate (5%, 2016-17).

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

Age



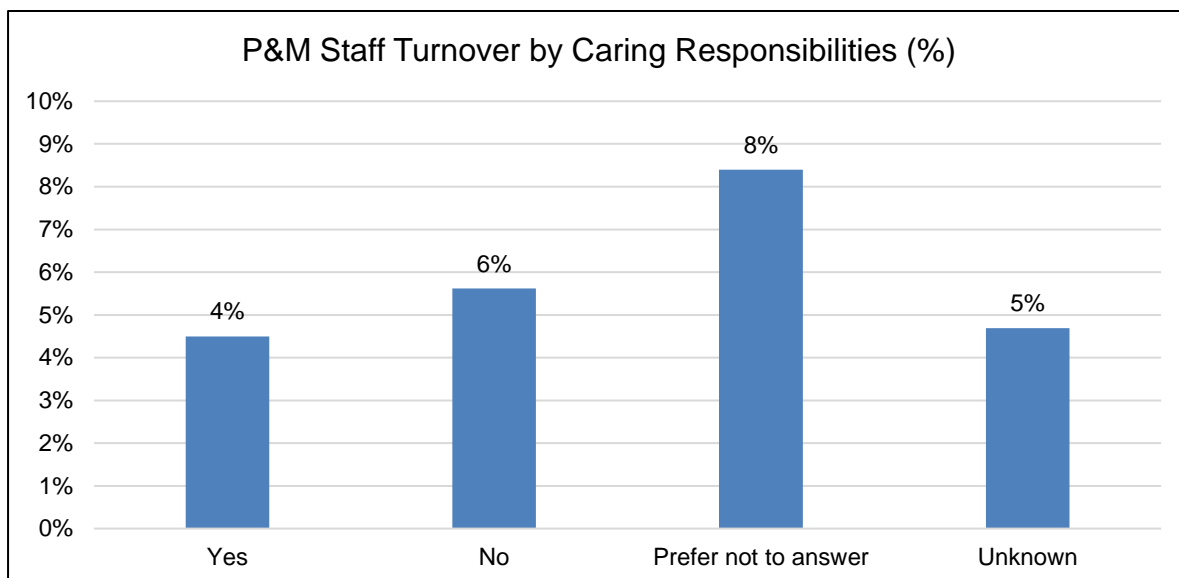
Age (Years)	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	-
20 - 29	59	10	17%
30 - 39	439	30	7%
40 - 49	558	34	6%
50 - 59	383	4	1%
60 +	99	4	4%

¹ 'Professional & managerial staff' comprises senior staff in non-academic roles.

Commentary

The highest P&M staff turnover rate (17%) in the academic year 2017-18 was in the 20-29 age group (8%, 2016-17). The lowest staff turnover (1%) was from those aged 50-59 (3%, 2016-17).

Caring Responsibility²



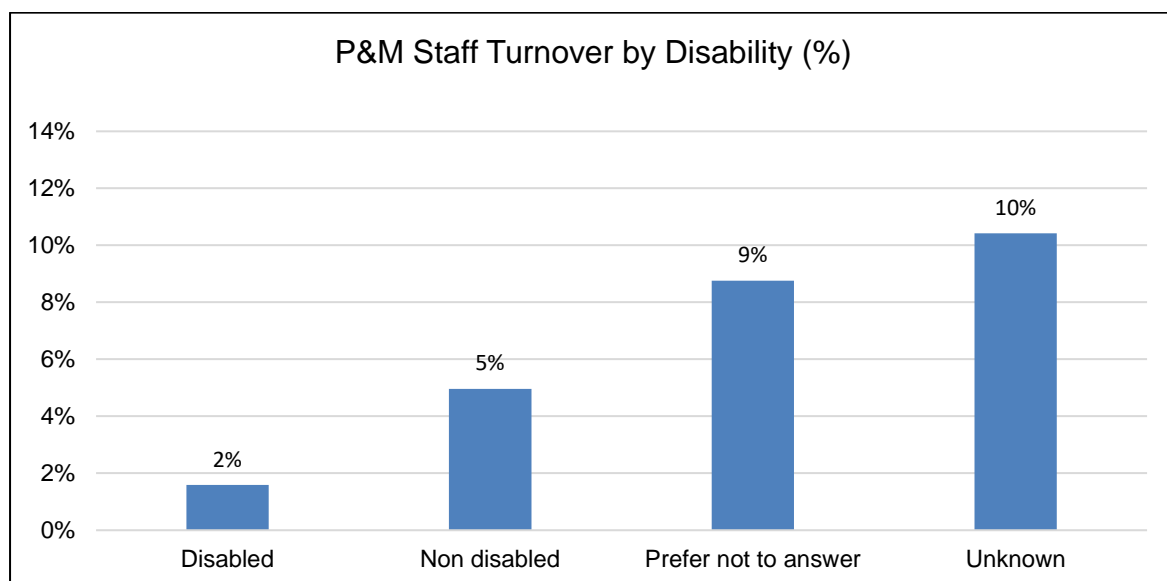
	Total staff	Voluntary Leavers	% Turnover
Yes	556	25	4%
No	659	37	6%
Prefer not to answer	131	11	8%
Unknown	192	9	5%

Commentary

For P&M staff who declared they had caring responsibilities, there was a 4% turnover during 2017-18 (3%, 2016-17). This figure was 6% for P&M staff with no caring responsibilities (7%, 2016-17).

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

Disability³



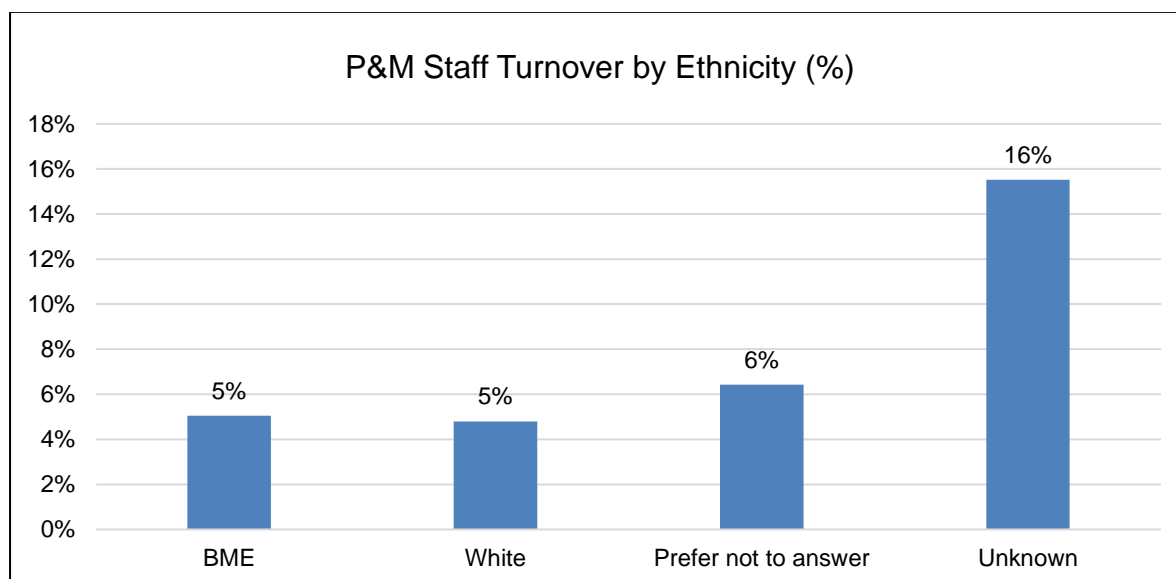
	Total staff	Voluntary Leavers	% Turnover
Disabled	63	1	2%
Non-disabled	1290	64	5%
Prefer not to answer	137	12	9%
Unknown	48	5	10%

Commentary

For P&M staff who stated they had a disability, there was a 2% turnover during 2017-18 (4%, 2016-17). For staff who stated they were non-disabled, 5% resigned during this period (5%, 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	99	5	5%
White	1272	61	5%
Prefer not to answer	109	7	6%
Unknown	58	9	16%

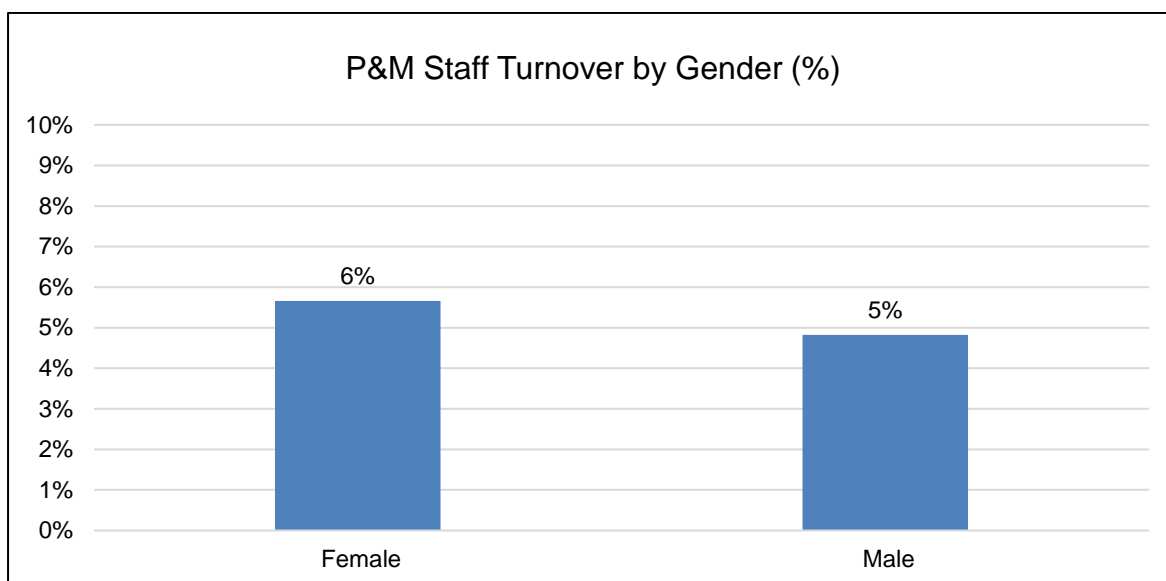
Commentary

Of the P&M staff who declared their ethnicity as BME, 5% resigned during 2017-18 (11%, 2016-17).

Of the P&M staff population who declared their ethnicity as White, 5% also resigned (4%, 2016-17).

⁴ BME- Black and Minority Ethnic

Gender

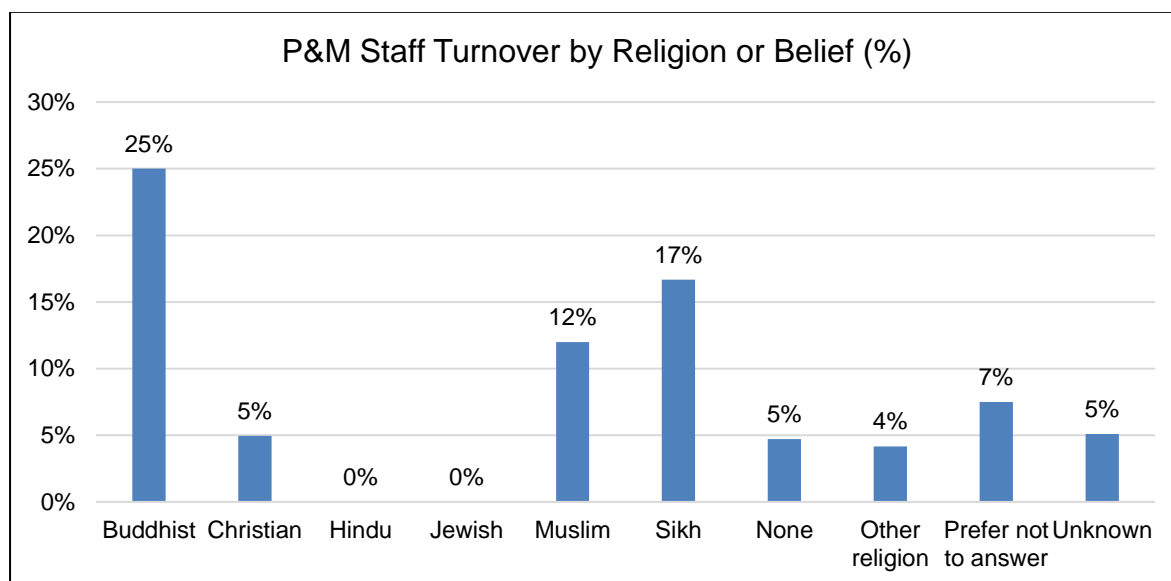


	Total staff	Voluntary Leavers	% Turnover
Female	937	53	6%
Male	601	29	5%

Commentary

A total of 6% (5%, 2016-17) of the female P&M staff population and 5% of the male P&M staff population (5%, 2016-17) resigned during 2017-18.

Religion or Belief

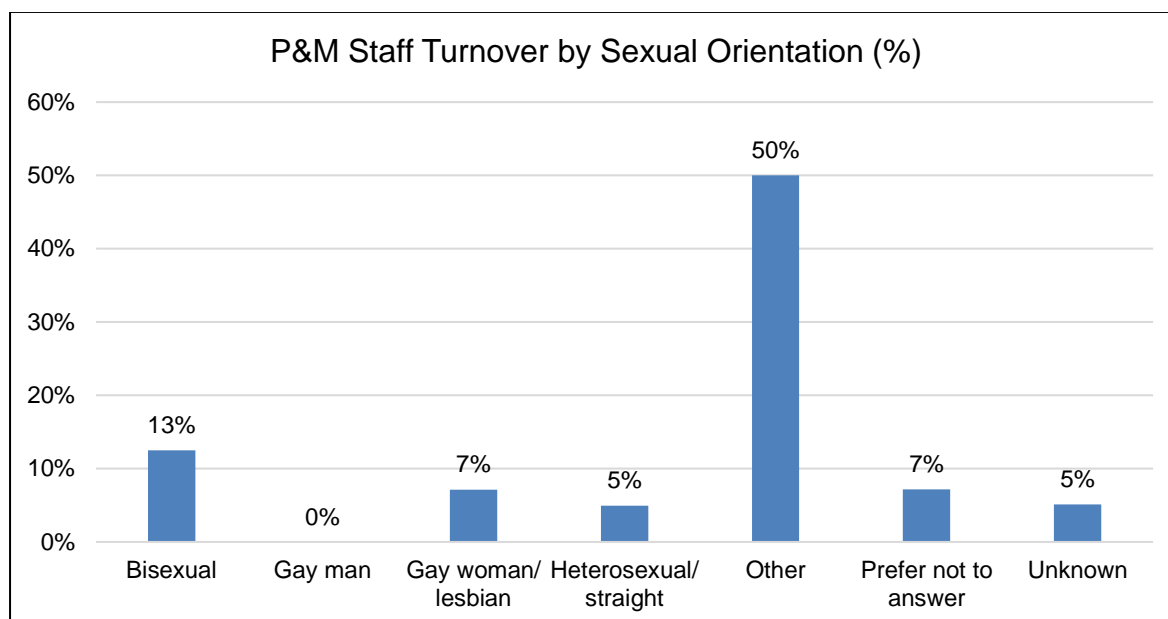


	Total staff	Voluntary Leavers	% Turnover
Buddhist	4	1	25%
Christian	465	23	5%
Hindu	5	0	0%
Jewish	9	0	0%
Muslim	25	3	12%
Sikh	6	1	17%
None	617	29	5%
Other religion	24	1	4%
Prefer not to answer	187	14	7%
Unknown	196	10	5%

Commentary

Although using very small numbers, the highest turnover rate (25%) was amongst Buddhist P&M staff (0%, 2016-17). The percentage of Christian P&M staff who resigned remains unchanged from the previous year at 5%. The percentage turnover rate of Sikh staff at 17% and Hindu staff at 0% is also the same as in 2016-17. There was a 12% turnover rate amongst Muslim P&M staff and a 0% turnover rate amongst Jewish P&M staff during 2017-18- both of which have decreased since the previous year (17%, 2016-17 and 13%, 2016-17 respectively). The turnover rate amongst those of Other religion has also decreased from 9% in 2016-17 to 4% during this period.

Sexual Orientation

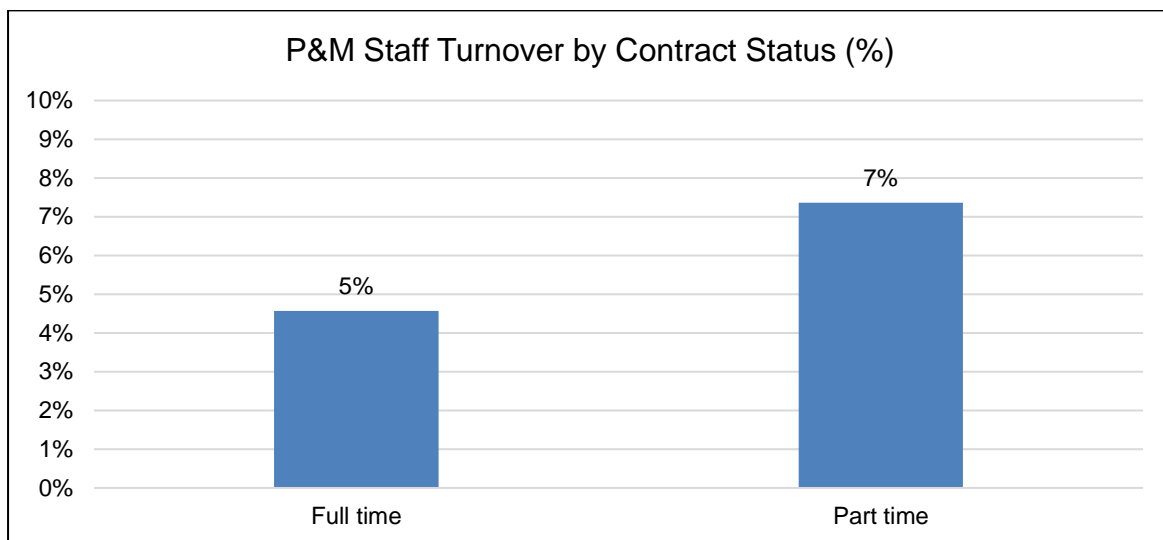


	Total staff	Voluntary Leavers	% Turnover
Bisexual	16	2	13%
Gay man	20	0	0%
Gay woman/lesbian	14	1	7%
Heterosexual/straight	1109	55	5%
Other	2	1	50%
Prefer not to answer	181	13	7%
Unknown	196	10	5%

Commentary

The highest turnover in P&M staff of known sexual orientation during 2017-18 was from those declaring that they were bisexual (13%). The percentage turnover of gay men fell from 19% in 2016-17 to 0% during this period. The turnover of gay women/lesbians for 2017-18 was 7% (0%, 2016-17).

Contract Status

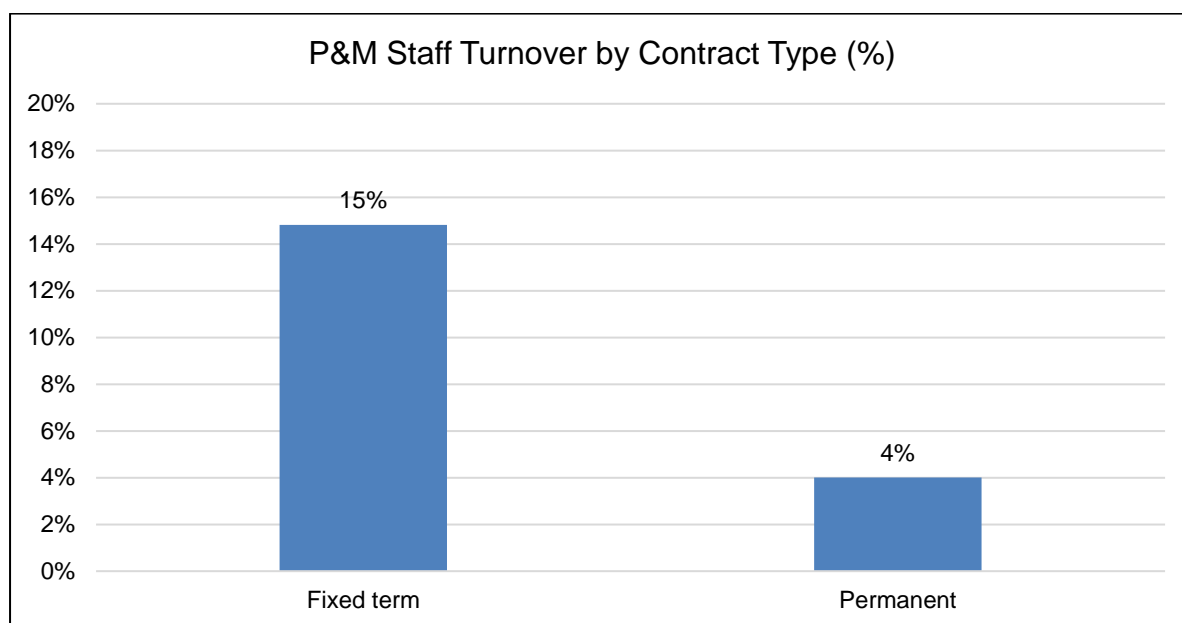


	Total staff	Voluntary Leavers	% Turnover
Full time	1117	51	5%
Part time	421	31	7%

Commentary

Of part time P&M staff, 7% resigned during 2017-18 compared to 5% of full time staff. The P&M staff turnover during the previous year was 4% (part time) and 5% (full time).

Contract Type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	189	28	15%
Permanent	1349	54	4%

Commentary

During the 2017-18 academic year the P&M staff turnover rate for those on fixed term contracts was 15% (10%, 2016-17) compared to 4% for those on permanent contracts (4%, 2016-17).