

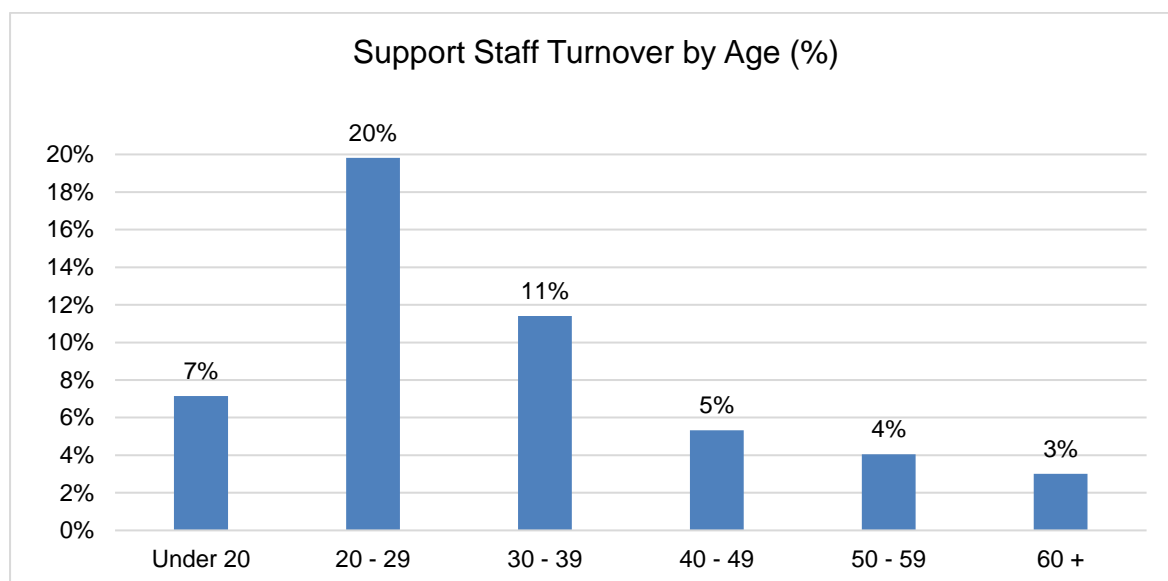
University of Leeds – Support¹ staff turnover by protected characteristic 1 August 2017 – 31 July 2018

The following data provides information on support 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 368 support staff resigned out of a total support staff population of 3610, equating to a 10% staff turnover rate (10%, 2016-17).

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

Age



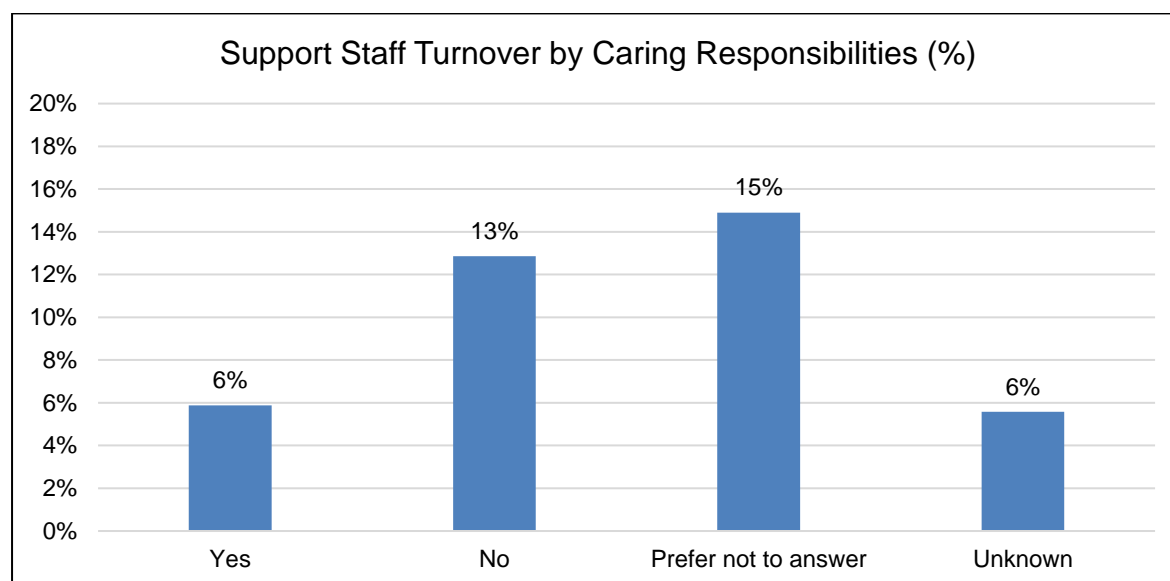
Age (Years)	Total staff	Voluntary Leavers	% Turnover
Under 20	28	2	7%
20 - 29	913	181	20%
30 - 39	965	110	11%
40 - 49	713	38	5%
50 - 59	692	28	4%
60 +	299	9	3%

¹ 'Support staff' comprises clerical staff, technicians and operational support roles.

Commentary

During 2017-18 the highest percentage support staff group to resign was the 20-29 age group at 20% (19%, 2016-17). The lowest staff turnover was for the age group 60+ at 3% (1%, 2016-17).

Caring Responsibility²



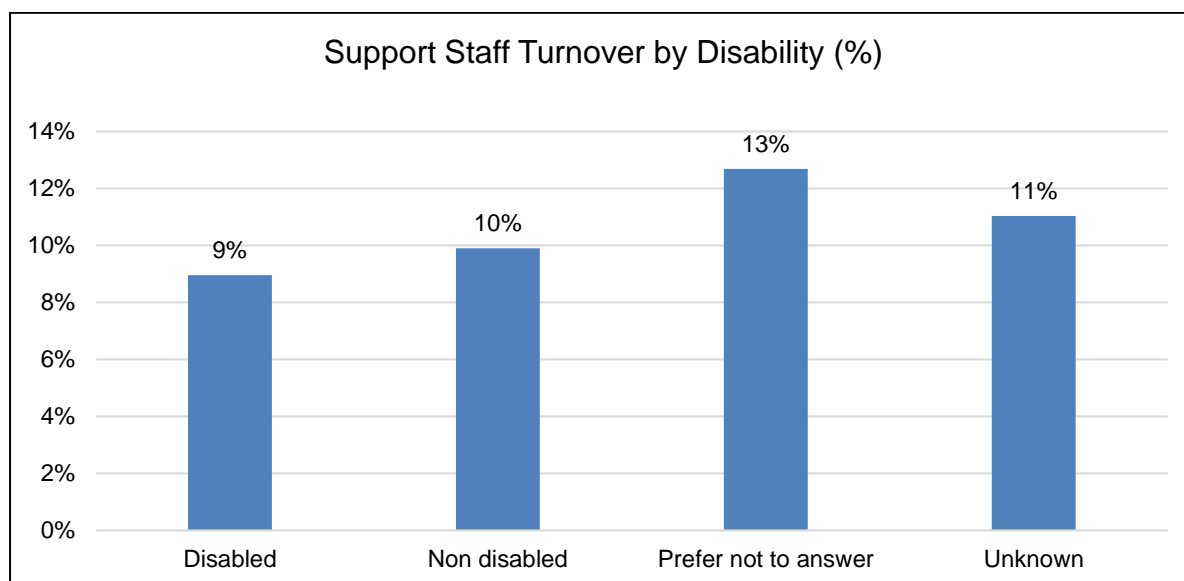
	Total staff	Voluntary Leavers	% Turnover
Yes	680	40	6%
No	1875	241	13%
Prefer not to answer	302	45	15%
Unknown	753	42	6%

Commentary

During the academic year 2017-18, 6% of support staff who declared that they had a caring responsibility left the University (3%, 2016-17). This figure was 13% for staff with no caring responsibilities (13%, 2016-17).

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

Disability³



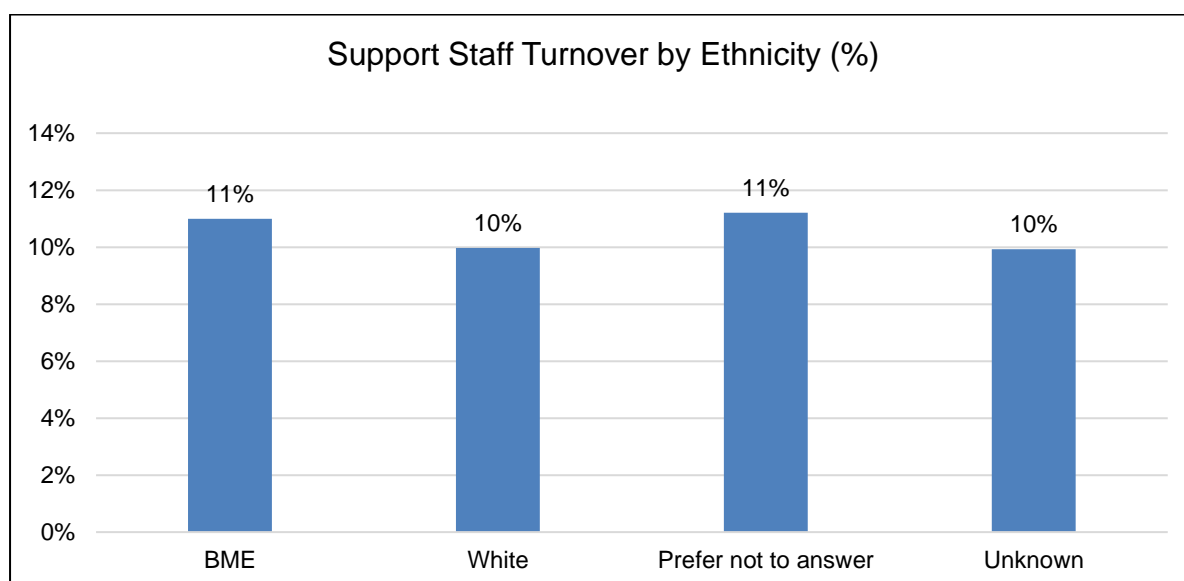
	Total staff	Voluntary Leavers	% Turnover
Disabled	201	18	9%
Non-disabled	2797	277	10%
Prefer not to answer	331	42	13%
Unknown	281	31	11%

Commentary

Of the support staff who stated they had a disability, there was a 9% turnover during the 2017-18 academic year (11%, 2016-17). Of the staff who stated they were non-disabled, 10% resigned during the same period (10%, 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	382	42	11%
White	2636	263	10%
Prefer not to answer	330	37	11%
Unknown	262	26	10%

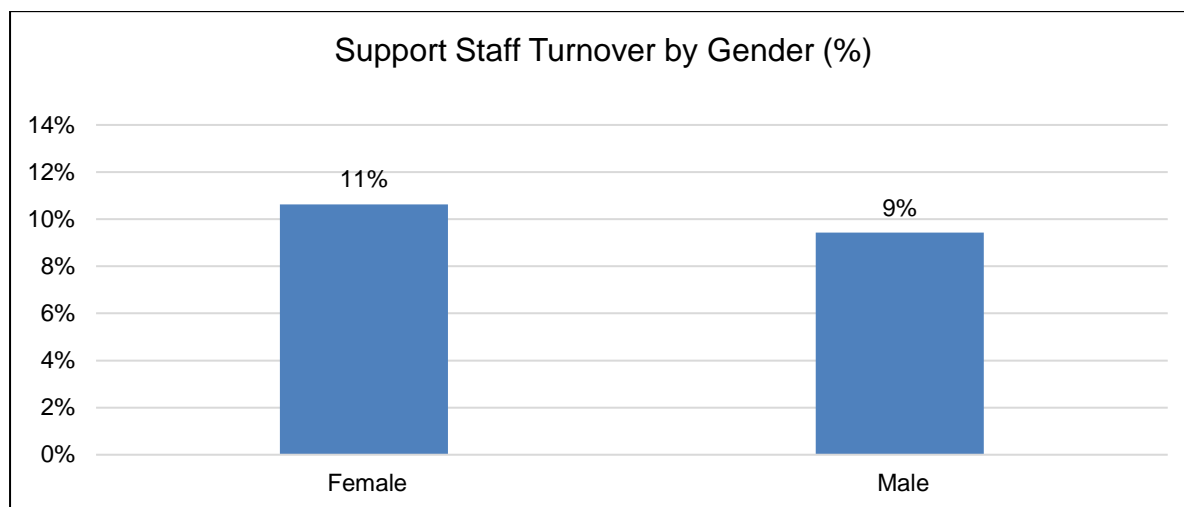
Commentary

Of the support staff who declared their ethnicity as BME, 11% resigned during 2017-18 (9%, 2016-17).

Of the support staff who declared their ethnicity as White, 10% resigned (10%, 2016-17).

⁴ BME- Black and minority ethnic

Gender

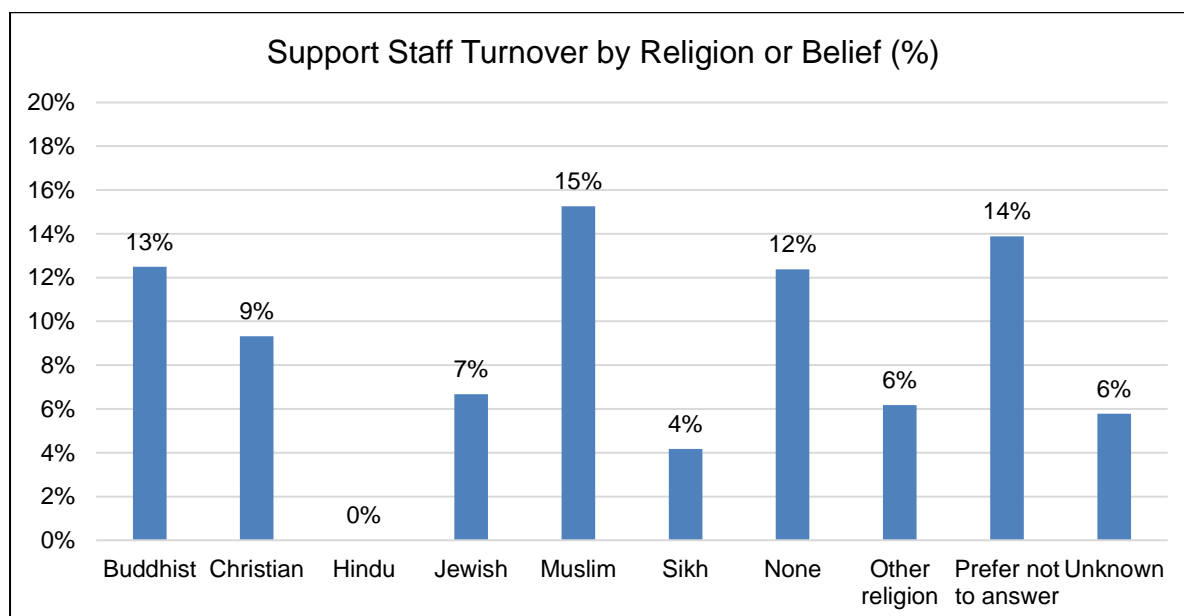


	Total staff	Voluntary Leavers	% Turnover
Female	2305	245	11%
Male	1305	123	9%

Commentary

During the academic year 2017-18, a total of 11% (10%, 2016-17) of the female support staff population and 9% of the male support staff population (10%, 2016-17) resigned.

Religion or Belief

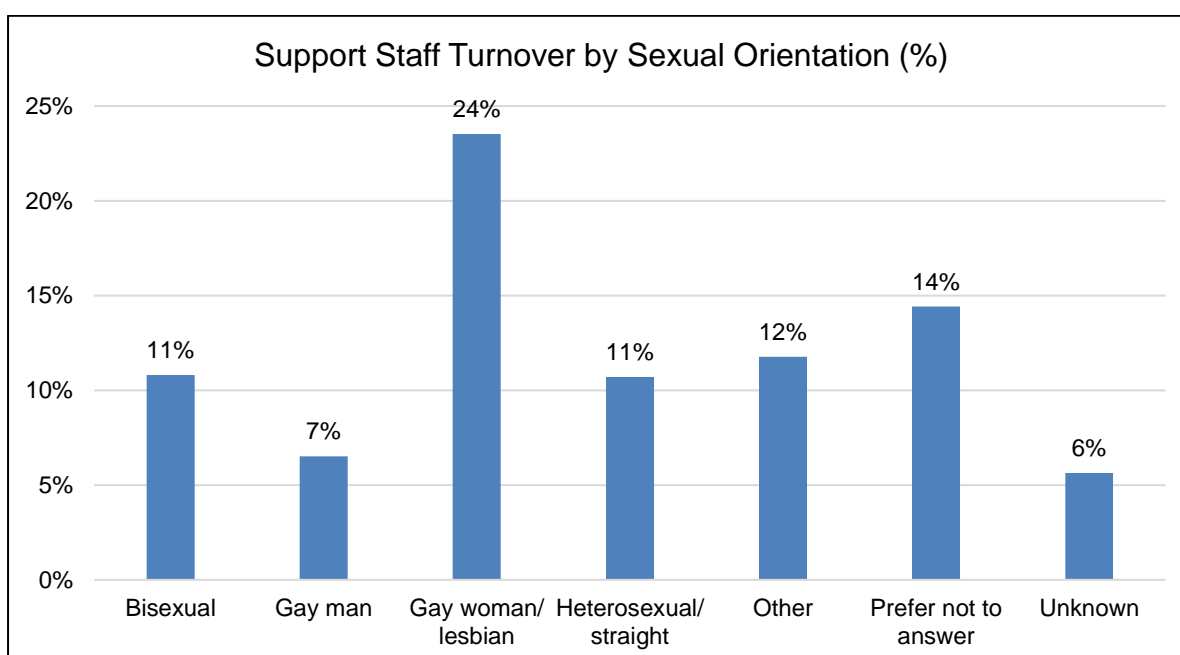


	Total staff	Voluntary Leavers	% Turnover
Buddhist	16	2	13%
Christian	912	85	9%
Hindu	20	0	0%
Jewish	15	1	7%
Muslim	59	9	15%
Sikh	24	1	4%
None	1285	159	12%
Other religion	81	5	6%
Prefer not to answer	454	63	14%
Unknown	744	43	6%

Commentary

During 2017-18, the largest turnover rate was for Muslim members of support staff at 15% (9%, 2016-17). The turnover rate for support staff who declared themselves to be Buddhist and Christian remained unchanged from the previous year (13% and 9% respectively). There was minimal change in the turnover rate for those support staff who declared that they had no religion (12%, 2017-18 and 13%, 2016-17). There were decreases in the turnover rate of support staff who declared themselves as Hindu (0%, 2017-18 compared to 11% 2016-17) , Jewish (7%, 2017-18 compared to 15% 2016-17), Sikh (4% 2017-18 compared to 9% 2016-17) and Other religion (6% 2017-18 compared to 13% 2016-17). However, it must be noted that some of these categories contain small numbers of staff.

Sexual Orientation

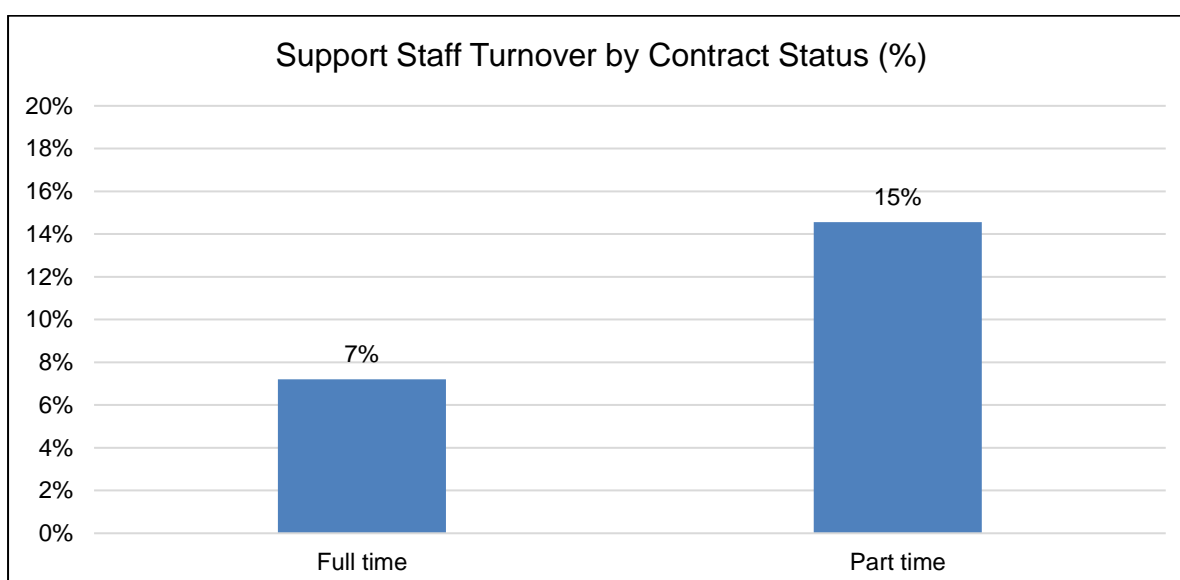


	Total staff	Voluntary Leavers	% Turnover
Bisexual	74	8	11%
Gay man	46	3	7%
Gay woman/ lesbian	34	8	24%
Heterosexual/ straight	2250	241	11%
Other	17	2	12%
Prefer not to answer	444	64	14%
Unknown	745	42	6%

Commentary

During the academic year 2017-18, the highest turnover amongst support staff (24%) continued to be from those who stated they were a gay woman/lesbian (23% 2016-17). Turnover rates for bisexual members of support staff decreased from 12% in 2016-17 to 11% in 2017-18. There was also a decrease in the turnover rate for gay men which dropped from 8% in 2016-17 to 7% in 2017-18. The turnover rate for heterosexual/straight members of support staff remained (as in 2016-17) at 11%. There has been an increase in the percentage turnover from those whose sexual orientation was declared as Other from 7% in 2016-17 to 12% in 2017-18.

Contract Status

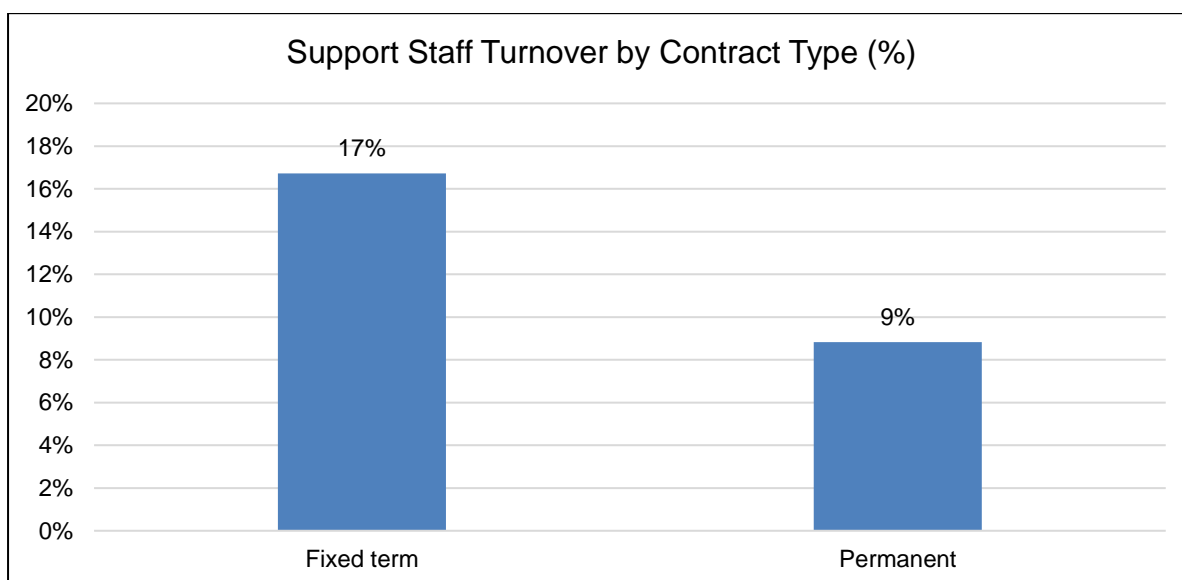


	Total staff	Voluntary Leavers	% Turnover
Full time	2140	154	7%
Part time	1470	214	15%

Commentary

During the academic year 2017-18, the turnover rate for part-time members of support staff was 15% (12%, 2016-17). The rate for full time members of staff was 7% (8%, 2016-17).

Contract Type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	628	105	17%
Permanent	2982	263	9%

Commentary

During the 2017-18 academic year, the turnover rate for support staff with a fixed term contract was 17% (also 17%, 2016-17) whereas for those with a permanent contract the turnover rate was 9% (8%, 2016-17).