

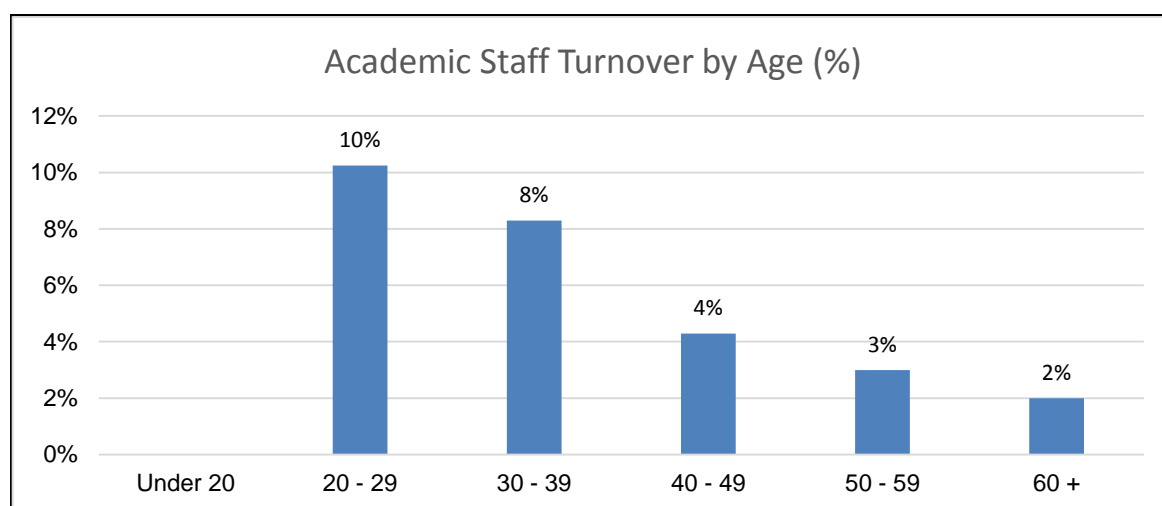
University of Leeds - Academic¹ staff turnover by protected characteristic 1 August 2018 – 31 July 2019

The following data provide information on academic staff across the University who voluntarily resigned during the academic year 2018-19. These data are provided by the following protected characteristic: age; caring responsibility; disability; ethnicity; gender; religion or belief; and sexual orientation as well as by contract type (permanent or fixed-term) and contract status (full or part time).

During 2018-19, a total of 217 academic staff resigned out of a total academic staff population of 4001, equating to a 5% staff turnover rate (6%, 2017-18).

Data are 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	308	32	10%
30 - 39	1324	108	8%
40 - 49	1084	48	4%
50 - 59	862	22	3%
60 +	423	7	2%

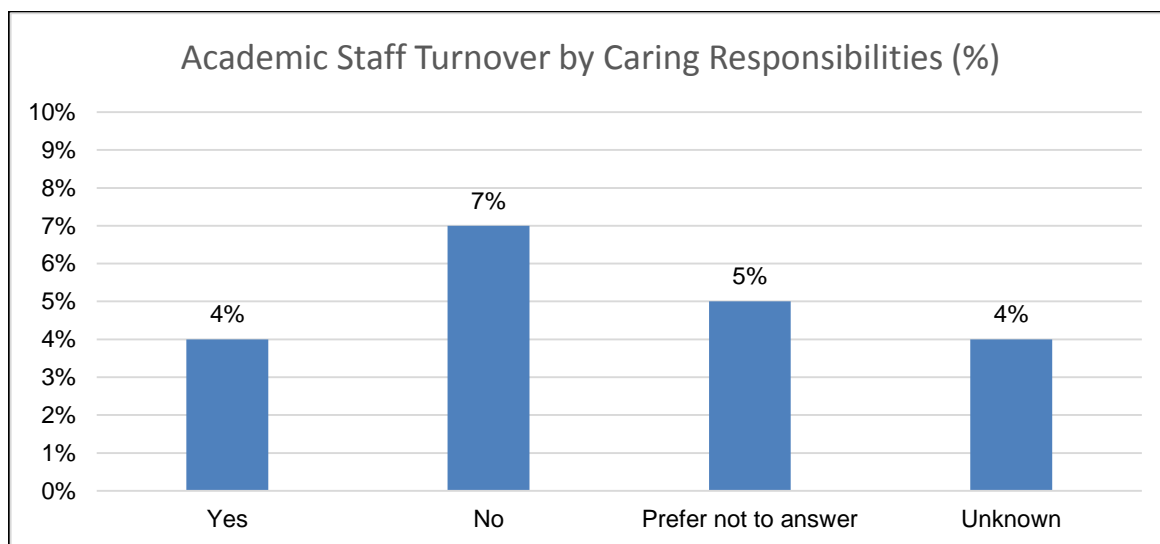
¹ 'Academic staff' includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc.

Commentary

During the academic year 2018-19, the highest turnover was for staff in the 20-29 age group (10%). This is consistent with academic resignations the previous year.

At 2%, the lowest academic staff turnover rate is in the 60+ age group. This figure has decreased by 1% from 2017-18 when turnover in this age group was 3%.

Caring Responsibility²



	Total staff	Voluntary Leavers	% Turnover
Yes	949	37	4%
No	1602	115	7%
Prefer not to answer	433	23	5%
Unknown	1017	42	4%

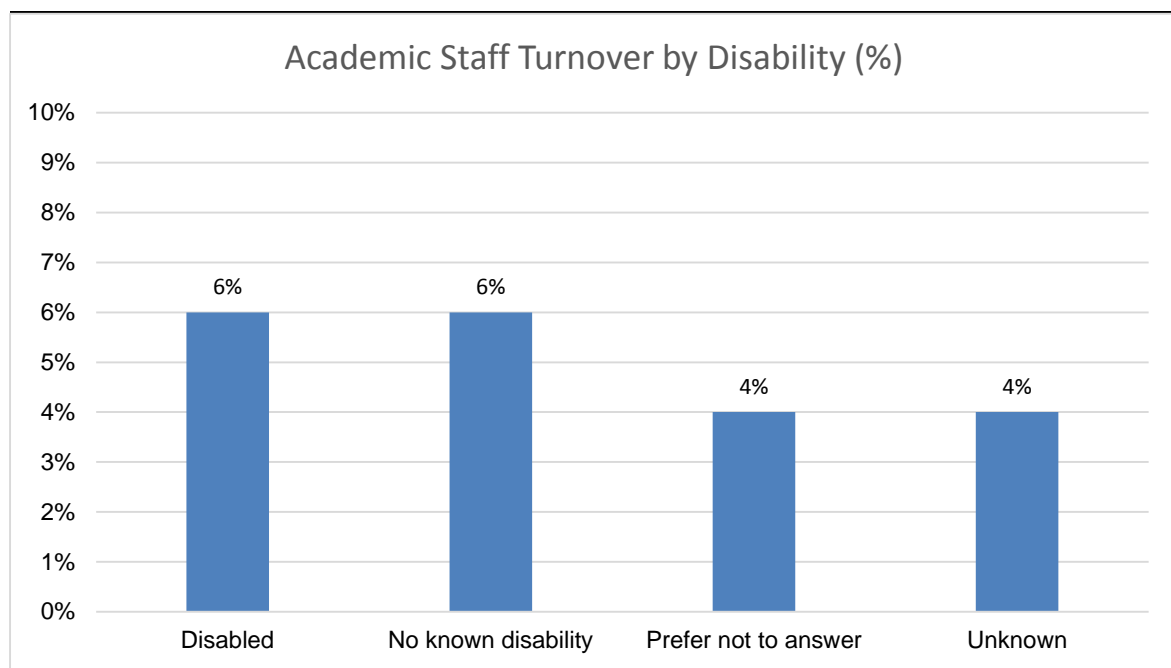
Commentary

During the 2018-19 academic year, there was a 4% turnover for academic staff who declared they had caring responsibilities (5%, 2017-18).

This figure was 7% for staff with no caring responsibilities (6%, 2017-18).

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

Disability³



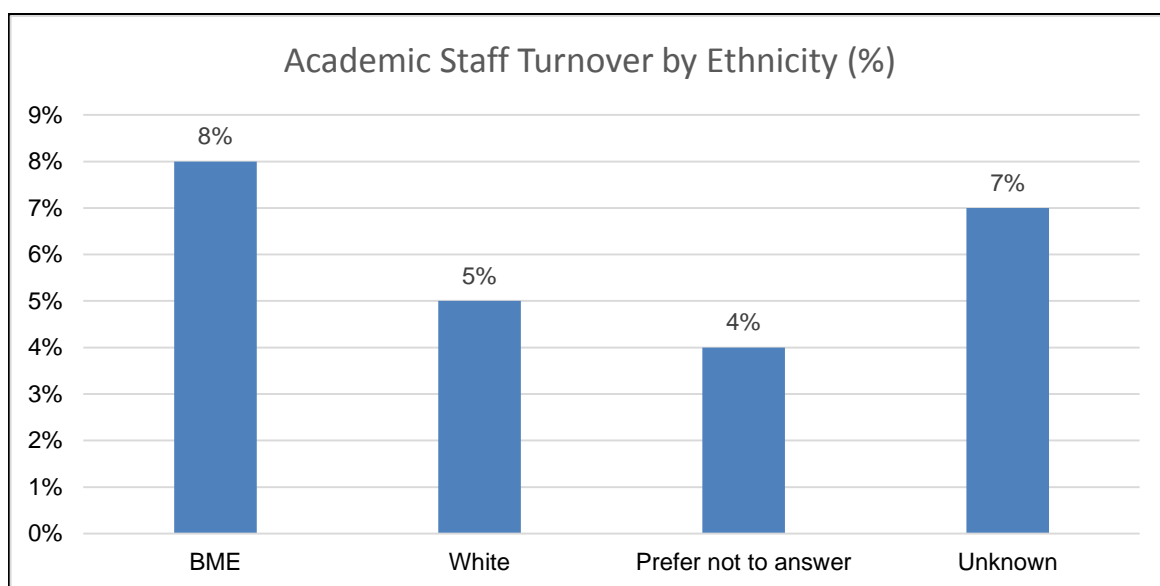
	Total staff	Voluntary Leavers	% Turnover
Disabled	113	7	6%
No known disability	2994	172	6%
Prefer not to answer	457	19	4%
Unknown	437	19	4%

Commentary

Turnover was 6% for disabled staff during 2018-19 (4%, 2017-18) and also 6% for staff with no known disability (5%, 2017-18).

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	531	40	8%
White	2631	130	5%
Prefer not to answer	449	20	4%
Unknown	390	27	7%

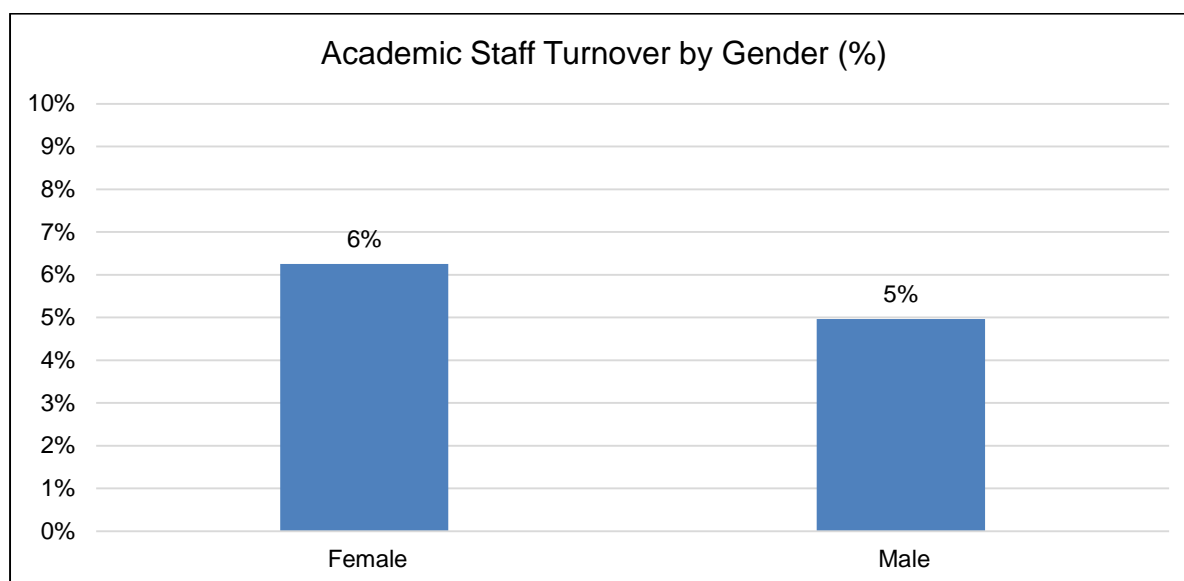
Commentary

For academic staff who declared their ethnicity as BME, turnover was 8% during the academic year 2018-19 (7%, 2017-18).

For academic staff who declared their ethnicity as White, turnover was 5% (5%, 2017-18).

⁴ BME- Black and minority ethnic

Gender

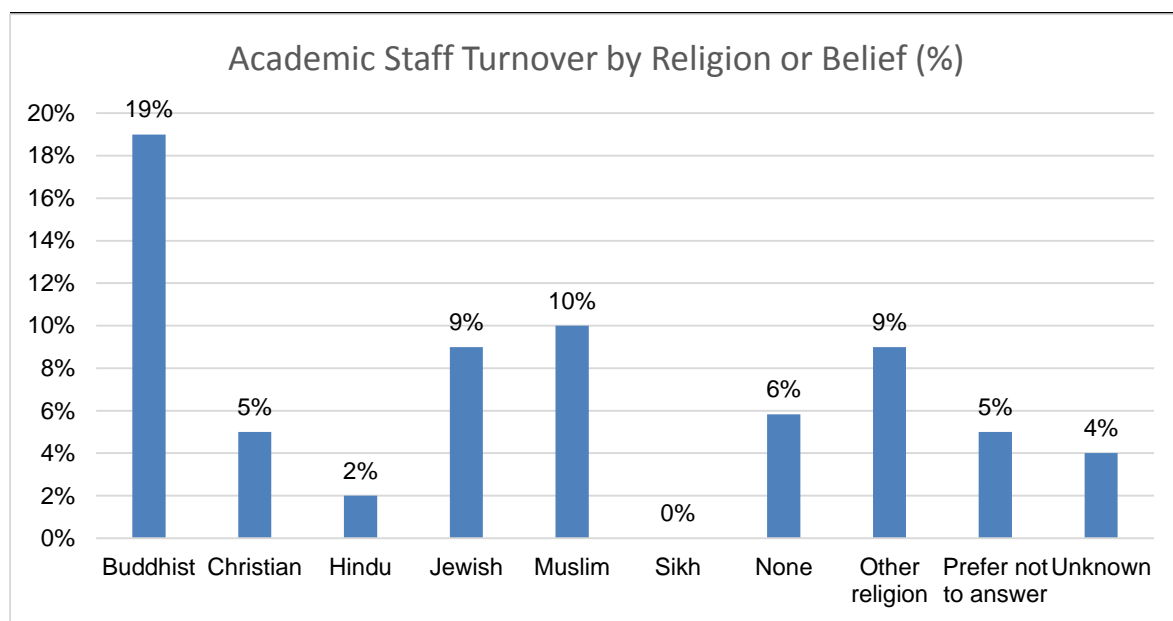


	Total staff	Voluntary Leavers	% Turnover
Female	1751	99	6%
Male	2250	118	5%

Commentary

During the academic year 2018-19, turnover was 6% for female academic staff (6%, 2017-18) and 5% for male academic staff (5%, 2017-18).

Religion or Belief

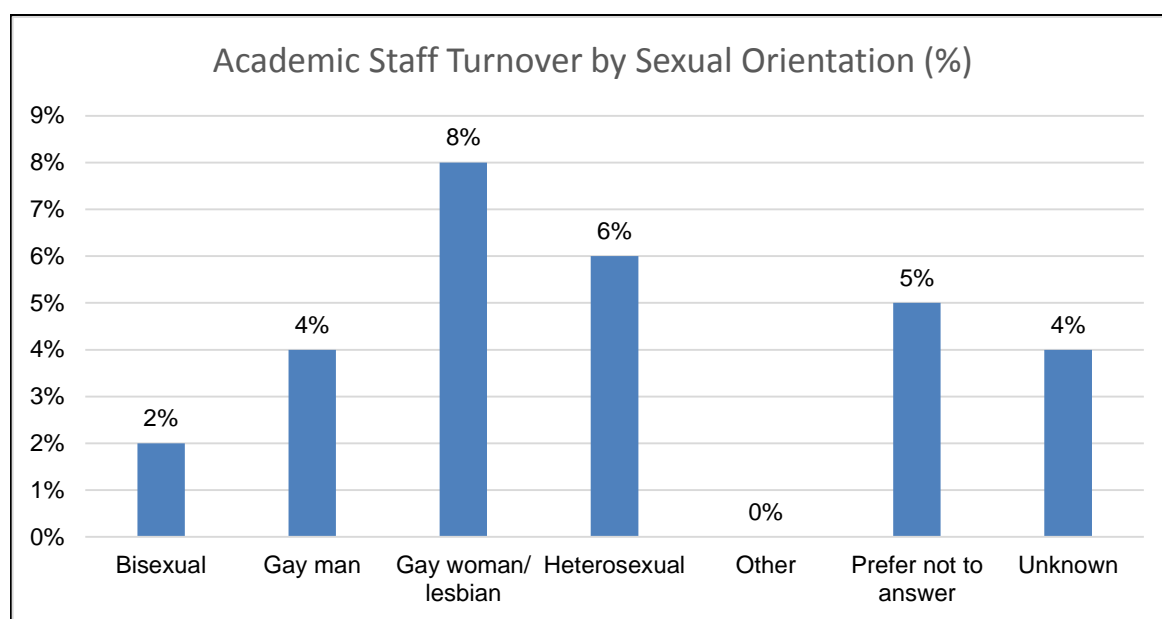


	Total staff	Voluntary Leavers	% Turnover
Buddhist	26	5	19%
Christian	818	44	5%
Hindu	44	1	2%
Jewish	23	2	9%
Muslim	94	9	10%
Sikh	6	0	0%
None	1368	78	6%
Other religion	55	5	9%
Prefer not to answer	562	30	5%
Unknown	1005	43	4%

Commentary

During the 2018-19 academic year, the highest turnover for academic staff was 19% amongst those declaring that they were Buddhist (previously Sikh at 17%), partly due to the small number of staff.

Sexual Orientation



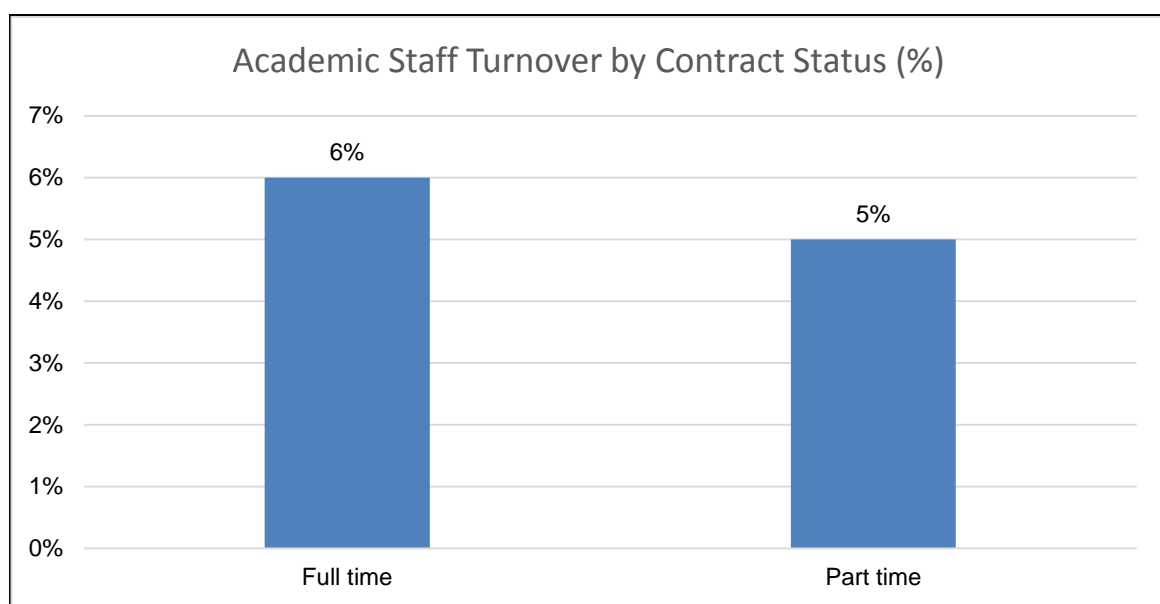
	Total staff	Voluntary Leavers	% Turnover
Bisexual	51	1	2%
Gay man	49	2	4%
Gay woman/lesbian	38	3	8%
Heterosexual	2234	142	6%
Other	17	0	0%
Prefer not to answer	599	27	5%
Unknown	1013	42	4%

Commentary

The highest turnover rate during 2018-19 was from academic staff declaring their sexual orientation as gay woman/lesbian (8% in 2018-19 compared to 3% in 2017-18). For academic staff who disclosed as gay men turnover was 4% (7%, 2017-18). For bisexual academic staff turnover was 2% (9%, 2017-18).

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

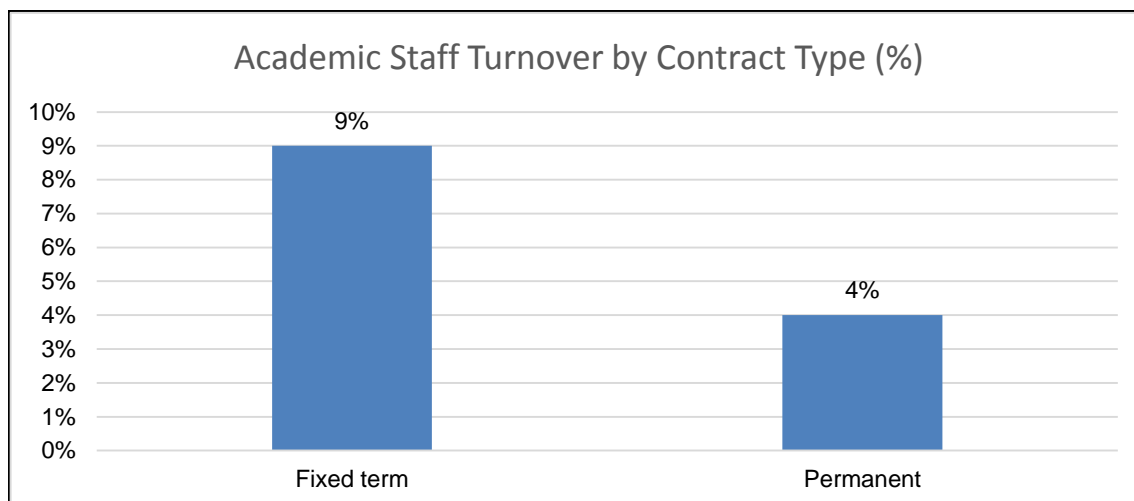


	Total staff	Voluntary Leavers	% Turnover
Full time	3047	170	6%
Part time	954	47	5%

Commentary

During the 2018-19 academic year, the higher percentage turnover (6%) in academic staff was from those who worked full-time (5%, 2017-18). Part-time academic staff had a turnover rate of 5% (7%, 2017-18).

Contract Type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	1209	109	9%
Permanent	2792	108	4%

Commentary

During the 2018-19 academic year, the highest level of academic staff turnover (9%) was from those who held fixed term contracts (11%, 2017-18). This compared to a turnover rate of 4% for permanent academic staff (3%, 2017-18).