

University of Leeds - all staff retirement by protected characteristic 1 August 2018 – 31 July 2019

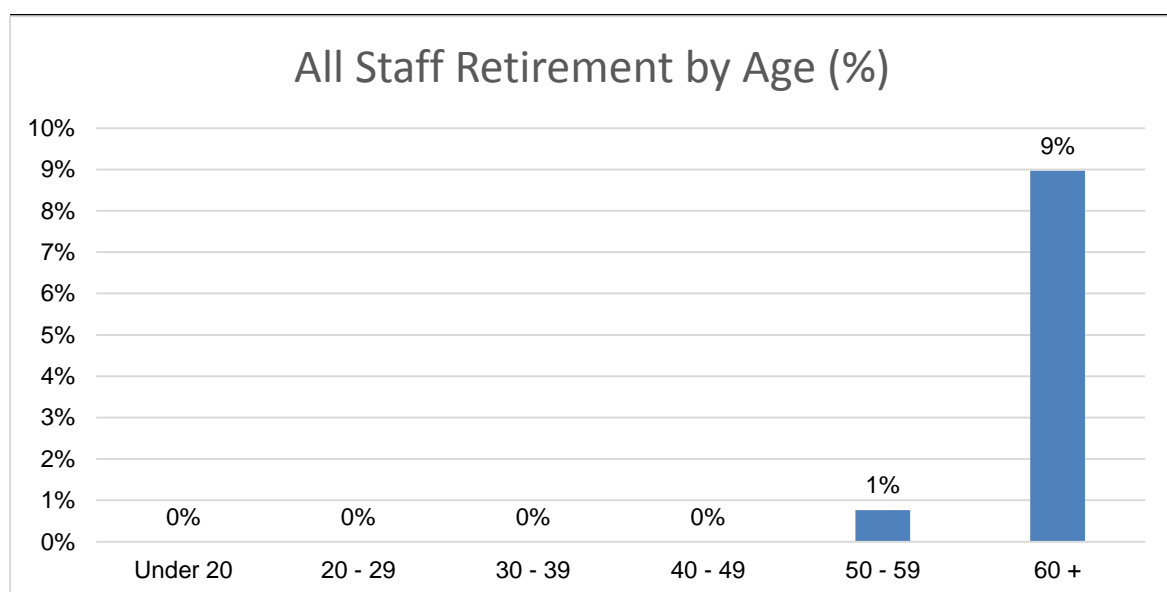
The following data provide information on all staff (academic, professional and managerial and support) across the University who retired during the academic year 2018-19. These data are provided by the following protected characteristics: age; caring responsibility; disability; ethnicity; gender; religion 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 90 staff retired out of a total staff population of 9,302, equating to a 1% retirement rate.

These data are newly introduced for this academic year.

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

Age

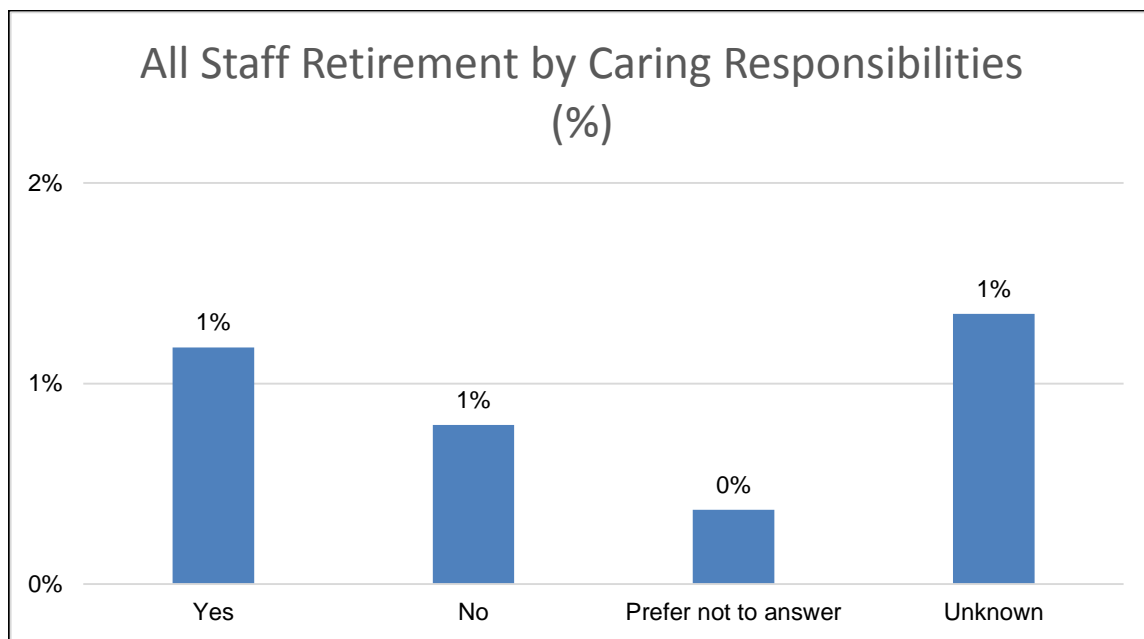


| Age (years) | Total staff | Retirement | Retirement rate |
|-------------|-------------|------------|-----------------|
| Under 20 | 41 | 0 | 0% |
| 20 - 29 | 1373 | 0 | 0% |
| 30 - 39 | 2691 | 0 | 0% |
| 40 - 49 | 2389 | 0 | 0% |
| 50 - 59 | 1972 | 15 | 1% |
| 60 + | 836 | 75 | 9% |

Commentary

The highest retirement rate during 2018-19 was amongst those aged 60+ at 9%. There were no retirements from staff under 50 years old.

Caring Responsibility¹



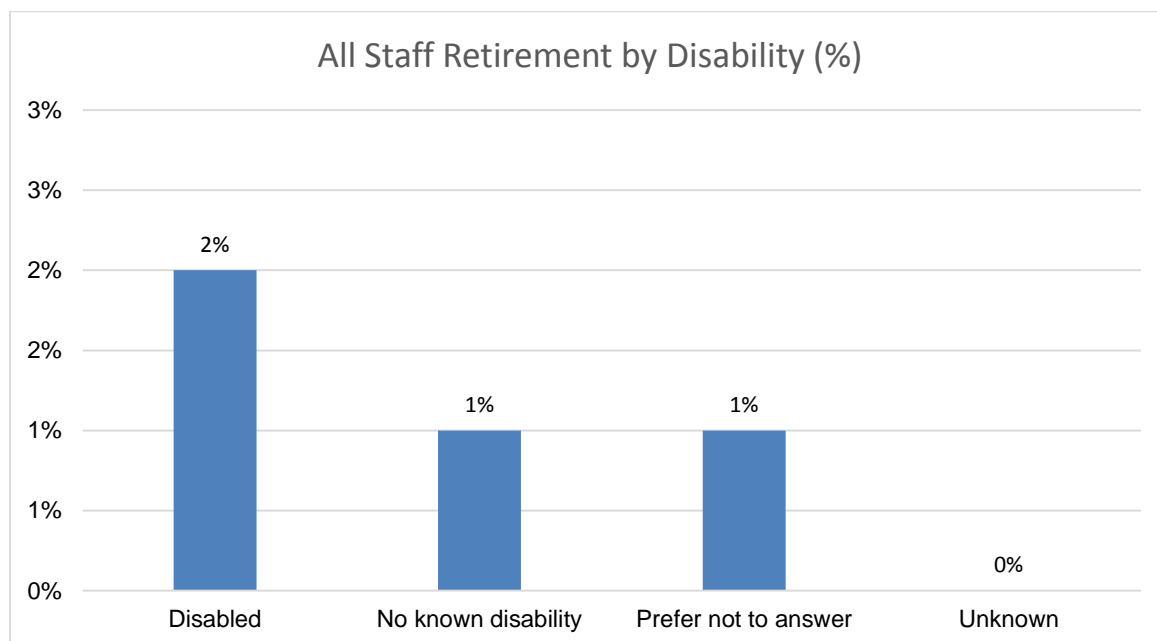
| | Total staff | Retirement | Retirement rate |
|-----------------------------|-------------|------------|-----------------|
| Yes | 2203 | 26 | 1% |
| No | 4285 | 34 | 1% |
| Prefer not to answer | 810 | 3 | 0% |
| Unknown | 2004 | 27 | 1% |

Commentary

For staff who declared they had caring responsibilities, there was a 1% retirement rate during 2018-19. This figure was also 1% for staff with no declared caring responsibilities.

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

Disability²



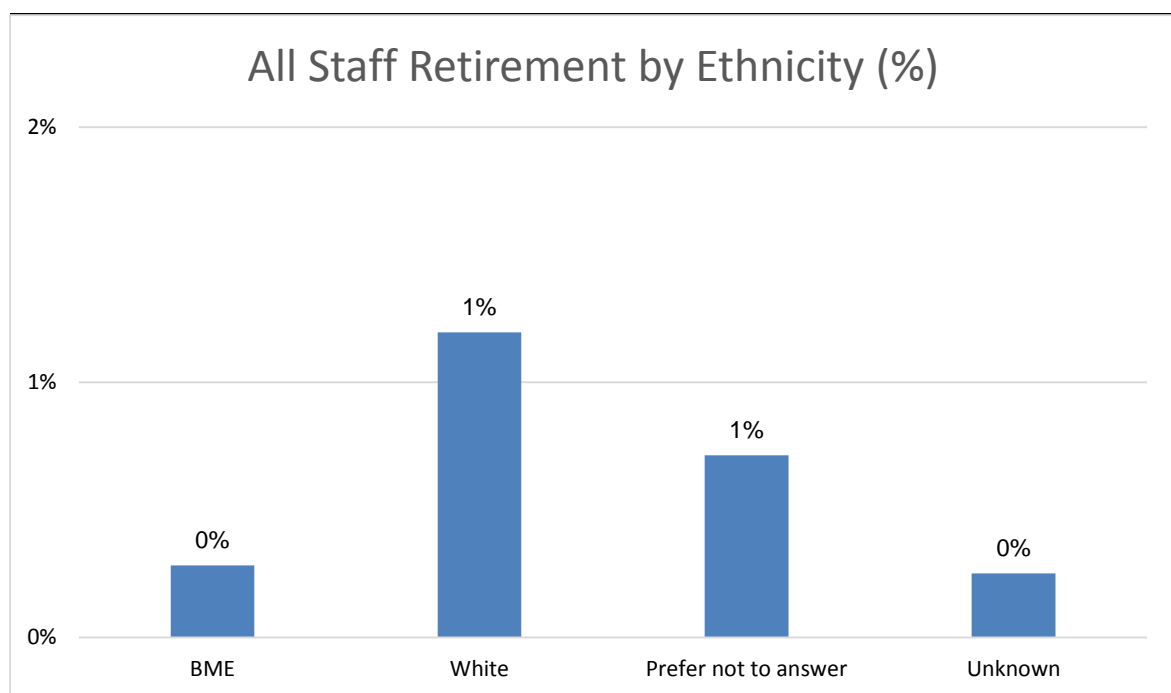
| | Total staff | Retirement | Retirement rate |
|-----------------------------|--------------------|-------------------|------------------------|
| Disabled | 378 | 6 | 2% |
| No known disability | 7178 | 77 | 1% |
| Prefer not to answer | 871 | 6 | 1% |
| Unknown | 875 | 1 | 0% |

Commentary

During 2018-19 of the total number of staff who stated they had a disability, 2% retired. Of the total number of staff with no known disability, 1% retired.

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



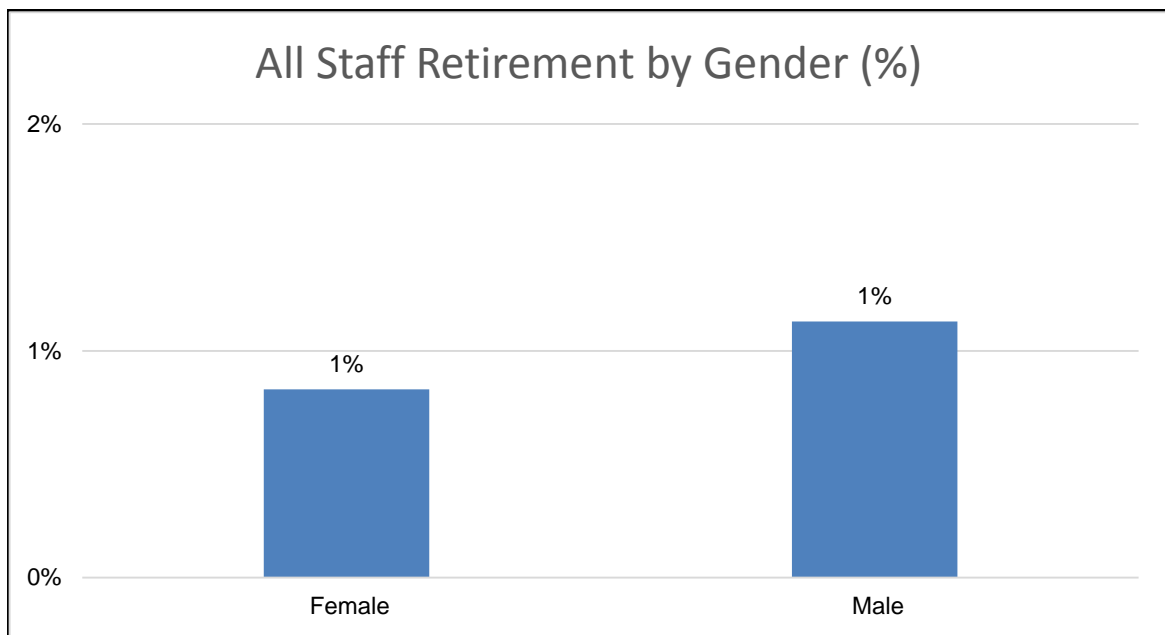
| | Total staff | Retirement | Retirement rate |
|-----------------------------|-------------|------------|-----------------|
| BME³ | 1061 | 3 | 0% |
| White | 6604 | 79 | 1% |
| Prefer not to answer | 840 | 6 | 1% |
| Unknown | 797 | 2 | 0% |

Commentary

During the academic year 2018-19, 1% of white staff and 0% BME staff (3 people) retired.

³ BME- Black and Minority Ethnic

Gender

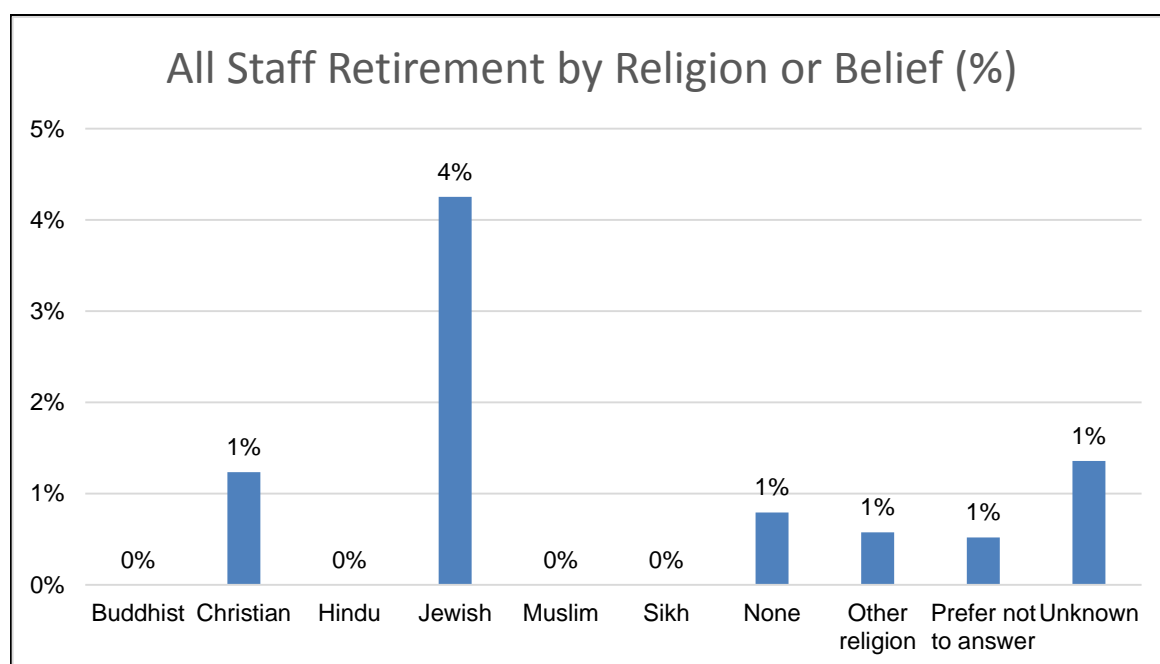


| | Total staff | Retirement | Retirement rate |
|---------------|-------------|------------|-----------------|
| Female | 5054 | 42 | 1% |
| Male | 4248 | 48 | 1% |

Commentary

1% of the female staff and 1% of male staff retired during 2018-19.

Religion or Belief

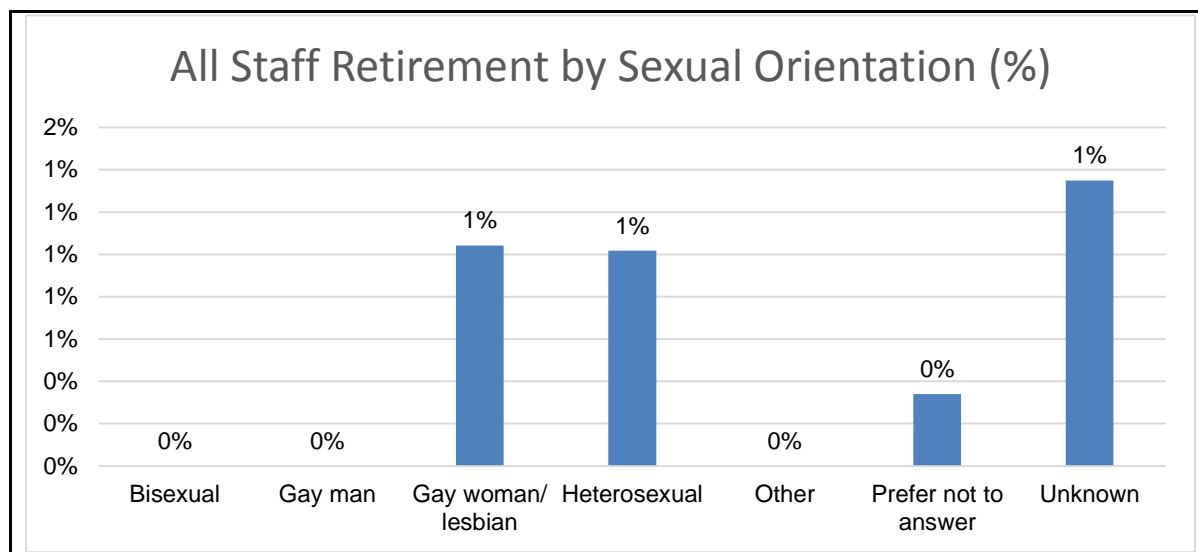


| | Total staff | Retirement | Retirement rate |
|-----------------------------|--------------------|-------------------|------------------------|
| Buddhist | 51 | 0 | 0% |
| Christian | 2182 | 27 | 1% |
| Hindu | 70 | 0 | 0% |
| Jewish | 47 | 2 | 4% |
| Muslim | 201 | 0 | 0% |
| Sikh | 38 | 0 | 0% |
| None | 3396 | 27 | 1% |
| Other religion | 174 | 1 | 1% |
| Prefer not to answer | 1156 | 6 | 1% |
| Unknown | 1987 | 27 | 1% |

Commentary

During the academic year 2018-19, the highest retirement rate was amongst Jewish staff at 4%. However, whilst these data are 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.

Sexual Orientation



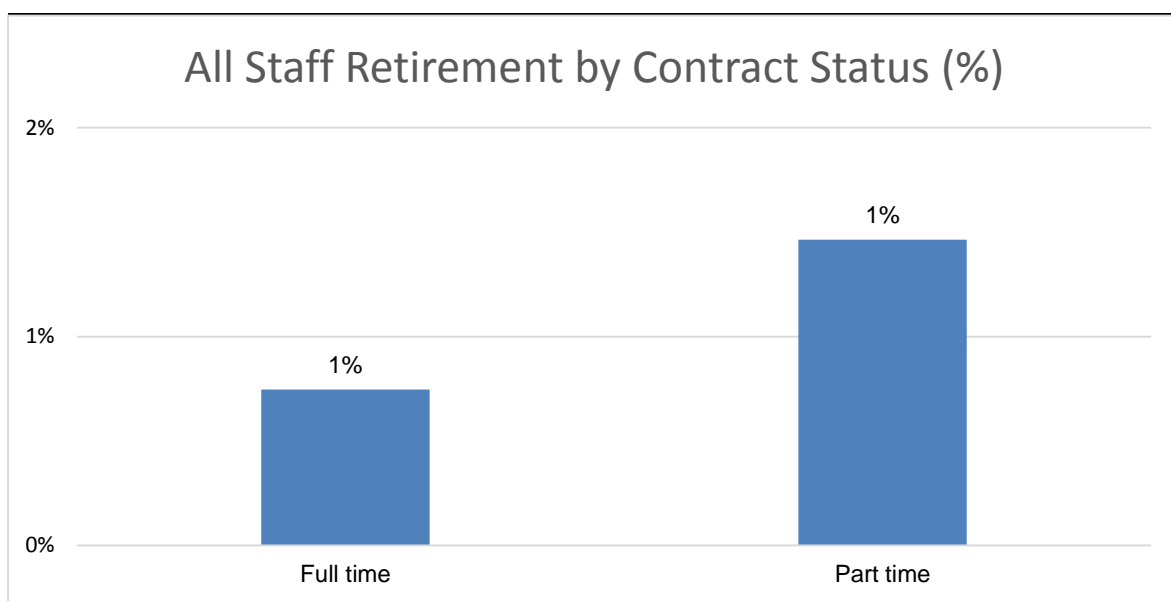
| | Total staff | Retirement | Retirement rate |
|-----------------------------|--------------------|-------------------|------------------------|
| Bisexual | 168 | 0 | 0% |
| Gay man | 116 | 0 | 0% |
| Gay woman/lesbian | 96 | 1 | 1% |
| Heterosexual | 5702 | 58 | 1% |
| Other | 40 | 0 | 0% |
| Prefer not to answer | 1179 | 4 | 0% |
| Unknown | 2001 | 27 | 1% |

Commentary

Of staff who stated they were a gay woman/lesbian, 1% retired during 2018-19, as did 1% of staff who declared they were heterosexual and 1% of staff with Unknown sexual orientation.

Whilst these data are 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.

Contract Status

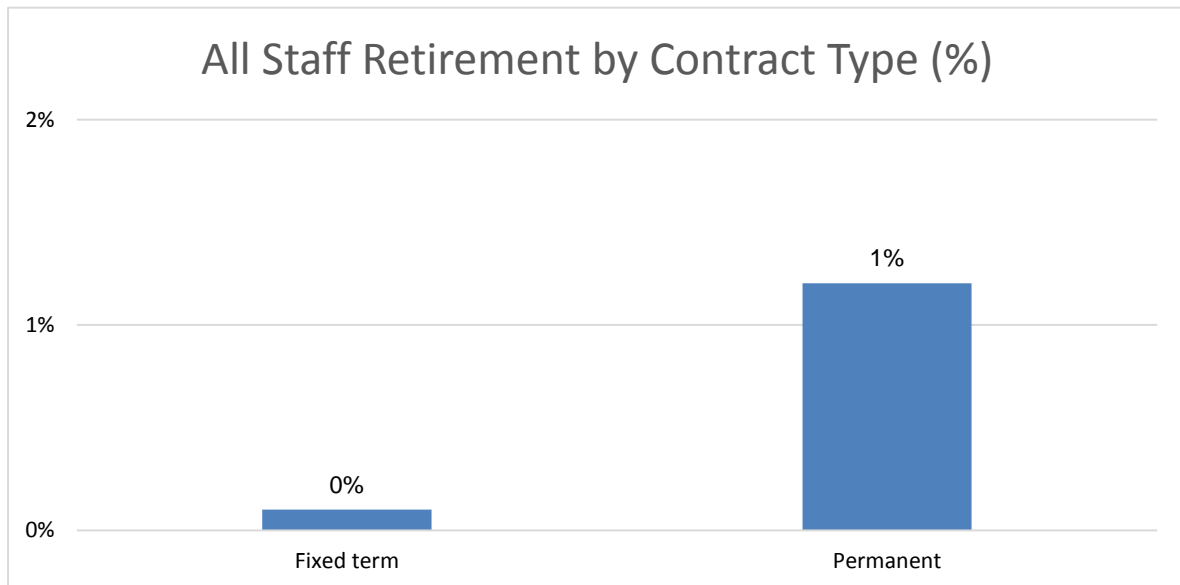


| | Total staff | Retirement | Retirement rate |
|------------------|-------------|------------|-----------------|
| Full time | 6432 | 48 | 1% |
| Part time | 2870 | 42 | 1% |

Commentary

During the academic year 2018-19 the retirement rate for both full time and part time members of staff was 1%.

Contract Type



| | Total staff | Retirement | Retirement rate |
|-------------------|-------------|------------|-----------------|
| Fixed term | 1994 | 2 | 0% |
| Permanent | 7308 | 88 | 1% |

Commentary

During the academic year 2018-19, the retirement rate for fixed term staff was 0%. The retirement rate for permanent staff was 1%.