

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

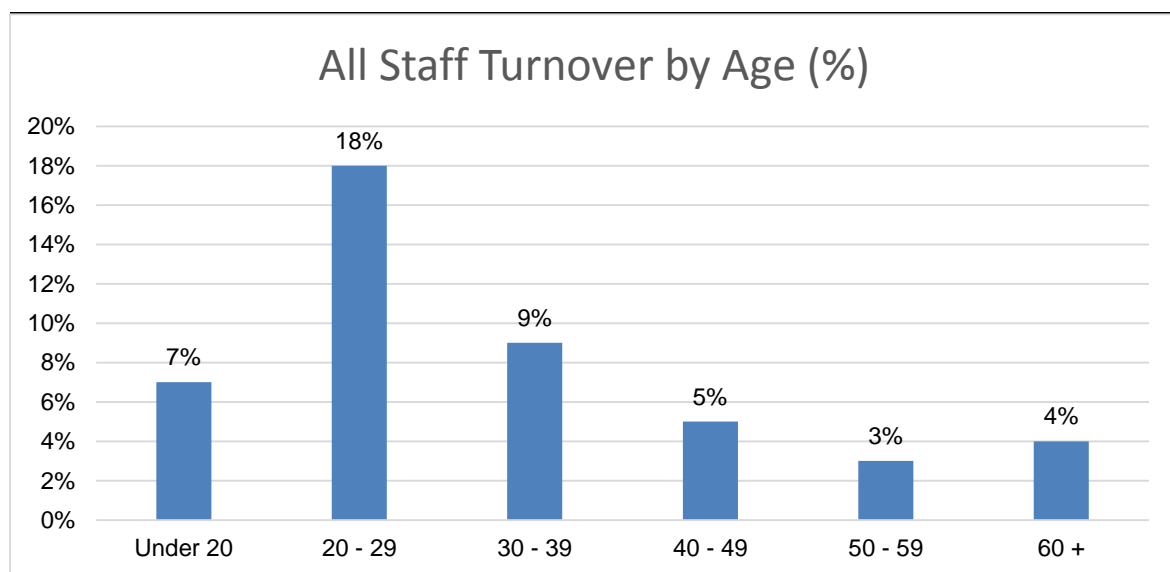
The following data provide information on all staff (academic, professional and managerial and support) across the University who voluntarily resigned during the academic year 2018-19. These data are provided by the following protected characteristic: age; caring responsibility; disability; ethnicity; 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 720 staff resigned out of a total staff population of 9,302, equating to an 8% staff turnover rate (7%, 2017-18).

The previous two years of data are provided for comparison.

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

Age

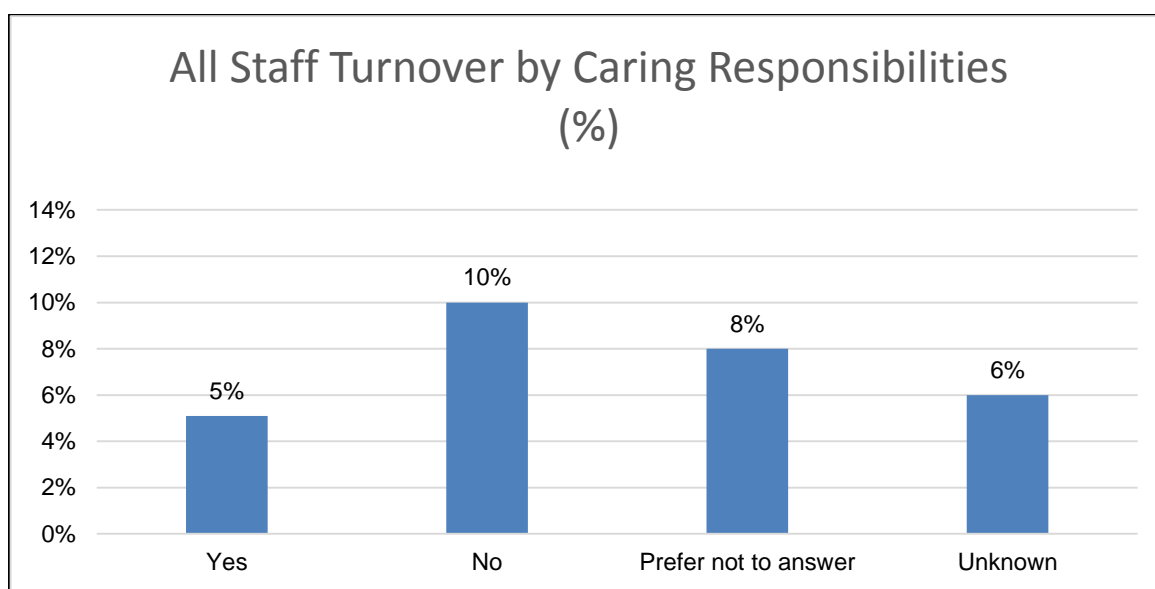


Age (years)	Total staff	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
Under 20	41	3	7%	7%	11%
20 - 29	1373	241	18%	17%	16%
30 - 39	2691	249	9%	9%	9%
40 - 49	2389	130	5%	5%	4%
50 - 59	1972	67	3%	3%	4%
60 +	836	30	4%	3%	2%

Commentary

The highest turnover during 2018-19 was amongst those aged 20-29 at 18% (also the highest in 2017-18 at 17%). The lowest turnover rate at 3% was amongst staff aged 50-59 (also 3% in 2017-18).

Caring Responsibility¹



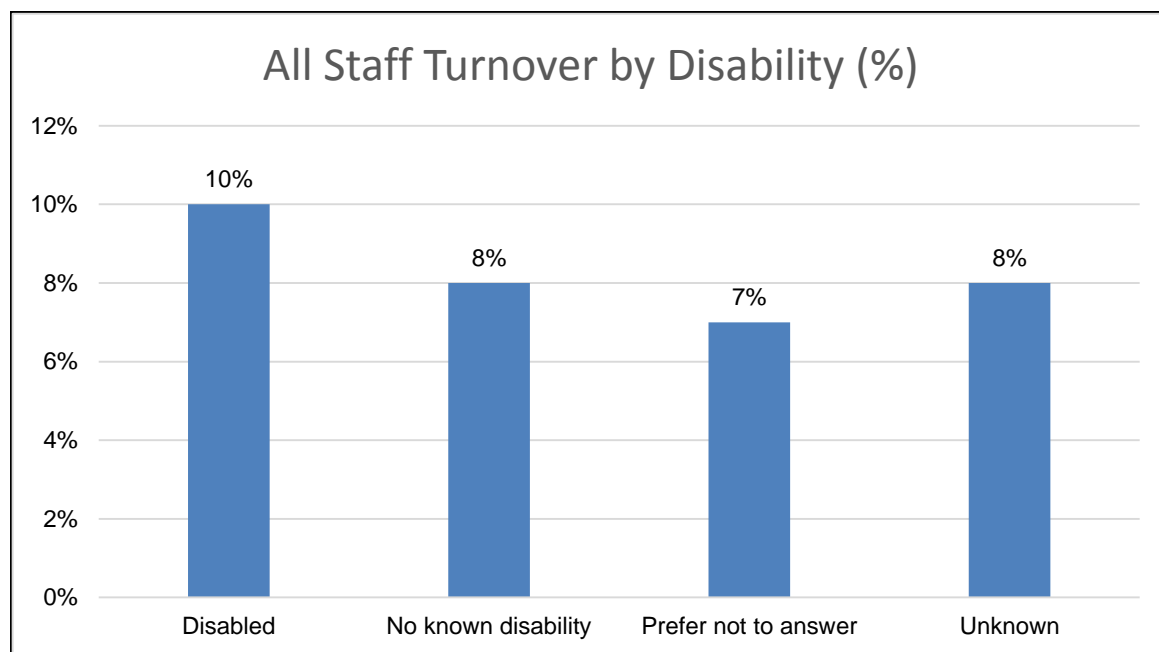
	Total staff	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
Yes	2203	101	5%	5%	3%
No	4285	443	10%	9%	10%
Prefer not to answer	810	62	8%	10%	10%
Unknown	2004	114	6%	5%	5%

Commentary

For staff who declared they had caring responsibilities, there was a 5% turnover during 2018-19 (also 5%, 2017-18). This figure was 10% for staff with no caring responsibilities (9%, 2017-18).

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

Disability²



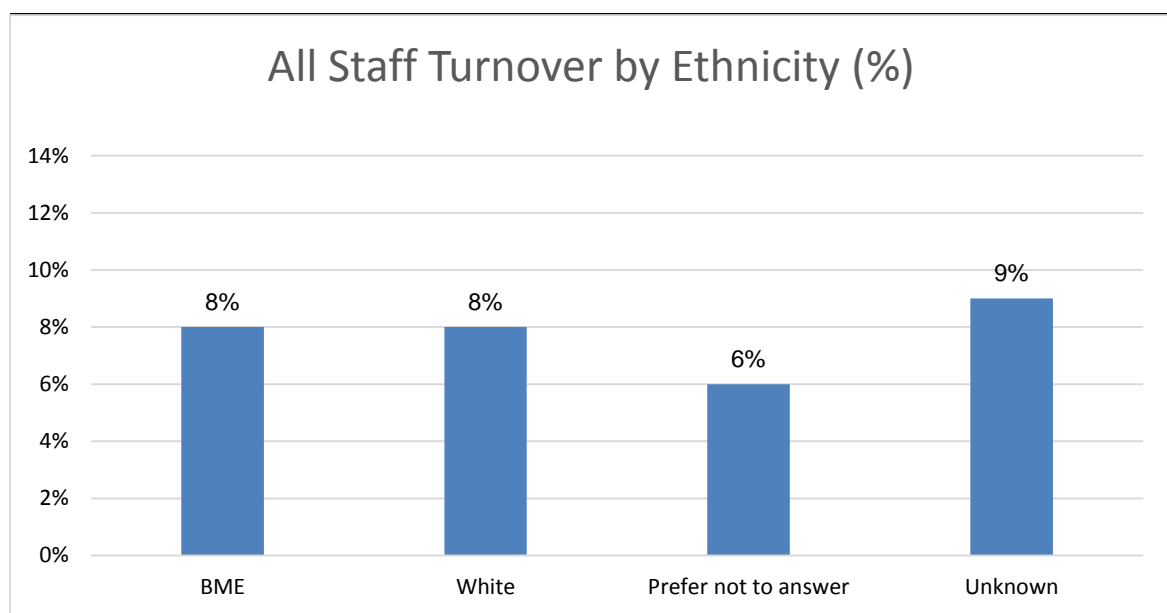
	Total staff	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
Disabled	378	37	10%	6%	8%
No known disability	7178	557	8%	7%	7%
Prefer not to answer	871	57	7%	9%	8%
Unknown	875	69	8%	9%	10%

Commentary

During 2018-19 of the total number of staff who stated they had a disability, 10% resigned, (6%, 2017-18). Of the total number of staff with no known disability, 8% resigned (7%, 2017-18).

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	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
BME³	1061	88	8%	8%	8%
White	6604	504	8%	7%	7%
Prefer not to answer	840	54	6%	8%	8%
Unknown	797	74	9%	10%	9%

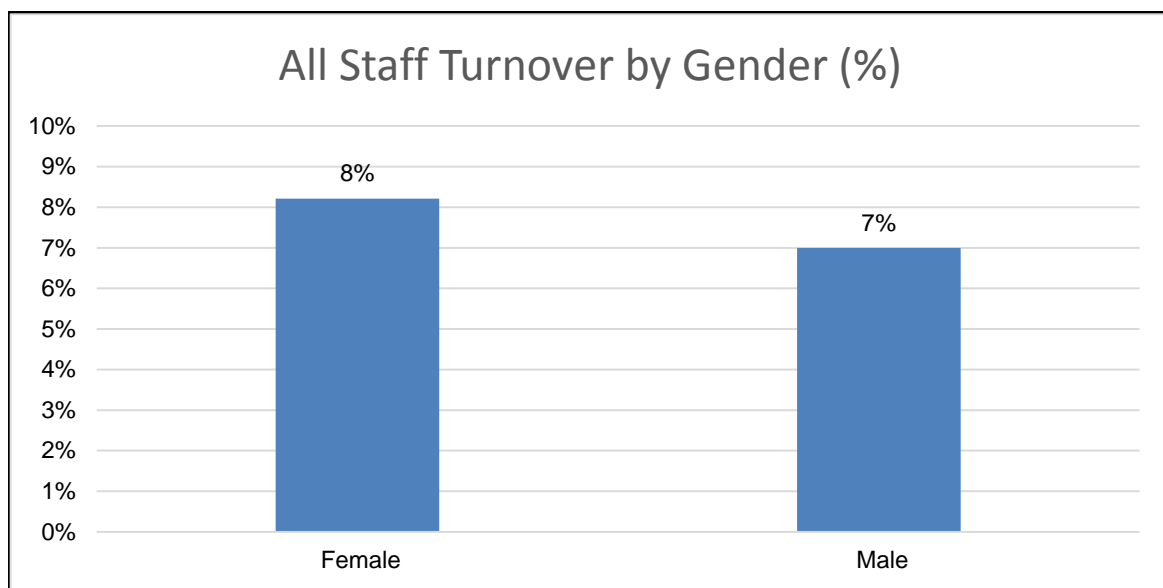
Commentary

During the academic year 2018-19 of the total staff population who declared their ethnicity as White, 8% resigned (7%, 2017-18).

Of the total staff population who declared their ethnicity as BME, 8% resigned, the same as the previous few years.

³ BME- Black and Minority Ethnic

Gender

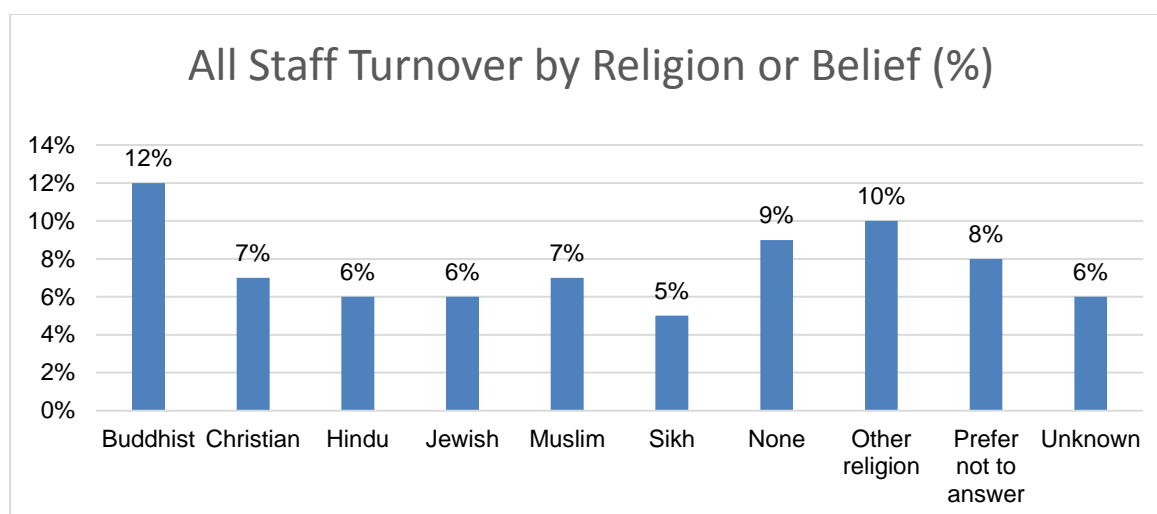


	Total staff	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
Female	5054	424	8%	8%	7%
Male	4248	296	7%	6%	7%

Commentary

Turnover was 8% for female staff (8%, 2017-18) and 7% for male staff (6% 2017-18) during 2018-19.

Religion or Belief



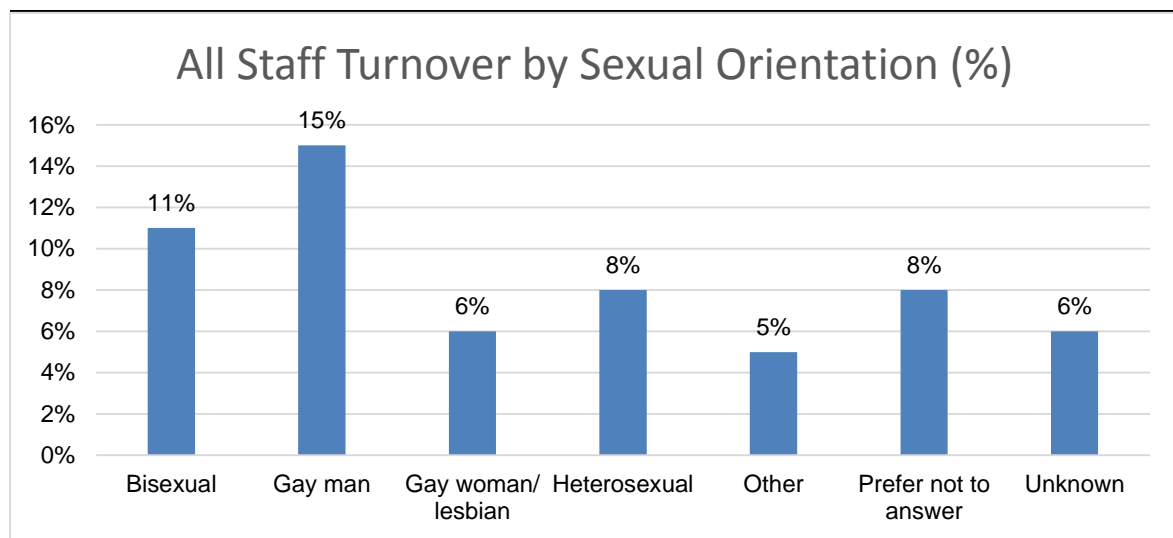
	Total staff	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
Buddhist	51	6	12%	11%	7%
Christian	2182	156	7%	7%	7%
Hindu	70	4	6%	7%	7%
Jewish	47	3	6%	2%	11%
Muslim	201	15	7%	13%	8%
Sikh	38	2	5%	8%	12%
None	3396	307	9%	8%	8%
Other religion	174	17	10%	6%	10%
Prefer not to answer	1156	97	8%	9%	9%
Unknown	1987	113	6%	5%	5%

Commentary

During the academic year 2018-19, the largest turnover rate was amongst Buddhist staff at 12% (11%, 2017-18). There was an increase in turnover rate amongst Jewish staff from 2% in 2017-18 to 6% in 2018-19, as well as increases for those with no religion, Other religion, and Unknown religion. Turnover rates for Christian staff remained the same as in the previous academic year (7%). The turnover rates for Hindu staff decreased from 7% in 2017-18 to 6% in 2018-19 whilst turnover rates for Muslim staff decreased from 13% in 2017-18 to 7% in 2018-19, and turnover rates for Sikh staff decreased from 8% in 2017-18 to 5% in 2018-19. There was also a decrease in the percentage turnover for staff who preferred not to state their religion or belief.

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 when comparing across academic years.

Sexual Orientation



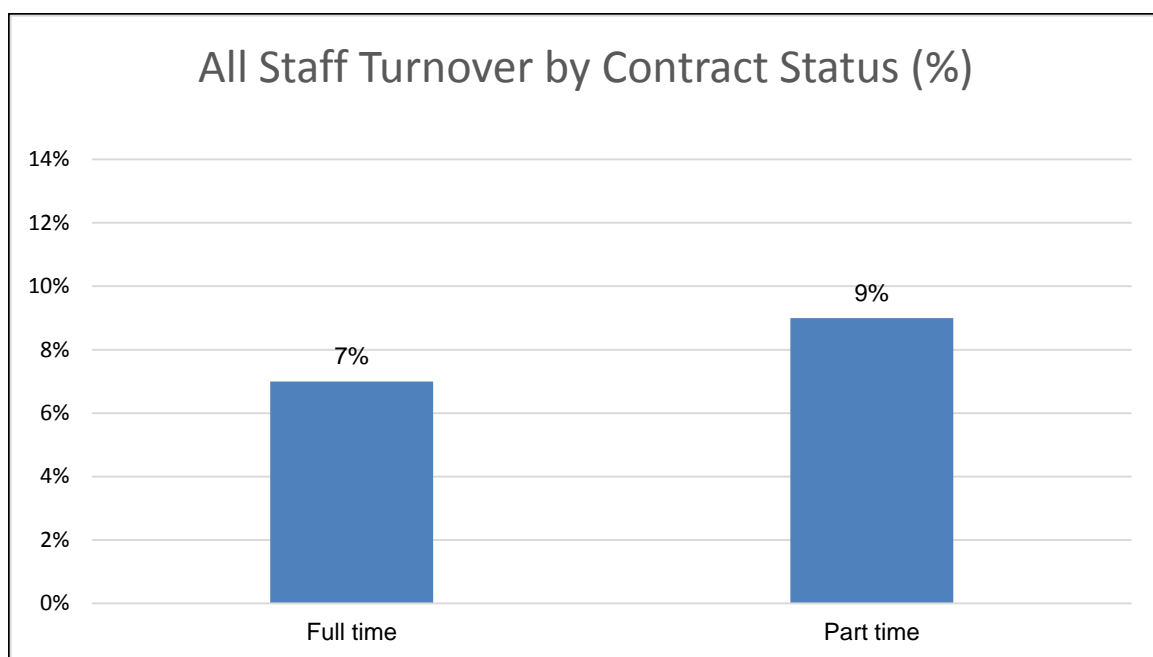
	Total staff	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
Bisexual	168	18	11%	10%	11%
Gay man	116	17	15%	5%	8%
Gay woman/lesbian	96	6	6%	12%	15%
Heterosexual	5702	471	8%	8%	8%
Other	40	2	5%	18%	8%
Prefer not to answer	1179	92	8%	10%	8%
Unknown	2001	114	6%	5%	5%

Commentary

The turnover for staff disclosing as a gay woman/lesbian was 6% in 2018-19 (12%, 2017-18), 11% for staff disclosing as bisexual (10%, 2017-18), and 15% for staff disclosing as a gay man (5%, 2017-18).

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 when comparing data across academic years.

Contract Status

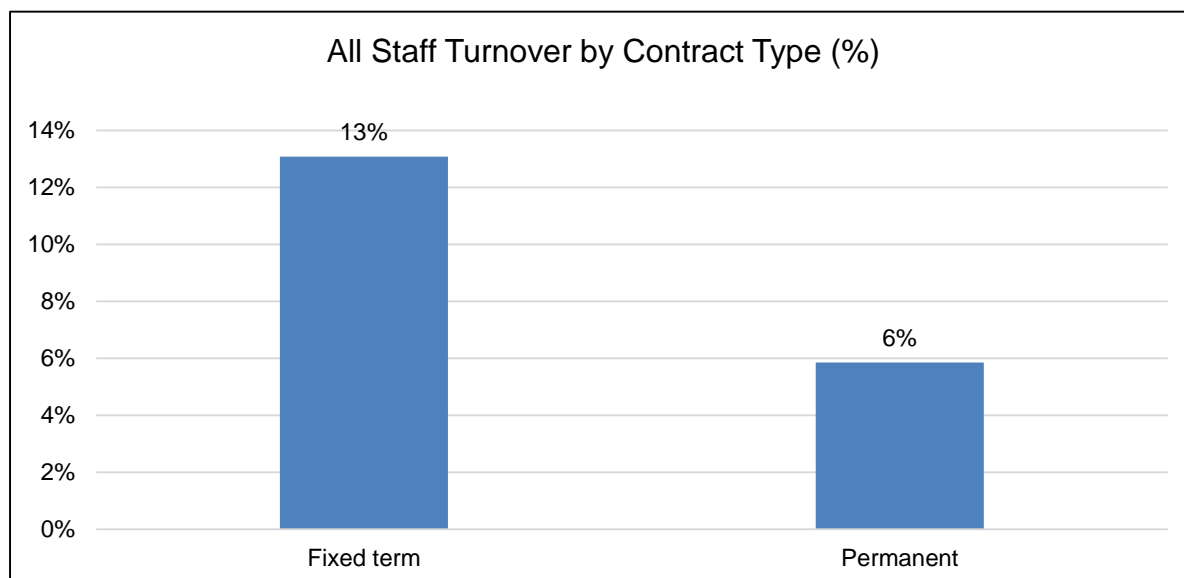


	Total staff	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
Full time	6432	453	7%	6%	6%
Part time	2870	267	9%	11%	9%

Commentary

During the academic year 2018-19 the turnover rate for part time members of staff was 9% (11%, 2017-18) compared to a turnover rate for full time members of staff of 7% (6% 2017-18).

Contract Type



	Total staff	Voluntary Leavers	2018-19 % Turnover	2017-18 % Turnover	2016-17 % Turnover
Fixed term	1994	265	13%	13%	13%
Permanent	7308	455	6%	6%	6%

Commentary

During the academic year 2018-19, the turnover rate for fixed term staff was 13%. The turnover rate for permanent staff was 6%. Both figures are the same as for the previous two academic years.