

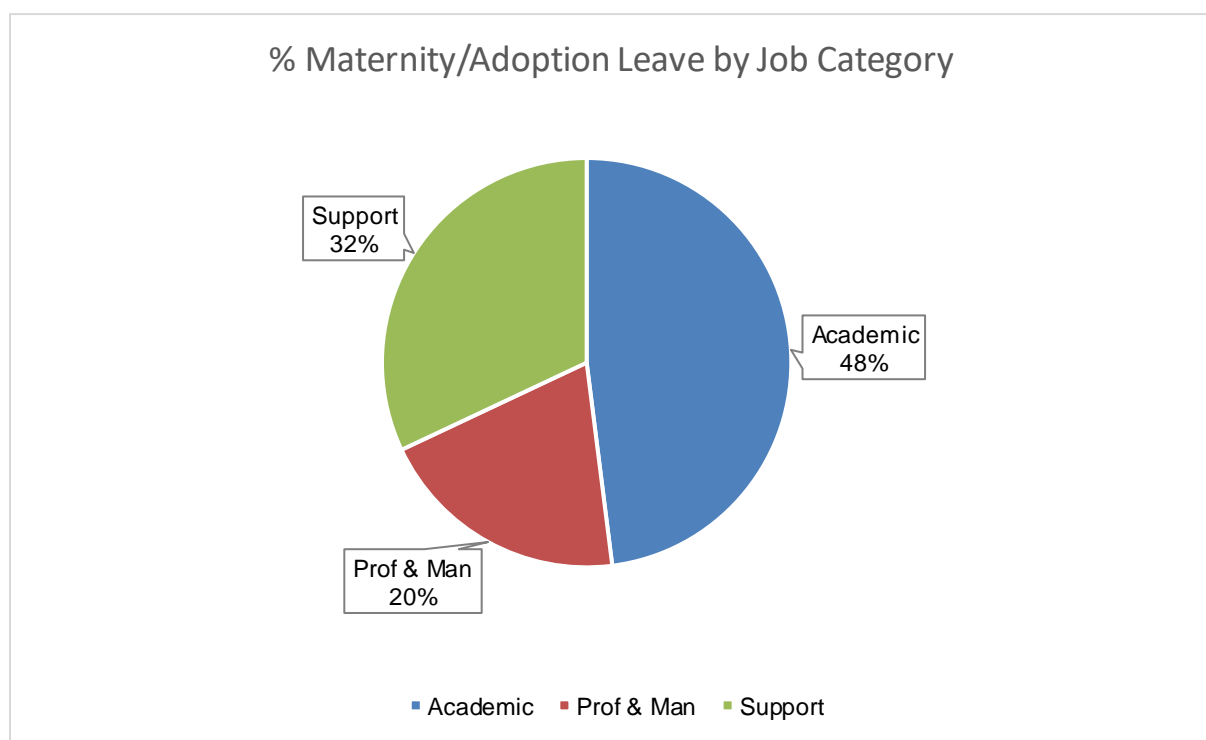
University of Leeds staff maternity, adoption and paternity¹ leave

1 August 2018 – 31 July 2019

The following data provide information on all staff (academic, professional and managerial and support) across the University who took maternity, adoption or paternity leave during the 2018-19 academic year. Data from 2017-18 and 2016-17 are also included for comparison.

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

Maternity/Adoption leave



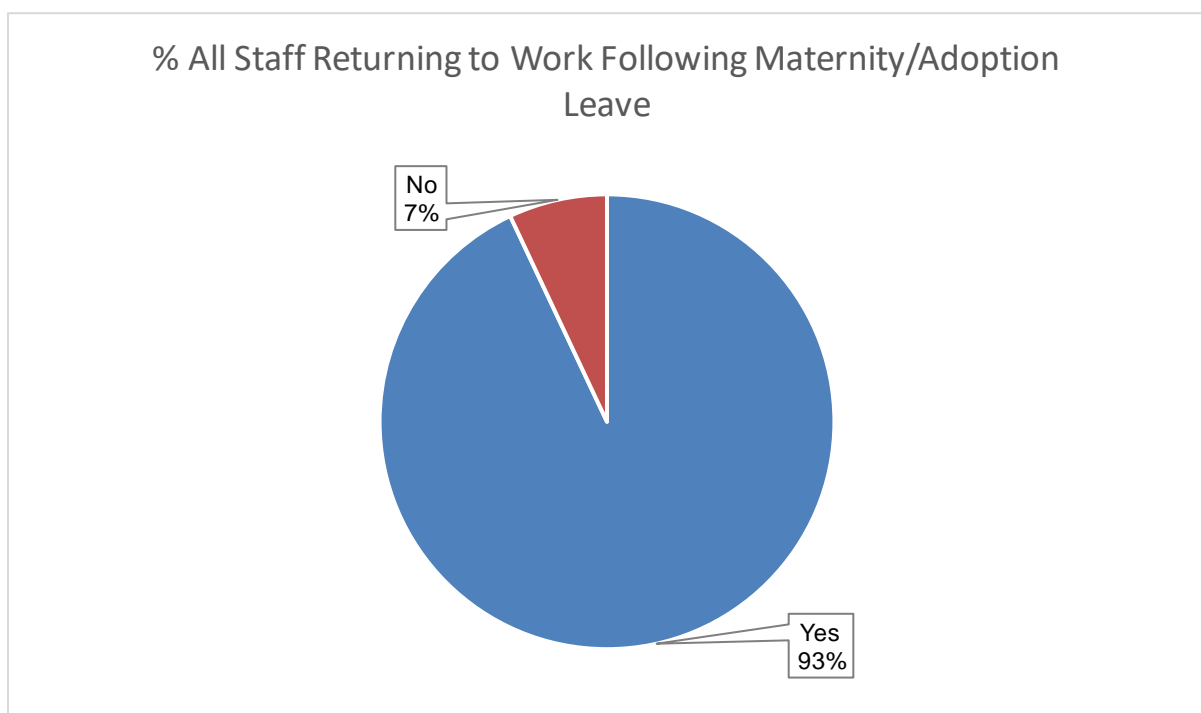
| | Count | 2016-17 % | 2017-18 % | 2018-19 % |
|--------------------------------------|-------|-----------|-----------|-----------|
| Academic | 74 | 42% | 41% | 48% |
| Professional & Managerial | 30 | 18% | 22% | 20% |
| Support | 49 | 40% | 37% | 32% |
| All Staff Total | 153 | - | - | - |

¹ Not all staff taking paternity leave are included; the data only currently show those that take it in a block of two weeks, due to current recording mechanisms in relation to paternity pay. Our recording of these data will be reviewed to investigate capturing paternity leave where days are taken over a longer period.

Commentary

153 staff took maternity and adoption leave in 2018-19, compared to 155 in 2017-18 and 169 in 2016-17. Academic staff account for almost half of the staff on maternity and adoption leave, around a third of the staff are from Support roles, and the final 20% are from Professional and Managerial roles.

Staff return to work following Maternity/Adoption Leave

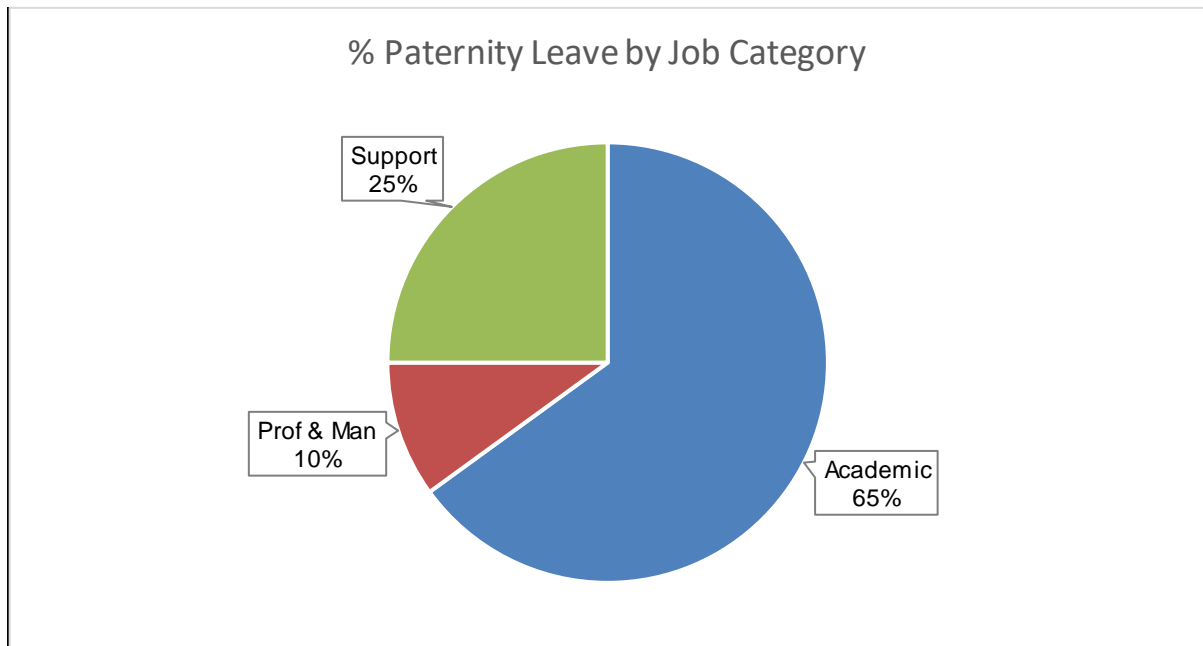


| | No | Yes | Total | % returned 2016-17 | % returned 2017-18 | % returned 2018-19 |
|-----------------------|----|-----|-------|--------------------|--------------------|--------------------|
| Return to work | 10 | 140 | 150 | 90% | 89% | 93% |

Commentary

93% of staff returned to work after maternity/adoption leave in 2018-19. This is a slight increase compared with the return rate in 2017-18 where 89% of staff returned to work after maternity/adoption leave.

Paternity leave



| | Count | 2016-17 % | 2017-18 % | 2018-19 % |
|--------------------------------------|-------|-----------|-----------|-----------|
| Academic | 45 | 54% | 56% | 65% |
| Professional & Managerial | 7 | 20% | 21% | 10% |
| Support | 17 | 26% | 23% | 25% |
| All Staff Total | 69 | - | - | - |

Commentary

Due to current reporting mechanisms, these data only show staff who have taken a continuous two week block of paternity leave.

69 staff took paternity leave in 2018-19, compared to 66 in 2017-18 and 61 in 2016-17. Of the staff that took paternity leave, the largest job category was academic (65%).