

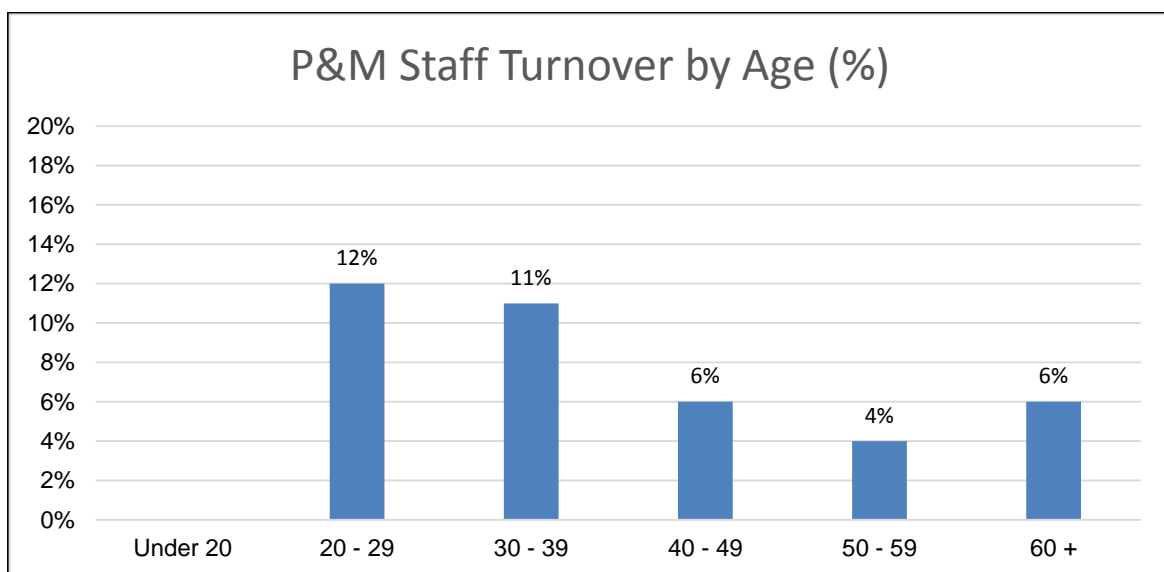
University of Leeds – Professional & Managerial¹ staff turnover by protected characteristic 1 August 2018 – 31 July 2019

The following data provide information on Professional and Managerial (P&M) 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 112 P&M staff resigned out of a total P&M staff population of 1573, equating to a 7% staff turnover rate (5%, 2017-18).

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

Age



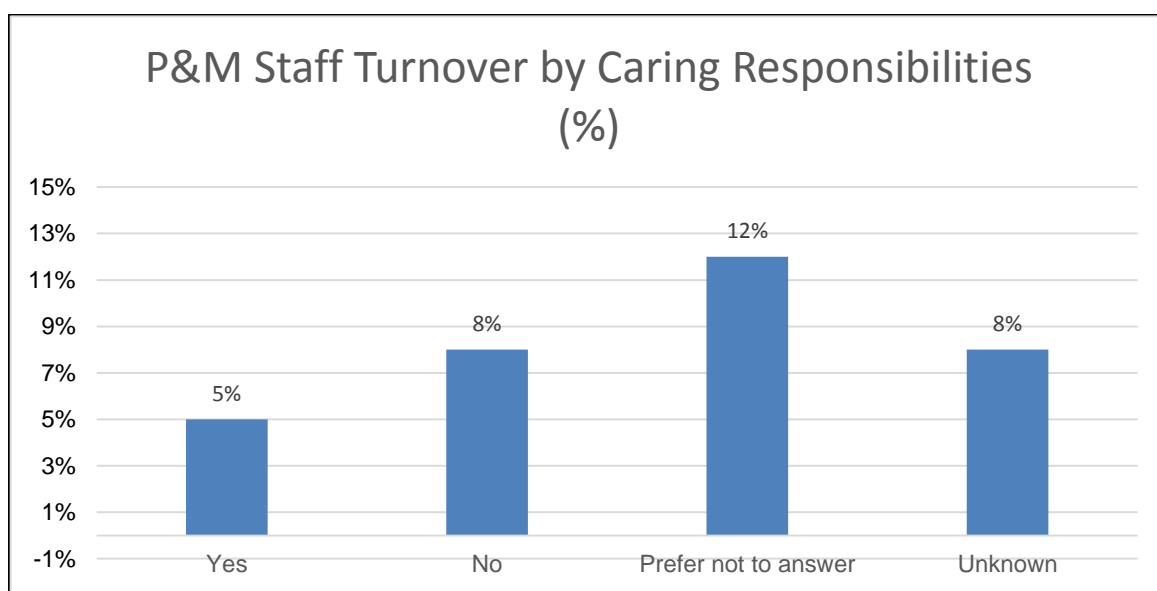
Commentary

The highest P&M staff turnover rate (12%) in the academic year 2018-19 was in the 20-29 age group (17%, 2017-18).

¹ Professional & managerial staff¹ comprises staff in professional services roles, typically grade 7+.

Age (Years)	Total staff	Voluntary Leavers	% Turnover
Under 20	0	0	0%
20 - 29	68	8	12%
30 - 39	422	45	11%
40 - 49	573	35	6%
50 - 59	411	18	4%
60 +	99	6	6%

Caring Responsibility²



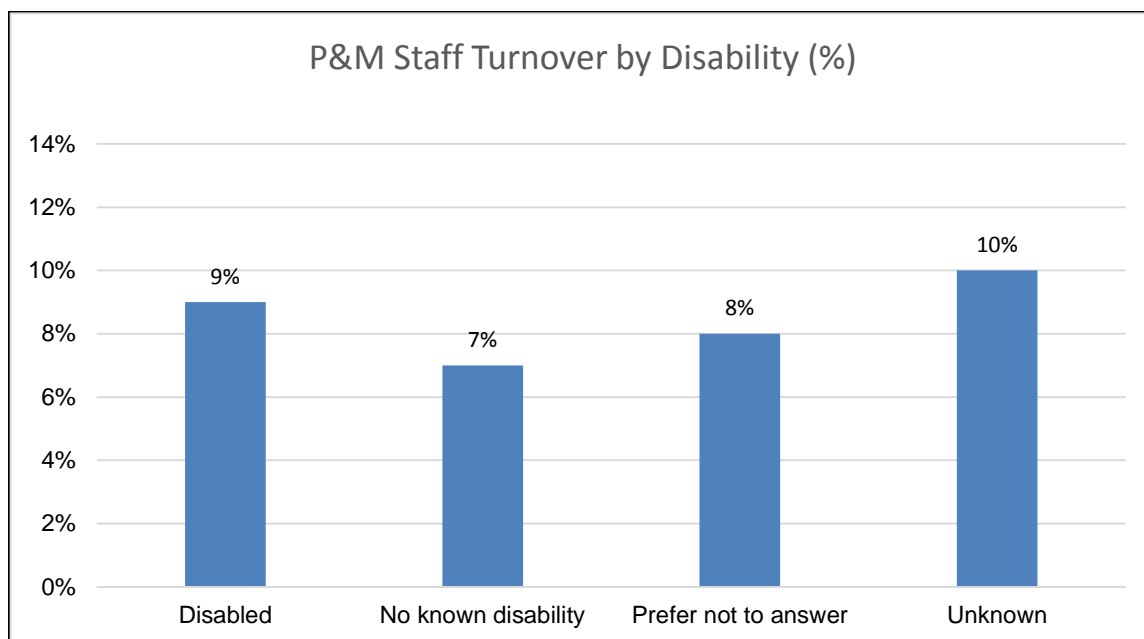
	Total staff	Voluntary Leavers	% Turnover
Yes	551	27	5%
No	709	56	8%
Prefer not to answer	117	14	12%
Unknown	196	15	8%

Commentary

For P&M staff who declared they had caring responsibilities, there was 5% turnover during 2018-19 (4%, 2017-18). This figure was 8% for P&M staff with no caring responsibilities (6%, 2017-18).

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

Disability³



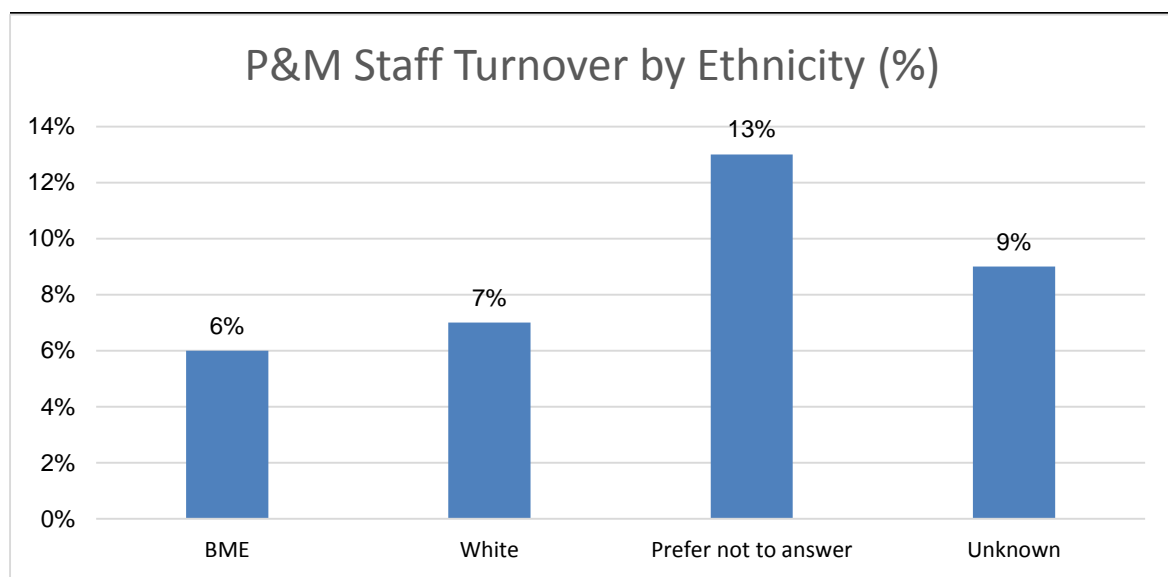
	Total staff	Voluntary Leavers	% Turnover
Disabled	66	6	9%
No known disability	1314	89	7%
Prefer not to answer	124	10	8%
Unknown	69	7	10%

Commentary

For P&M staff who stated they had a disability, there was a 9% turnover during 2017-18 (2%, 2017-18). For staff with no known disability this was 7% (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	110	7	6%
White	1291	86	7%
Prefer not to answer	96	12	13%
Unknown	76	7	9%

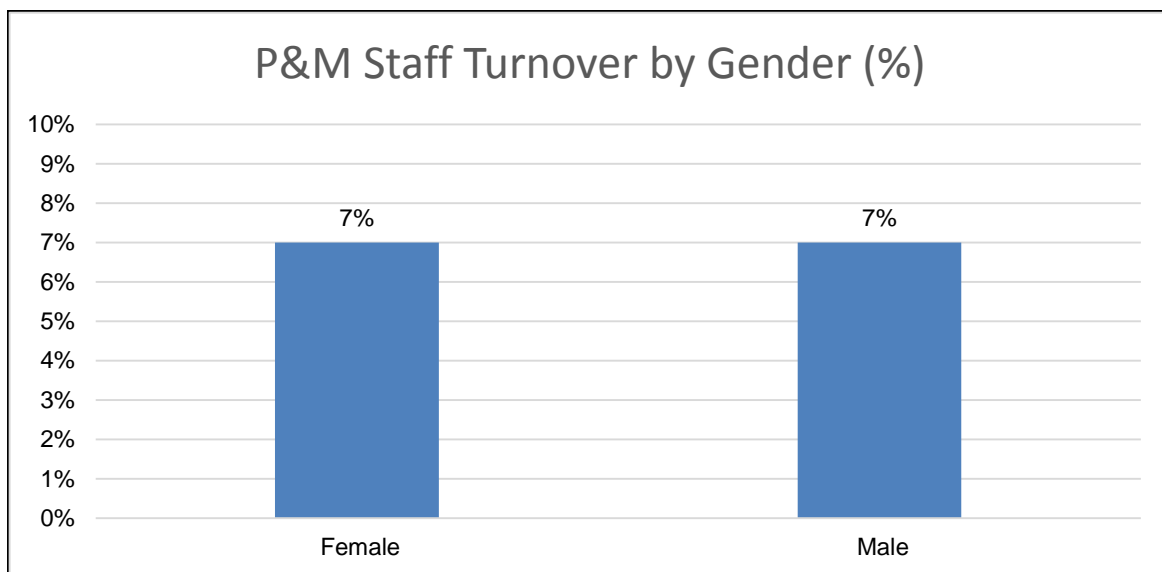
Commentary

For P&M staff who declared their ethnicity as BME, turnover was 6% during 2018-19 (5%, 2017-18).

For P&M staff who declared their ethnicity as White, turnover was 7% (5%, 2017-18).

⁴ BME- Black and Minority Ethnic

Gender

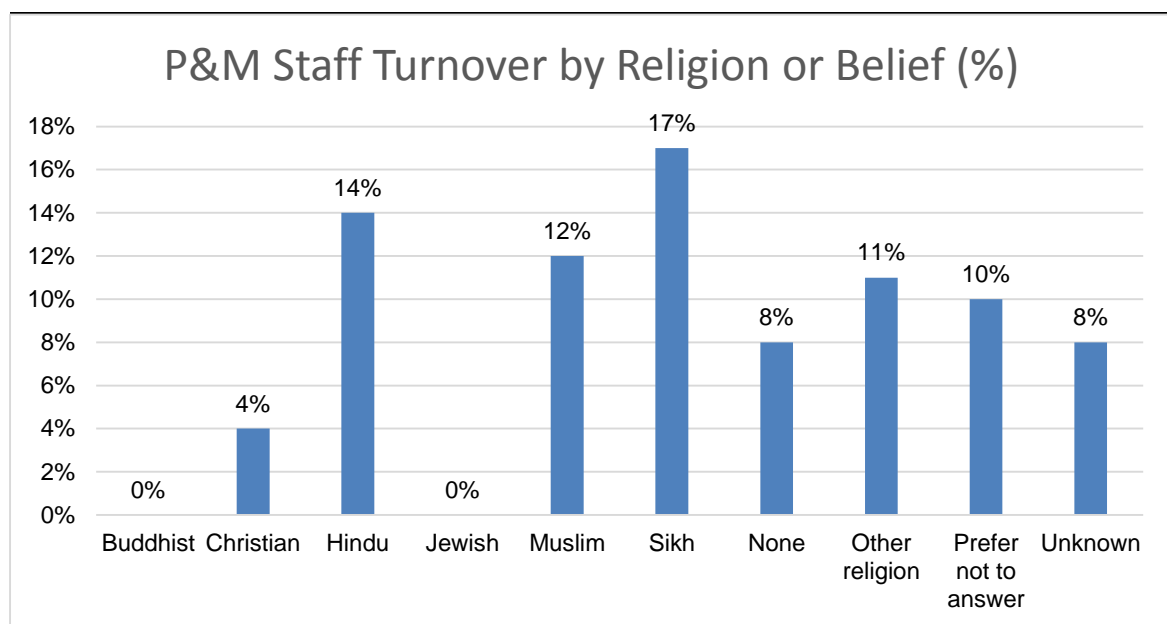


	Total staff	Voluntary Leavers	% Turnover
Female	965	67	7%
Male	608	45	7%

Commentary

Turnover was 7% for female P&M staff (6%, 2017-18) and 7% for male P&M staff (5%, 2017-18).

Religion or Belief

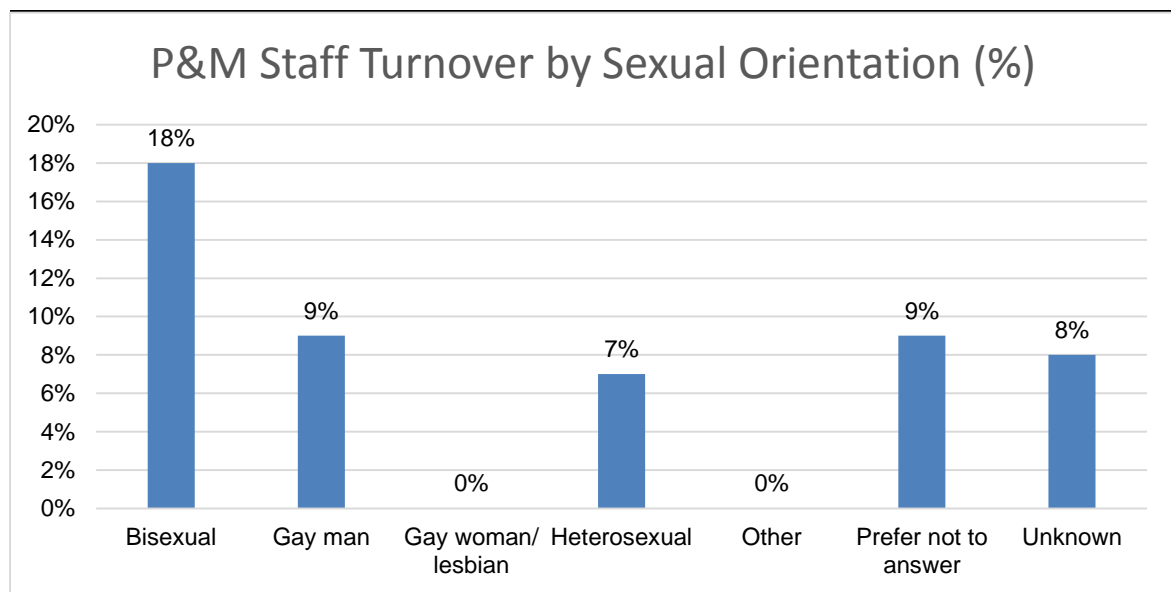


	Total staff	Voluntary Leavers	% Turnover
Buddhist	5	0	0%
Christian	473	18	4%
Hindu	7	1	14%
Jewish	10	0	0%
Muslim	26	3	12%
Sikh	6	1	17%
None	644	53	8%
Other religion	28	3	11%
Prefer not to answer	176	18	10%
Unknown	198	15	8%

Commentary

Although using very small numbers, the highest turnover rate (17%) was amongst Sikh P&M staff (also 17%, 2017-18). These turnover rates should be used with caution, as many categories contain only a small number of staff.

Sexual Orientation

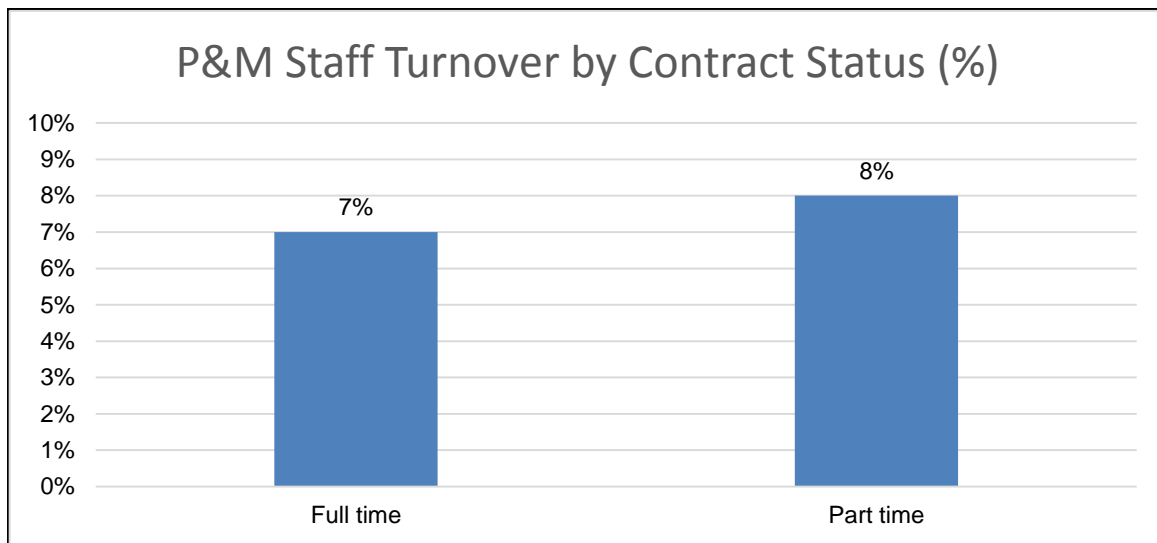


	Total staff	Voluntary Leavers	% Turnover
Bisexual	17	3	18%
Gay man	23	2	9%
Gay woman/lesbian	16	0	0%
Heterosexual	1138	76	7%
Other	6	0	0%
Prefer not to answer	174	16	9%
Unknown	199	15	8%

Commentary

The highest turnover in P&M staff of known sexual orientation during 2018-19 was from those declaring that they were bisexual (18%). The turnover for gay men increased from 0% in 2017-18 to 9% during this period. The turnover of gay women/lesbians for 2018-19 was 0% (7%, 2017-18).

Contract Status

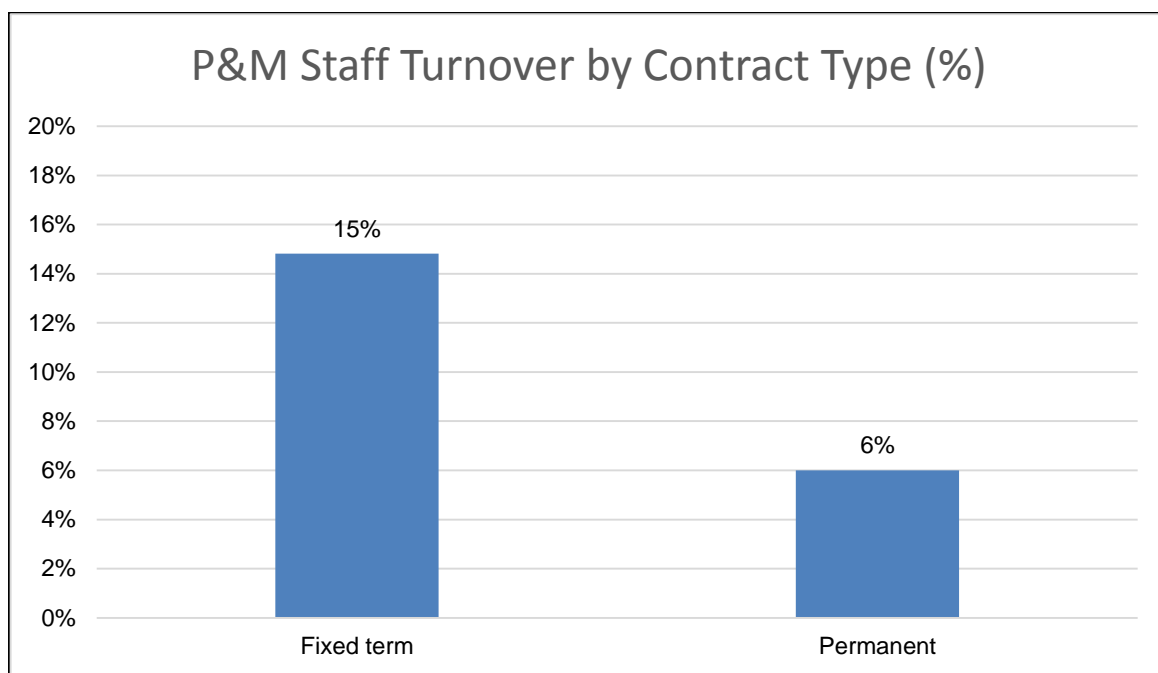


	Total staff	Voluntary Leavers	% Turnover
Full time	1154	79	7%
Part time	419	33	8%

Commentary

For part time P&M staff, turnover was 8% during 2018-19 compared to 7% of full time staff. P&M staff turnover during the previous year was 7% (part time) and 5% (full time).

Contract Type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	170	26	15%
Permanent	1403	86	6%

Commentary

During the 2018-19 academic year, P&M staff turnover for those on fixed term contracts was 15% (15%, 2017-18) compared to 6% for those on permanent contracts (4%, 2017-18).