

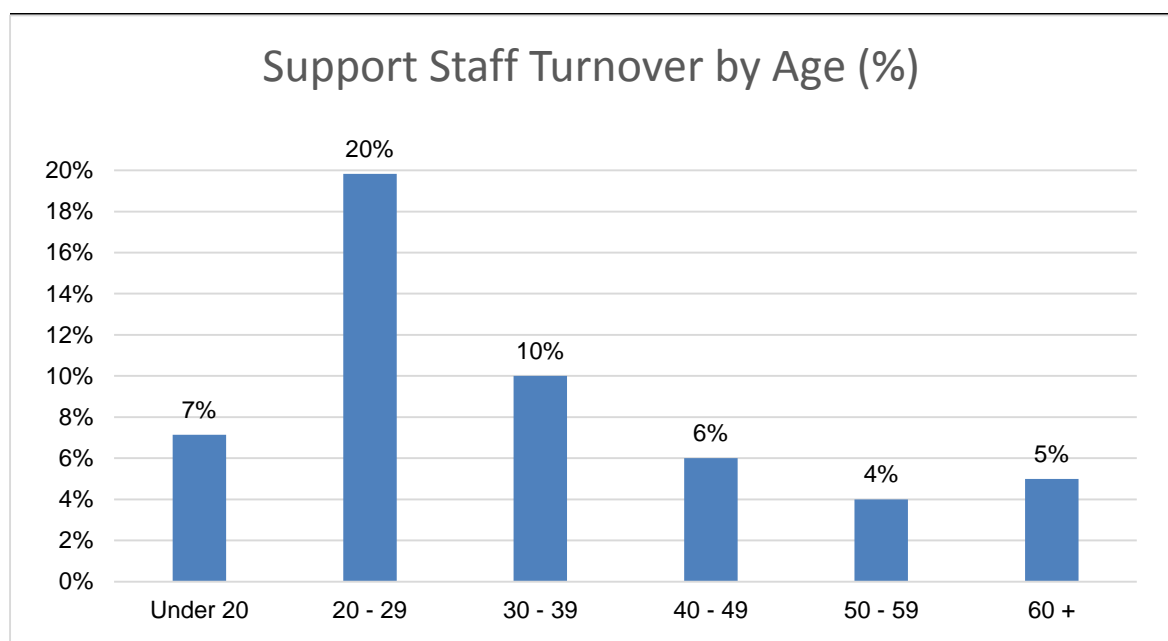
University of Leeds – Support¹ staff turnover by protected characteristic 1 August 2018 – 31 July 2019

The following data provide information on support 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 391 support staff resigned out of a total support staff population of 3728, equating to a 10% staff turnover rate (10%, 2017-18).

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

Age



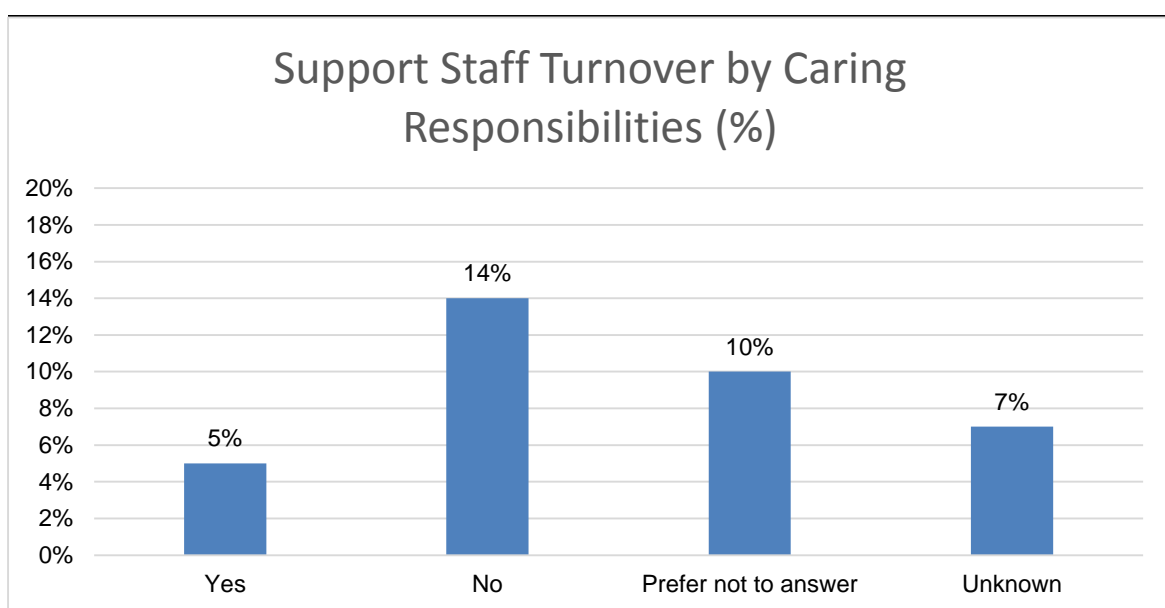
Age (Years)	Total staff	Voluntary Leavers	% Turnover
Under 20	41	3	7%
20 - 29	997	201	20%
30 - 39	945	96	10%
40 - 49	732	47	6%
50 - 59	699	27	4%
60 +	314	17	5%

¹ 'Support staff' comprises clerical staff, technicians and operational support roles.

Commentary

During 2018-19 the highest turnover amongst support staff was in the 20-29 age group at 20% (also 20% in 2017-18). The lowest staff turnover amongst the 50-59 age group at 4% (also 4% in 2017-18).

Caring Responsibility²



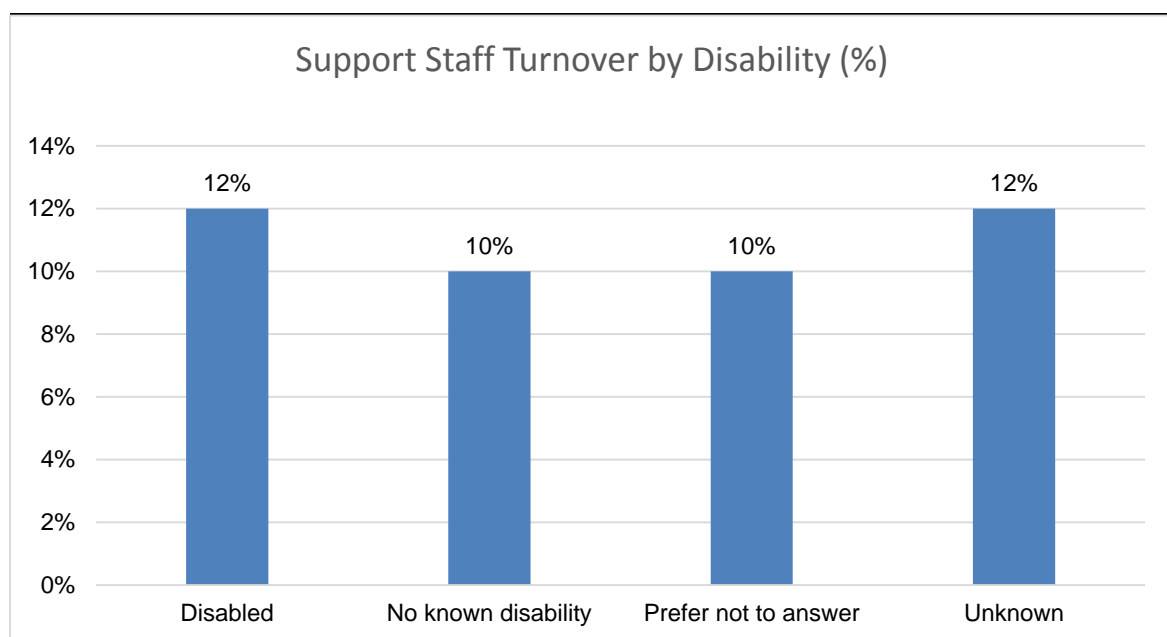
	Total staff	Voluntary Leavers	% Turnover
Yes	703	37	5%
No	1974	272	14%
Prefer not to answer	260	25	10%
Unknown	791	57	7%

Commentary

During the academic year 2018-19, turnover was 5% for support staff who declared that they had a caring responsibility (6%, 2017-18). This figure was 14% for staff with no caring responsibilities (13%, 2017-18).

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

Disability³



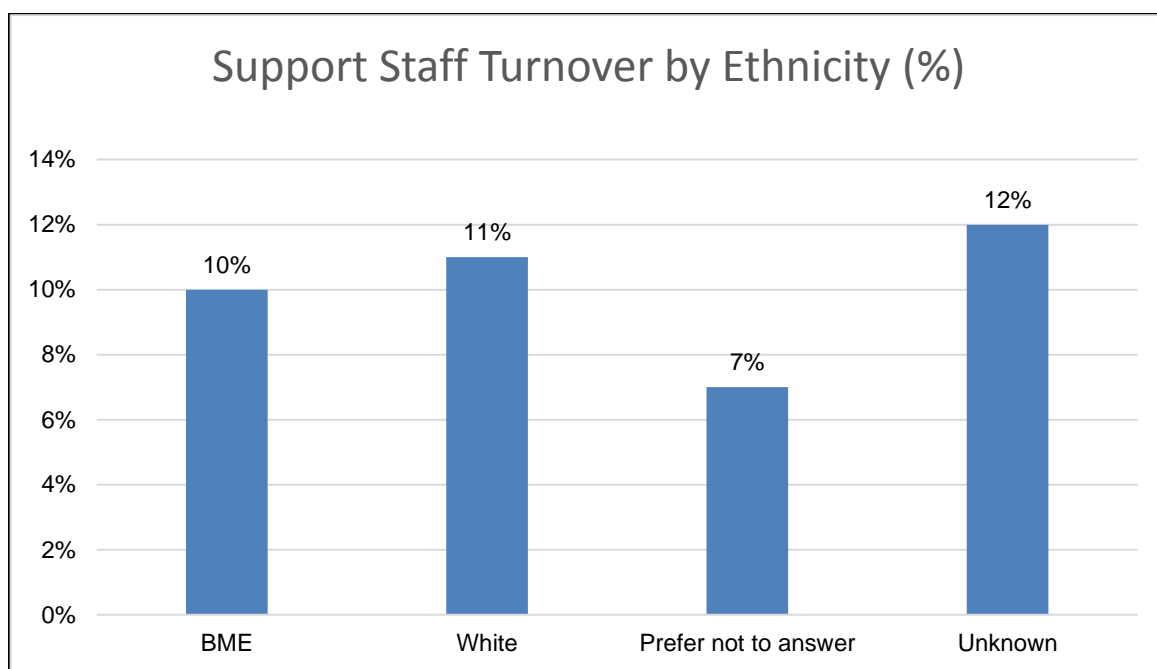
	Total staff	Voluntary Leavers	% Turnover
Disabled	199	24	12%
No known disability	2870	296	10%
Prefer not to answer	290	28	10%
Unknown	369	43	12%

Commentary

Turnover was 12% for disabled support staff during the 2018-19 academic year (9%, 2017-18), compared with 10% for support staff with no known disability during the same period (10%, 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



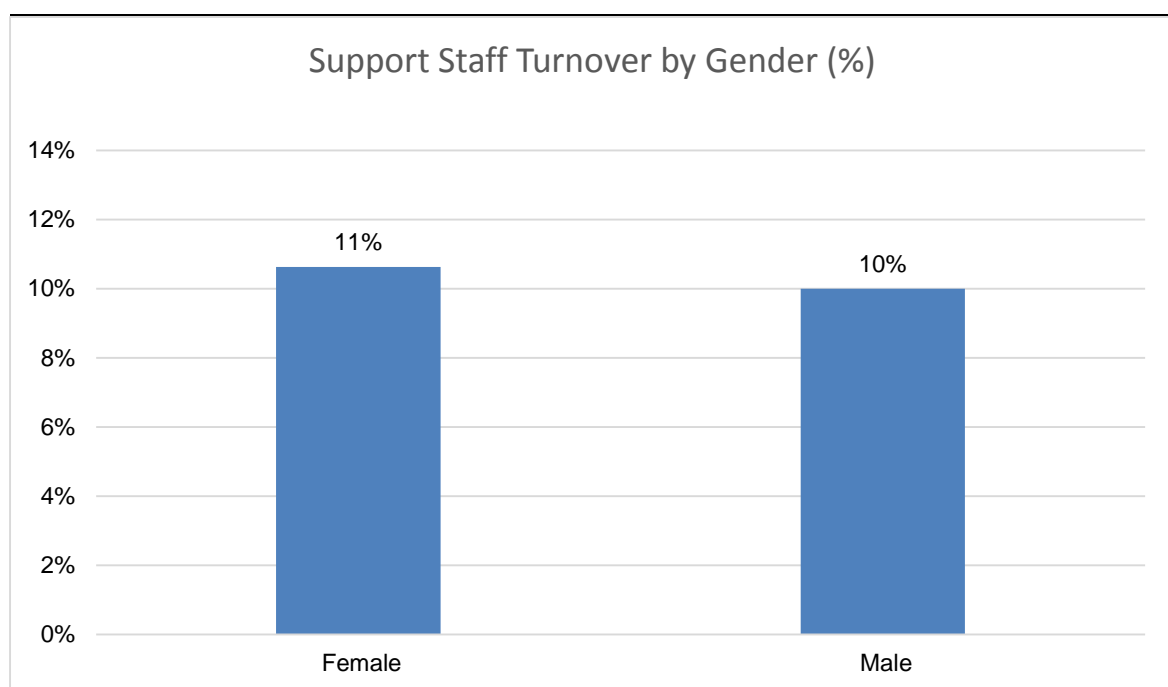
	Total staff	Voluntary Leavers	% Turnover
BME⁴	420	41	10%
White	2682	288	11%
Prefer not to answer	295	22	7%
Unknown	331	40	12%

Commentary

Turnover was 10% for BME support staff during 2018-19 (11%, 2017-18), and 11% for white support staff (10%, 2017-18).

⁴ BME- Black and minority ethnic

Gender

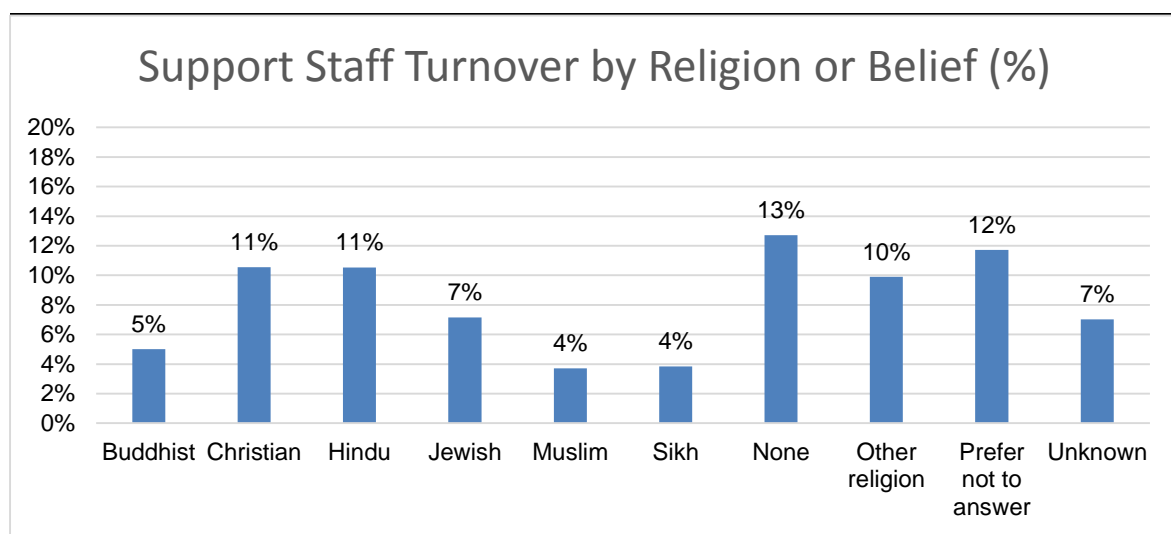


	Total staff	Voluntary Leavers	% Turnover
Female	2338	258	11%
Male	1390	133	10%

Commentary

During the academic year 2018-19, turnover was 11% for female support staff (also 11% in 2017-18) and 10% for male support staff (9%, 2017-18).

Religion or Belief

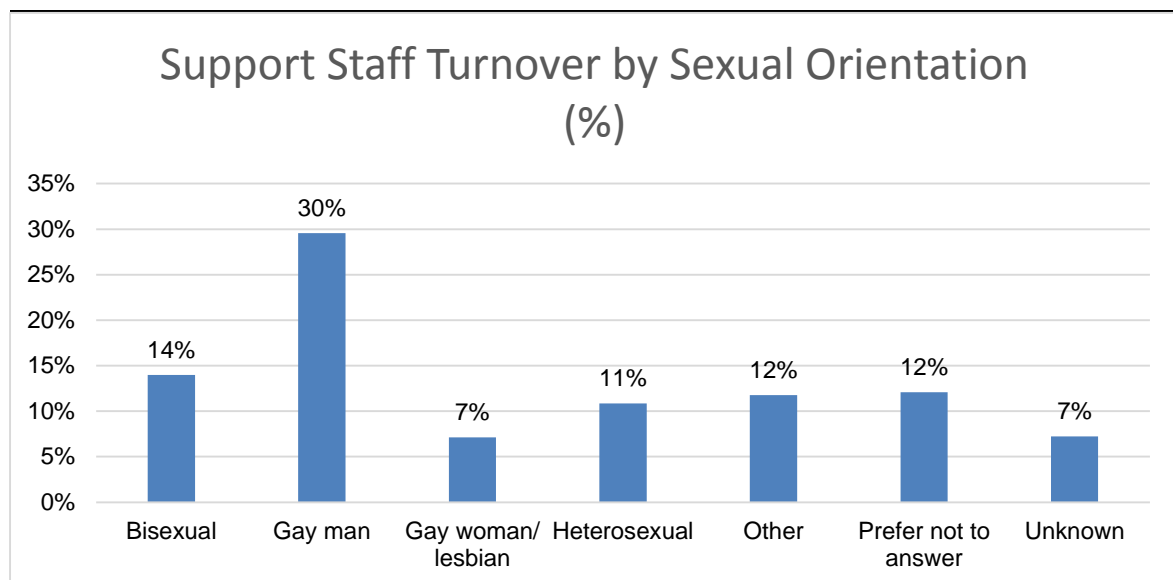


	Total staff	Voluntary Leavers	% Turnover
Buddhist	20	1	5%
Christian	891	94	11%
Hindu	19	2	11%
Jewish	14	1	7%
Muslim	81	3	4%
Sikh	26	1	4%
None	1384	176	13%
Other religion	91	9	10%
Prefer not to answer	418	49	12%
Unknown	784	55	7%

Commentary

During 2018-19, the largest turnover rate at 13% was for support staff with no religion (12%, 2017-18). It must be noted that some of these categories contain small numbers of staff.

Sexual Orientation

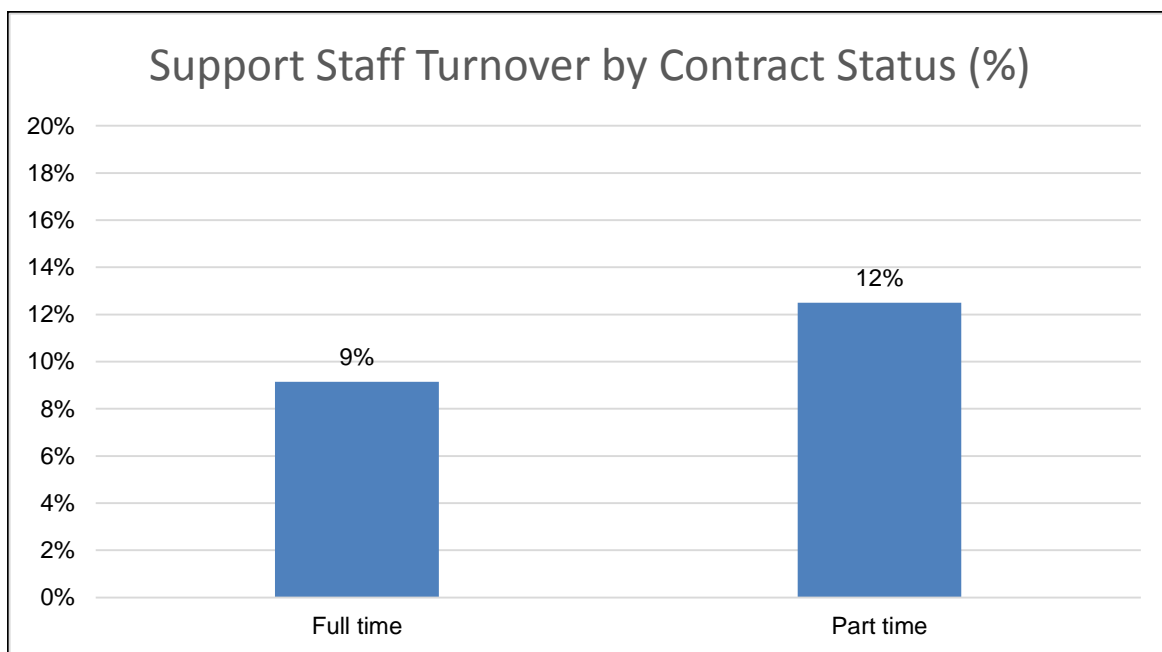


	Total staff	Voluntary Leavers	% Turnover
Bisexual	100	14	14%
Gay man	44	13	30%
Gay woman/lesbian	42	3	7%
Heterosexual	2330	253	11%
Other	17	2	12%
Prefer not to answer	406	49	12%
Unknown	789	57	7%

Commentary

During the academic year 2018-19, the highest turnover amongst support staff (30%) was from staff who stated they were a gay man (7% 2017-18). Turnover for bisexual support staff increased from 11% in 2017-18 to 14% in 2018-19. There was a decrease in the turnover rate for gay women from 24% in 2017-18 to 7% in 2018-19. The turnover rate for heterosexual members of support staff remained (as in the last two years) at 11%. There has been no change in turnover for staff whose sexual orientation was Other (12%).

Contract Status

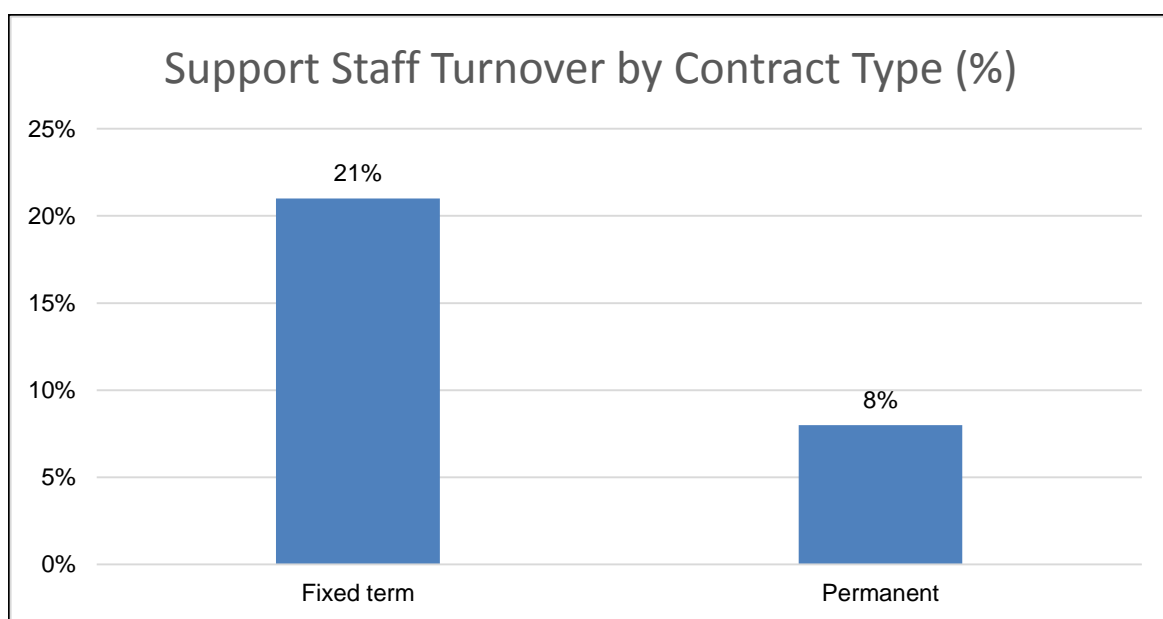


	Total staff	Voluntary Leavers	% Turnover
Full time	2231	204	9%
Part time	1497	187	12%

Commentary

During the academic year 2018-19, the turnover for part-time members of support staff was 12% (15%, 2017-18) and 9% for full time members of staff (7%, 2017-18).

Contract Type



	Total staff	Voluntary Leavers	% Turnover
Fixed term	615	130	21%
Permanent	3113	261	8%

Commentary

During the 2018-19 academic year, turnover for support staff with a fixed term contract was 21% (17%, 2017-18), and 8% for those with a permanent contract (9%, 2017-18).