# University of Leeds - Academic[[1]](#footnote-1) staff turnover by protected characteristic 1 August 2019 – 31 July 2020

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## Introduction

The following data provide information on academic staff across the University who voluntarily resigned during the academic year 2019-20. These data are provided by the following protected characteristic: age; caring responsibilities; 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 2019-20, a total of 228 academic staff resigned out of an academic staff population of 3926, equating to a 6% staff turnover rate (5%, 2018-19).

*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** | 0 | 0 | - |
| **20 - 29** | 293 | 32 | 11% |
| **30 - 39** | 1300 | 102 | 8% |
| **40 - 49** | 1080 | 49 | 5% |
| **50 - 59** | 854 | 34 | 4% |
| **60 +** | 399 | 11 | 3% |

**Commentary**

During the academic year 2019-20, the highest turnover was for staff in the 20-29 age group (11%). This is consistent with academic resignations the previous year.

At 3%, the lowest academic staff turnover rate is in the 60+ age group. This figure has increased by 1% from 2018-19 when turnover in this age group was 2%.

## Caring Responsibilities[[2]](#footnote-2)

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Yes** | 1066 | 41 | 4% |
| **No** | 1543 | 110 | 7% |
| **Prefer not to answer** | 348 | 23 | 7% |
| **Unknown** | 969 | 54 | 6% |

**Commentary**During the 2019-20 academic year, there was a 4% turnover for academic staff who declared they had caring responsibilities (also 4%, 2018-19).

This figure was 7% for staff with no caring responsibilities (also 7%, 2018-19).

## Disability[[3]](#footnote-3)

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Disabled** | 163 | 4 | 2% |
| **No known disability** | 2973 | 167 | 6% |
| **Prefer not to answer** | 388 | 23 | 6% |
| **Unknown** | 402 | 34 | 8% |

**Commentary**

Turnover was 2% for disabled staff during 2019-20 (6%, 2018-19) and 6% for staff with no known disability (also 6%, 2018-19).

## Ethnicity

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Black** | 51 | 2 | 4% |
| **White** | 2562 | 139 | 5% |
| **Asian** | 366 | 24 | 7% |
| **Mixed** | 72 | 2 | 3% |
| **Other** | 82 | 10 | 12% |
| **Prefer not to answer** | 390 | 23 | 6% |
| **Unknown** | 403 | 28 | 7% |

**Commentary**

The highest turnover rate is for academic staff with Other ethnicity (12%), while the lowest rate is for academic staff with Mixed ethnicity (3%).

## Gender

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Female** | 1714 | 111 | 6% |
| **Male** | 2203 | 117 | 5% |
| **Gender fluid** | 0 | 0 | - |
| **Non binary** | 0 | 0 | - |
| **Other** | 9 | 0 | 0% |

**Commentary**

During the academic year 2019-20, turnover was 6% for female academic staff (also 6%, 2018-19) and 5% for male academic staff (also 5%, 2018-19). There are no gender fluid or non binary academic staff, and no staff with other gender resigned.

## Religion or Belief

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Buddhist** | 27 | 1 | 4% |
| **Christian** | 766 | 45 | 6% |
| **Hindu** | 54 | 3 | 6% |
| **Jewish** | 25 | 1 | 4% |
| **Muslim** | 101 | 8 | 8% |
| **Sikh** | 7 | 1 | 14% |
| **Spiritual** | 6 | 0 | 0% |
| **None** | 1442 | 82 | 6% |
| **Other religion** | 51 | 4 | 8% |
| **Prefer not to answer** | 497 | 31 | 6% |
| **Unknown** | 950 | 52 | 5% |

**Commentary**

During the 2019-20 academic year, the highest turnover for academic staff was 14% amongst those declaring that they were Sikh (previously Buddhist at 19%), partly due to the small number of staff.

## Sexual Orientation

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Bisexual** | 57 | 4 | 7% |
| **Gay man** | 61 | 1 | 2% |
| **Gay woman/lesbian** | 41 | 3 | 7% |
| **Heterosexual** | 2279 | 134 | 6% |
| **Other** | 15 | 1 | 7% |
| **Prefer not to answer** | 512 | 33 | 6% |
| **Unknown** | 961 | 52 | 5% |

**Commentary**

The highest turnover rate during 2019-20 was from academic staff declaring their sexual orientation as gay woman/lesbian, bisexual, or other (7%). For academic staff who disclosed as gay men turnover was 2% (4%, 2018-19).

It should be noted that some of these categories contain a small number of individuals, hence comparison across years should be completed with caution.

## Contract Status

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Full time** | 2942 | 162 | 6% |
| **Part time** | 984 | 66 | 7% |

**Commentary**

During the 2019-20 academic year, the lower percentage turnover (6%) in academic staff was from those who worked full-time (also 6%, 2018-19). Part-time academic staff had a turnover rate of 7% (5%, 2018-19).

## Contract Type

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Fixed term** | 1181 | 124 | 10% |
| **Permanent** | 2745 | 104 | 4% |

**Commentary**

During the 2019-20 academic year, the highest level of academic staff turnover (10%) was from those who held fixed term contracts (9%, 2018-19). This compared to a turnover rate of 4% for permanent academic staff (also 4%, 2018-19).

1. ‘Academic staff’ includes roles such as: lecturer; senior lecturer; associate professor; professor; research fellow/assistant; teaching fellow; clinical; etc. [↑](#footnote-ref-1)
2. Defined as: caring for one or more children, one or more disabled children, a disabled adult, an older person, or another adult [↑](#footnote-ref-2)
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. [↑](#footnote-ref-3)