# University of Leeds staff maternity, adoption and paternity[[1]](#footnote-1) leave

# 1 August 2019 – 31 July 2020

**Contents**

[Introduction 1](#_Toc62753340)

[Maternity/Adoption leave 2](#_Toc62753341)

[Staff return to work following Maternity/Adoption Leave 3](#_Toc62753342)

[Paternity leave 4](#_Toc62753343)

## Introduction

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 2019-20 academic year. Data from 2018-19 and 2017-18 are also included for comparison.

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

## Maternity/Adoption leave

|  | **Count** | **2017-18 %** | **2018-19 %** | **2019-20 %** |
| --- | --- | --- | --- | --- |
| **Academic** | 73 | 41% | 48% | 43% |
| **Professional & Managerial** | 34 | 22% | 20% | 20% |
| **Support** | 61 | 37% | 32% | 36% |
| **All Staff Total** | **168** | - | - | - |

**Commentary**

168 staff took maternity and adoption leave in 2019-20, compared to 153 in 2018-19 and 155 in 2017-18. Academic staff account for 43% of the staff on maternity and adoption leave, just over 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 2017-18** | **% returned 2018-19** | **% returned 2019-20** |
| --- | --- | --- | --- | --- | --- | --- |
| **Return to work** | 20 | 135 | 155 | 89% | 93% | 87% |

**Commentary**

87% of staff returned to work after maternity/adoption leave in 2019-20. This is a decrease compared with the return rate in 2018-19 where 93% of staff returned to work after maternity/adoption leave.

## Paternity leave

|  | **Count** | **2017-18 %** | **2018-19 %** | **2019-20 %** |
| --- | --- | --- | --- | --- |
| **Academic** | 54 | 56% | 65% | 67% |
| **Professional & Managerial** | 14 | 21% | 10% | 17% |
| **Support** | 13 | 23% | 25% | 16% |
| **All Staff Total** | **81** | - | - | - |

**Commentary**

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

81 staff took paternity leave in 2019-20, compared to 69 in 2018-19 and 66 in 2017-18. Of the staff that took paternity leave, the largest job category was academic (67%).

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. [↑](#footnote-ref-1)