# University of Leeds - all staff retirement by protected characteristic 1 August 2019 – 31 July 2020

**Contents**

[Introduction 1](#_Toc61797376)

[Age 2](#_Toc61797377)

[Caring Responsibilities 2](#_Toc61797378)

[Disability 3](#_Toc61797379)

[Ethnicity 3](#_Toc61797380)

[Gender 4](#_Toc61797381)

[Religion or Belief 5](#_Toc61797382)

[Contract Status 7](#_Toc61797383)

[Contract Type 7](#_Toc61797384)

## Introduction

The following data provide information on all staff (academic, professional and managerial and support) across the University who retired during the academic year 2019-20. These data are provided by the following protected characteristics: 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 103 staff retired out of a total staff population of 9,239, equating to a 1% retirement rate.   
***Data are rounded to the nearest whole percent* *and therefore may not always total 100%.***

## Age

| **Age (years)** | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Under 20** | 15 | 0 | 0% |
| **20 - 29** | 1246 | 0 | 0% |
| **30 - 39** | 2715 | 0 | 0% |
| **40 - 49** | 2423 | 1 | 0% |
| **50 - 59** | 1994 | 19 | 1% |
| **60 +** | 846 | 83 | 10% |

**Commentary**

The highest retirement rate during 2019-20 was amongst those aged 60+ at 10%. There were no retirements from staff under 40 years old.

## Caring Responsibilities[[1]](#footnote-1)

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Yes** | 2502 | 23 | 1% |
| **No** | 4216 | 47 | 1% |
| **Prefer not to answer** | 654 | 8 | 1% |
| **Unknown** | 1867 | 25 | 1% |

**Commentary**

For staff who declared they had caring responsibilities, there was a 1% retirement rate during 2019-20. This figure was also 1% for staff with no declared caring responsibilities.

## Disability[[2]](#footnote-2)

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Disabled** | 535 | 10 | 2% |
| **No known disability** | 7223 | 82 | 1% |
| **Prefer not to answer** | 747 | 8 | 1% |
| **Unknown** | 734 | 3 | 0% |

**Commentary**

During 2019-20 of the total number of staff who stated they had a disability, 2% retired. Of the total number of staff with no known disability, 1% retired. These figures are the same as for 2018-19.

## Ethnicity

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Black** | 212 | 2 | 1% |
| **White** | 6680 | 87 | 1% |
| **Asian** | 633 | 0 | 0% |
| **Mixed** | 173 | 0 | 0% |
| **Other** | 117 | 1 | 1% |
| **Prefer not to answer** | 732 | 10 | 1% |
| **Unknown** | 692 | 3 | 0% |

**Commentary**

During the academic year 2019-20, 1% of Black, White and Other staff, plus those who preferred not to answer, retired. No Asian or Mixed ethnicity staff retired.

## Gender

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Female** | 5034 | 50 | 1% |
| **Male** | 4171 | 53 | 1% |
| **Gender fluid** | 2 | 0 | 0% |
| **Non binary** | 3 | 0 | 0% |
| **Other** | 29 | 0 | 0% |

**Commentary**

1% of female staff and 1% of male staff retired during 2019-20. No gender fluid, non binary or staff with other gender retired during this period. These figures are the same as for the previous year.

## Religion or Belief

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Buddhist** | 55 | 0 | 0% |
| **Christian** | 2161 | 43 | 2% |
| **Hindu** | 77 | 0 | 0% |
| **Jewish** | 51 | 2 | 4% |
| **Muslim** | 218 | 0 | 0% |
| **Sikh** | 49 | 0 | 0% |
| **Spiritual** | 25 | 0 | 0% |
| **None** | 3570 | 20 | 1% |
| **Other religion** | 161 | 1 | 1% |
| **Prefer not to answer** | 1029 | 13 | 1% |
| **Unknown** | 1843 | 24 | 1% |

**Commentary**

During the academic year 2019-20, the highest retirement rate was amongst Jewish staff at 4%, which was the same as for 2018-19. No Buddhist, Hindu, Muslim, Sikh or Spiritual staff retired.

Whilst these data are provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to drawn meaningful conclusions.

Sexual Orientation

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Bisexual** | 200 | 0 | 0% |
| **Gay man** | 136 | 2 | 1% |
| **Gay woman/lesbian** | 102 | 1 | 1% |
| **Heterosexual** | 5867 | 63 | 1% |
| **Other** | 61 | 1 | 2% |
| **Prefer not to answer** | 1017 | 12 | 1% |
| **Unknown** | 1856 | 24 | 1% |

**Commentary**

Of staff who stated they were a gay woman/lesbian, 1% retired during 2019-20 (same as the previous year), as did 1% of staff who declared they were heterosexual (same as the previous year) and 1% of staff with Unknown sexual orientation (same as the previous year). In addition, 1% of staff who stated they were a gay man, 1% who preferred not to answer and 2% with Other sexual orientation, also retired. No bisexual staff retired during this period.

Whilst these data are provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to drawn meaningful conclusions.

## Contract Status

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Full time** | 6344 | 62 | 1% |
| **Part time** | 2895 | 41 | 1% |

**Commentary**

During the academic year 2019-20 the retirement rate for both full time and part time members of staff was 1%. These rates are the same as the previous year.

Contract Type

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Retirement** | **Retirement rate** |
| **Fixed term** | 1850 | 3 | 0% |
| **Permanent** | 7389 | 100 | 1% |

**Commentary**

During the academic year 2019-20, the retirement rate for fixed term staff was 0%. The retirement rate for permanent staff was 1%. These rates are the same as the previous year.

1. Defined as: caring for one or more children, one or more disabled children, a disabled adult, an older person, or another adult [↑](#footnote-ref-1)
2. 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-2)