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

**Contents**

[Introduction 1](#_Toc61793020)

[Age 2](#_Toc61793021)

[Caring Responsibilities 3](#_Toc61793022)

[Disability 4](#_Toc61793023)

[Ethnicity 5](#_Toc61793024)

[Gender 6](#_Toc61793025)

[Religion or Belief 7](#_Toc61793026)

[Sexual Orientation 8](#_Toc61793027)

[Contract Status 9](#_Toc61793028)

[Contract Type 10](#_Toc61793029)

## Introduction

The following data provide information on Professional and Managerial (P&M) 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, 85 P&M staff resigned out of a total P&M staff population of 1670, equating to a 5% staff turnover rate (7%, 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** | 64 | 6 | 9% |
| **30 - 39** | 450 | 28 | 6% |
| **40 - 49** | 604 | 33 | 5% |
| **50 - 59** | 430 | 15 | 3% |
| **60 +** | 122 | 3 | 2% |

**Commentary**

The highest P&M staff turnover rate (9%) in the academic year 2019-20 was in the 20-29 age group (12%, 2018-19).

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

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Yes** | 647 | 26 | 4% |
| **No** | 744 | 42 | 6% |
| **Prefer not to answer** | 96 | 4 | 4% |
| **Unknown** | 183 | 13 | 7% |

**Commentary**

For P&M staff who declared they had caring responsibilities, there was 4% turnover during 2019-20 (5%, 2018-19). This figure was 6% for P&M staff with no caring responsibilities (8%, 2018-19).

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

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Disabled** | 86 | 3 | 3% |
| **No known disability** | 1411 | 69 | 5% |
| **Prefer not to answer** | 103 | 6 | 6% |
| **Unknown** | 70 | 7 | 10% |

**Commentary**

For P&M staff who stated they had a disability, there was a 3% turnover during 2019-20 (9%, 2018-19). For staff with no known disability this was 5% (7%, 2018-19).

## Ethnicity

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Black** | 24 | 1 | 4% |
| **White** | 1404 | 67 | 5% |
| **Asian** | 67 | 4 | 6% |
| **Mixed** | 20 | 3 | 15% |
| **Other** | 6 | 0 | 0% |
| **Prefer not to answer** | 81 | 3 | 4% |
| **Unknown** | 68 | 7 | 10% |

**Commentary**

The highest turnover rate was for Mixed staff (15%) and lowest for staff with Other ethnicity (0%).

## 

## Gender

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Female** | 1016 | 53 | 5% |
| **Male** | 648 | 32 | 5% |
| **Gender fluid** | 0 | 0 | - |
| **Non binary** | 1 | 0 | 0% |
| **Other** | 5 | 0 | 0% |

**Commentary**

Turnover was 5% for female P&M staff (7%, 2018-19) and for male P&M staff (7%, 2018-19). There were no gender fluid P&M staff, and no non binary or other gender P&M staff resigned.

## Religion or Belief

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Buddhist** | 5 | 1 | 20% |
| **Christian** | 528 | 20 | 4% |
| **Hindu** | 8 | 1 | 13% |
| **Jewish** | 14 | 0 | 0% |
| **Muslim** | 29 | 2 | 7% |
| **Sikh** | 6 | 0 | 0% |
| **Spiritual** | 3 | 0 | 0% |
| **None** | 714 | 39 | 5% |
| **Other religion** | 31 | 1 | 3% |
| **Prefer not to answer** | 150 | 8 | 5% |
| **Unknown** | 182 | 13 | 7% |

**Commentary**

Although using very small numbers, the highest turnover rate (20%) was amongst Buddhist P&M staff. 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** | 19 | 3 | 16% |
| **Gay man** | 23 | 4 | 17% |
| **Gay woman/lesbian** | 19 | 0 | 0% |
| **Heterosexual** | 1269 | 57 | 4% |
| **Other** | 9 | 0 | 0% |
| **Prefer not to answer** | 147 | 7 | 5% |
| **Unknown** | 184 | 14 | 8% |

**Commentary**

The highest turnover in P&M staff of known sexual orientation during 2019-20 was for gay men (17%). The turnover for bisexual staff was 16% and no gay women or those with other sexual orientation resigned during this period.

## Contract Status

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Full time** | 1214 | 65 | 5% |
| **Part time** | 456 | 20 | 4% |

**Commentary**

For part time P&M staff, turnover was 4% during 2019-20 compared to 5% of full time staff. P&M staff turnover during the previous year was 8% (part time) and 7% (full time).

## Contract Type

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Fixed term** | 192 | 25 | 13% |
| **Permanent** | 1478 | 60 | 4% |

**Commentary**

During the 2019-20 academic year, P&M staff turnover for those on fixed term contracts was 13% (15%, 2018-19) compared to 4% for those on permanent contracts (6%, 2018-19).

1. Professional & managerial staff’ comprises staff in professional services roles, typically grade 7+. [↑](#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)