# University of Leeds – Support[[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 support 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, 287 support staff resigned out of a total support staff population of 3643, equating to an 8% staff turnover rate (10%, 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** | 15 | 4 | 27% |
| **20 - 29** | 889 | 150 | 17% |
| **30 - 39** | 965 | 76 | 8% |
| **40 - 49** | 739 | 32 | 4% |
| **50 - 59** | 710 | 17 | 2% |
| **60 +** | 325 | 8 | 2% |

**Commentary**

During 2019-20 the highest turnover amongst support staff was in the under 20 year old age group at 27%, although only four people resigned. The lowest staff turnover was amongst the 50-59 and 60+ age groups, both at 2%.

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Yes** | 789 | 30 | 4% |
| **No** | 1929 | 157 | 8% |
| **Prefer not to answer** | 210 | 12 | 6% |
| **Unknown** | 715 | 88 | 12% |

**Commentary**

During the academic year 2019-20, turnover was 4% for support staff who declared that they had caring responsibilities (5%, 2018-19). This figure was 8% for staff with no caring responsibilities (14%, 2018-19).

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Disabled** | 286 | 15 | 5% |
| **No known disability** | 2839 | 198 | 7% |
| **Prefer not to answer** | 256 | 19 | 7% |
| **Unknown** | 262 | 55 | 21% |

**Commentary**

Turnover was 5% for disabled support staff during the 2019-20 academic year (12%, 2018-19), compared with 7% for support staff with no known disability during the same period (10%, 2018-19).

## Ethnicity

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Black** | 137 | 7 | 5% |
| **White** | 2714 | 183 | 7% |
| **Asian** | 200 | 19 | 10% |
| **Mixed** | 81 | 7 | 9% |
| **Other** | 29 | 3 | 10% |
| **Prefer not to answer** | 261 | 16 | 6% |
| **Unknown** | 221 | 52 | 24% |

**Commentary**

For known ethnicity, turnover was highest (10%) for Asian and Other ethnicity support staff during 2019-20, and lowest (5%) for Black support staff.

## Gender

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Female** | 2304 | 191 | 8% |
| **Male** | 1320 | 96 | 7% |
| **Gender fluid** | 2 | 0 | 0% |
| **Non binary** | 2 | 0 | 0% |
| **Other** | 15 | 0 | 0% |

**Commentary**

During the academic year 2019-20, turnover was 8% for female support staff (11%, 2018-19) and 7% for male support staff (10%, 2018-19). No gender fluid, non binary or staff with other gender resigned during this period.

## Religion or Belief

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Buddhist** | 23 | 2 | 9% |
| **Christian** | 867 | 47 | 5% |
| **Hindu** | 15 | 3 | 20% |
| **Jewish** | 12 | 1 | 8% |
| **Muslim** | 88 | 7 | 8% |
| **Sikh** | 36 | 0 | 0% |
| **Spiritual** | 16 | 0 | 0% |
| **None** | 1414 | 102 | 7% |
| **Other religion** | 79 | 9 | 11% |
| **Prefer not to answer** | 382 | 28 | 7% |
| **Unknown** | 711 | 88 | 12% |

**Commentary**

During 2019-20, the largest turnover rate at 20% was for Hindu support staff and the lowest was 0% for Sikh and Spiritual support staff. It must be noted that some of these categories contain small numbers of staff.

## **Sexual Orientation**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Bisexual** | 124 | 8 | 6% |
| **Gay man** | 52 | 7 | 13% |
| **Gay woman/lesbian** | 42 | 6 | 14% |
| **Heterosexual** | 2319 | 148 | 6% |
| **Other** | 37 | 0 | 0% |
| **Prefer not to answer** | 358 | 28 | 8% |
| **Unknown** | 711 | 90 | 13% |

**Commentary**

During the academic year 2019-20, the highest turnover amongst support staff (14%) was from staff who stated they were a gay woman. Turnover for bisexual support staff decreased from 14% in 2018-19 to 6% in 2019-20. There was also a decrease in the turnover rate for gay men from 30% in 2018-19 to 13% in 2019-20. The turnover rate for heterosexual support staff decreased from 11% in 2018-19 to 6% in 2019-20. No staff with Other sexual orientation resigned during this period.

## Contract Status

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Full time** | 2188 | 139 | 6% |
| **Part time** | 1455 | 148 | 10% |

**Commentary**

During the academic year 2019-20, the turnover for part-time members of support staff was 10% (12%, 2018-19) and 6% for full time members of staff (9%, 2018-19).

## Contract Type

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Fixed term** | 477 | 97 | 20% |
| **Permanent** | 3166 | 190 | 6% |

**Commentary**

During the 2019-20 academic year, turnover for support staff with a fixed term contract was 20% (21%, 2018-19), and 6% for those with a permanent contract (8%, 2018-19).

1. ‘Support staff’ comprises clerical staff, technicians and operational support roles. [↑](#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)