# University of Leeds - Academic[[1]](#footnote-1) staff turnover by protected characteristic 1 August 2020 – 31 July 2021

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## Introduction

The following data provide information on academic staff across the University who voluntarily resigned during the academic year 2020-21. 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 2020-21, a total of 227 academic staff resigned out of an academic staff population of 3887, equating to a 6% staff turnover rate. For comparison, during 2019-20, a total of 228 academic staff resigned out of an academic staff population of 3926, also equating to a 6% staff turnover rate.

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

## Age



|  |  |  |  |
| --- | --- | --- | --- |
| **Age (Years)** | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **20 - 29** | 280 | 30 | 11% |
| **30 - 39** | 1241 | 102 | 8% |
| **40 - 49** | 1091 | 49 | 4% |
| **50 - 59** | 866 | 32 | 4% |
| **60 +** | 409 | 14 | 3% |

**Commentary**

During the academic year 2020-21, 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 (3% last year).

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



|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Yes** | 1081 | 47 | 4% |
| **No** | 1619 | 111 | 7% |
| **Prefer not to answer** | 323 | 20 | 6% |
| **Unknown** | 864 | 49 | 6% |

**Commentary**During the 2020-21 academic year, there was a 4% turnover for academic staff who declared they had caring responsibilities (also 4%, 2019-20).

This figure was 7% for staff with no caring responsibilities (also 7%, 2019-20).

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



|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Disabled** | 175 | 8 | 5% |
| **No known disability** | 2992 | 168 | 6% |
| **Prefer not to answer** | 351 | 20 | 6% |
| **Unknown** | 369 | 31 | 8% |

**Commentary**

Turnover was 5% for disabled staff during 2020-21 (2%, 2019-20) and 6% for staff with no known disability (also 6%, 2019-20).

## Ethnicity



|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Black** | 58 | 2 | 3% |
| **White** | 2537 | 137 | 5% |
| **Asian** | 398 | 22 | 6% |
| **Mixed** | 80 | 6 | 8% |
| **Other** | 87 | 10 | 11% |
| **Prefer not to answer** | 360 | 21 | 6% |
| **Unknown** | 367 | 29 | 8% |

**Commentary**

The highest turnover rate is for academic staff with Other ethnicity (11%), while the lowest rate is for academic staff with Black ethnicity (3%).

## Gender



|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Female** | 1736 | 107 | 6% |
| **Male** | 2143 | 119 | 6% |
| **Gender fluid** | 0 | - |  |
| **Non binary** | 0 | - |  |
| **Other** | 8 | 1 | 13% |

**Commentary**

During the academic year 2020-21, turnover was 6% for female academic staff (also 6%, 2019-20) and for male academic staff (5%, 2019-20). There are no gender fluid or non binary academic staff. One member of staff with other gender resigned this year (0 last year).

## Religion or Belief



|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Buddhist** | 30 | 3 | 10% |
| **Christian** | 782 | 38 | 5% |
| **Hindu** | 55 | 2 | 4% |
| **Jewish** | 24 | 0 | 0% |
| **Muslim** | 116 | 10 | 9% |
| **Sikh** | 8 | 0 | 0% |
| **Spiritual** | 11 | 1 | 9% |
| **None** | 1487 | 93 | 6% |
| **Other religion** | 50 | 3 | 6% |
| **Prefer not to answer** | 476 | 30 | 6% |
| **Unknown** | 848 | 47 | 6% |

**Commentary**

During the 2020-21 academic year, the highest turnovers for academic staff were for Buddhist, Muslim and Spiritual staff. Last year, the highest turnover was 14% amongst those declaring that they were Sikh partly due to the small number of staff.

## Sexual Orientation



|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Bisexual** | 62 | 12 | 19% |
| **Gay man** | 68 | 1 | 1% |
| **Gay woman/lesbian** | 36 | 3 | 8% |
| **Heterosexual** | 2357 | 132 | 6% |
| **Other** | 18 | 0 | 0% |
| **Prefer not to answer** | 489 | 31 | 6% |
| **Unknown** | 857 | 48 | 6% |

**Commentary**

The highest turnover rate during 2019-20 was from academic staff declaring their sexual orientation as bisexual (19% up from 7% last year). For academic staff who disclosed as gay woman/lesbian turnover was 1% (8%, 2019-20). For academic staff who disclosed as gay men turnover was 1% (2%, 2019-20).

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** | 3006 | 161 | 5% |
| **Part time** | 881 | 66 | 7% |

**Commentary**

During the 2020-21 academic year, the lower percentage turnover (5%) in academic staff was from those who worked full-time (6%, 2019-20). Part-time academic staff had a turnover rate of 7% (7%, 2019-20).

## Contract Type

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Fixed term** | 1126 | 117 | 10% |
| **Permanent** | 2761 | 110 | 4% |

**Commentary**

During the 2020-21 academic year, the highest level of academic staff turnover (10%) was from those who held fixed term contracts (10%, 2019-20). This compared to a turnover rate of 4% for permanent academic staff (also 4%, 2019-20).

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)