# University of Leeds - all staff retirement by protected characteristic 1 August 2020 – 31 July 2021

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## Introduction

The following data provide information on all staff across the University who retired during the academic year 2020-21. 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).Due to small numbers, information is not provided separately for academic, professional and managerial and support staff groups although the overall retirement rate of 1% is the same for each of these.

During 2020-21, a total of 89 staff retired out of a total staff population of 9,252, equating to a 1% retirement rate. For comparison, a total of 103 staff retired out of a total staff population of 9,239 during 2019-20, 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** | 20 | 0 | 0% |
| **20 - 29** | 1191 | 0 | 0% |
| **30 - 39** | 2658 | 0 | 0% |
| **40 - 49** | 2476 | 1 | 0% |
| **50 - 59** | 2033 | 12 | 1% |
| **60 +** | 874 | 76 | 9% |

**Commentary**

The retirement rate during 2020-21 was amongst those aged 60+ at 9% (10% in 2019/20). There were no retirements from staff under 40 years old.

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

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Yes** | 2550 | 19 | 1% |
| **No** | 4312 | 41 | 1% |
| **Prefer not to answer** | 603 | 7 | 1% |
| **Unknown** | 1787 | 22 | 1% |

**Commentary**

For staff who declared they had caring responsibilities, there was a 1% retirement rate during 2020-21. This figure was also 1% for staff with no declared caring responsibilities. These are the same rates as in 2019/20.

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

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Disabled** | 557 | 5 | 1% |
| **No known disability** | 7189 | 71 | 1% |
| **Prefer not to answer** | 692 | 11 | 2% |
| **Unknown** | 814 | 2 | 0% |

**Commentary**

During 2020-21 of the total number of staff who stated they had a disability, 1% retired (2% in 2029-20). Of the total number of staff with no known disability, 1% retired (as in 2019-20).

## Ethnicity

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Black** | 219 | 1 | 0% |
| **White** | 6599 | 70 | 1% |
| **Asian** | 689 | 4 | 1% |
| **Mixed** | 188 | 0 | 0% |
| **Other** | 125 | 0 | 0% |
| **Prefer not to answer** | 673 | 12 | 2% |
| **Unknown** | 759 | 2 | 0% |

**Commentary**

During the academic year 2020-21, 1% of White and Asian staff retired. Fewer than 1% of Black or Mixed ethnicity staff retired.

## Gender

|  | **Total staff** | **Retirement** | **Retirement rate** |
| --- | --- | --- | --- |
| **Female** | 5079 | 48 | 1% |
| **Male** | 4136 | 41 | 1% |
| **Gender fluid** | 2 | 0 | 0% |
| **Non binary** | 9 | 0 | 0% |
| **Other** | 26 | 0 | 0% |

**Commentary**

1% of female staff and 1% of male staff retired during 2020-21 (as in 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** | 56 | 0 | 0% |
| **Christian** | 2189 | 27 | 1% |
| **Hindu** | 81 | 1 | 1% |
| **Jewish** | 50 | 0 | 0% |
| **Muslim** | 249 | 0 | 0% |
| **Sikh** | 57 | 0 | 0% |
| **Spiritual** | 33 | 1 | 3% |
| **None** | 3662 | 27 | 1% |
| **Other religion** | 148 | 0 | 0% |
| **Prefer not to answer** | 966 | 10 | 1% |
| **Unknown** | 1761 | 23 | 1% |

**Commentary**

During the academic year 2020-21, the highest retirement rate was amongst Spiritual staff at 3% (but only one individual). No Buddhist, Jewish, Hindu, Muslim, Sikh 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** | 214 | 0 | 0% |
| **Gay man** | 147 | 2 | 1% |
| **Gay woman/lesbian** | 97 | 2 | 2% |
| **Heterosexual** | 5981 | 51 | 1% |
| **Other** | 61 | 0 | 0% |
| **Prefer not to answer** | 973 | 11 | 1% |
| **Unknown** | 1779 | 23 | 1% |

**Commentary**

Of staff who stated they were a gay woman/lesbian, 2% retired during 2020-21 (1% in 2019-20), 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 1% Unknown retired. No individuals with Other sexual orientation 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** | 6492 | 41 | 1% |
| **Part time** | 2760 | 48 | 2% |

**Commentary**

During the academic year 2020-21 the retirement rate for full time staff was 1% nd that for part time members of staff was 2%. Last year the rates were both 1%.

Contract Type

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Retirement** | **Retirement rate** |
| **Fixed term** | 1824 | 4 | 0% |
| **Permanent** | 7428 | 85 | 1% |

**Commentary**

During the academic year 2020-21, the retirement rate for fixed term staff was under 1%. 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)