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

**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 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, 89 P&M staff resigned out of a total P&M staff population of 1732, equating to a 5% staff turnover rate. For comparison, 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.

***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** | 60 | 6 | 10% |
| **30 - 39** | 451 | 29 | 6% |
| **40 - 49** | 641 | 28 | 4% |
| **50 - 59** | 454 | 20 | 4% |
| **60 +** | 126 | 6 | 5% |

**Commentary**

The highest P&M staff turnover rate 10%) in the academic year 2020-21 was in the 20-29 age group (9%, 2019-20).

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



|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Yes** | 687 | 23 | 3% |
| **No** | 770 | 49 | 6% |
| **Prefer not to answer** | 90 | 3 | 3% |
| **Unknown** | 185 | 14 | 8% |

**Commentary**

For P&M staff who declared they had caring responsibilities, there was 3% turnover during 2020-21 (4%, 2019-20). This figure was 6% for P&M staff with no caring responsibilities (6%, 2019-20).

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



|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Disabled** | 98 | 7 | 7% |
| **No known disability** | 1444 | 73 | 5% |
| **Prefer not to answer** | 99 | 3 | 3% |
| **Unknown** | 91 | 6 | 7% |

**Commentary**

For P&M staff who stated they had a disability, there was a 7% turnover during 2020-21 (3%, 2019-20 – 3 individuals). For staff with no known disability this was 5% (5%, 2019-20).

## Ethnicity



|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Black** | 25 | 0 | 0% |
| **White** | 1443 | 72 | 5% |
| **Asian** | 75 | 5 | 7% |
| **Mixed** | 24 | 1 | 4% |
| **Other** | 9 | 0 | 0% |
| **Prefer not to answer** | 74 | 4 | 5% |
| **Unknown** | 82 | 7 | 9% |

**Commentary**

The highest turnover rate was for Asian staff (7%) and staff with Unknown ethnicity (9%). There was no turnover of Black staff or Other.

##

## Gender



|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Female** | 1057 | 50 | 5% |
| **Male** | 668 | 39 | 6% |
| **Gender fluid** | 1 | 0 | 0% |
| **Non binary** | 1 | 0 | 0% |
| **Other** | 5 | 0 | 0% |

**Commentary**

Turnover was 5% for female P&M staff (5%, 2019-20) and for 6% male P&M staff (5%, 2019-20). No gender fluid, non binary or other gender P&M staff resigned.

## Religion or Belief



|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Buddhist** | 8 | 0 | 0% |
| **Christian** | 545 | 15 | 3% |
| **Hindu** | 9 | 1 | 11% |
| **Jewish** | 14 | 1 | 7% |
| **Muslim** | 33 | 2 | 6% |
| **Sikh** | 6 | 2 | 33% |
| **Spiritual** | 6 | 1 | 17% |
| **None** | 749 | 46 | 6% |
| **Other religion** | 28 | 2 | 7% |
| **Prefer not to answer** | 147 | 6 | 4% |
| **Unknown** | 187 | 13 | 7% |

**Commentary**

Although using very small numbers, the highest turnover rate (33%) was amongst Sikh 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** | 24 | 3 | 13% |
| **Gay man** | 29 | 1 | 3% |
| **Gay woman/lesbian** | 14 | 3 | 21% |
| **Heterosexual** | 1316 | 64 | 5% |
| **Other** | 10 | 0 | 0% |
| **Prefer not to answer** | 151 | 4 | 3% |
| **Unknown** | 188 | 14 | 7% |

**Commentary**

The highest turnover in P&M staff of known sexual orientation during 2019-20 was for gay women/lesbian (21%). The turnover for bisexual staff was 13%. Last year, the highest turnover was for gay men and other.

## Contract Status



|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Full time** | 1276 | 67 | 5% |
| **Part time** | 456 | 22 | 5% |

**Commentary**

For P&M staff, turnover was 5% for both part-time and full-time staff during 2020-21.

## Contract Type



|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Fixed term** | 176 | 26 | 15% |
| **Permanent** | 1556 | 63 | 4% |

**Commentary**

During the 2020-21 academic year, P&M staff turnover for those on fixed term contracts was 15% (13%, 2019-20) compared to 4% for those on permanent contracts (4%, 2019-20).

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)