# University of Leeds staff maternity, adoption and paternity[[1]](#footnote-1) leave

# 1 August 2021 – 31 July 2022

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## Introduction

The following data provide information on all staff (academic, professional and managerial, and support) across the University who took maternity, adoption or paternity leave during the 2021-22 academic year. Data from 2019-20 and 2020-21 are also included for comparison.

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

## Maternity/Adoption leave

|  | **Count** | **2021-22 %** | **2020-21 %** | **2019-20 %** |
| --- | --- | --- | --- | --- |
| **Academic** | 63 | 39% | 33% | 43% |
| **Professional & Managerial** | 38 | 23% | 21% | 20% |
| **Support** | 62 | 38% | 46% | 36% |
| **All Staff Total** | **163** | - | - | - |

**Commentary**

163 staff took maternity and adoption leave in 2021-22. Academic staff account for 39% of the staff on maternity and adoption leave, with 38% from Support roles, and the final 23% are from Professional and Managerial roles.

## Staff return to work following Maternity/Adoption Leave

|  | **No** | **Yes** | **Total** | **% returned 2021-22** | **% returned 2020-21** | **% returned 2019-20** |
| --- | --- | --- | --- | --- | --- | --- |
| **Return to work** | 13 | 161 | 174 | 93% | 93% | 87% |

**Commentary**

93% of staff returned to work after maternity/adoption leave in 2021-22. These figures are the same as for 2020-21.

## Paternity leave

|  | **Count** | **2019-20 %** | **2020-21 %** | **2021-22 %** |
| --- | --- | --- | --- | --- |
| **Academic** | 58 | 67% | 60% | 73% |
| **Professional & Managerial** | 10 | 17% | 16% | 13% |
| **Support** | 11 | 16% | 24% | 14% |
| **All Staff Total** | 79 | - | - | - |

**Commentary**

Due to current reporting mechanisms, these data only show staff who have taken a continuous two week block of paternity leave.

79 staff took paternity leave in 2021-22 compared to 63 in 2020-21. Of the staff that took paternity leave, the largest job category was academic (73%).

1. Not all staff taking paternity leave are included; the data only currently show those that take it in a block of two weeks, due to current recording mechanisms in relation to paternity pay. Our recording of these data will be reviewed to investigate capturing paternity leave where days are taken over a longer period. [↑](#footnote-ref-1)