# University of Leeds - Academic[[1]](#footnote-1) staff turnover by protected characteristic 1 August 2021 – 31 July 2022

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## Introduction

The following data provide information on academic staff across the University who voluntarily resigned during the academic year 2021-22. 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 2021-22, a total of 267 academic staff resigned out of an academic staff population of 3991, equating to a 7% staff turnover rate. For comparison, 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.

*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** | 313 | 32 | 10% |
| **30 - 39** | 1250 | 129 | 10% |
| **40 - 49** | 1140 | 59 | 5% |
| **50 - 59** | 894 | 32 | 4% |
| **60 +** | 394 | 15 | 4% |

**Commentary**

During the academic year 2021-22, the highest turnover was for staff in the 20-29 and 30-39 years age groups (10%).

At 4%, the lowest academic staff turnover rate was in the 50-59 and 60+ age groups (3% last year).

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Yes** | 1148 | 53 | 5% |
| **No** | 1700 | 140 | 8% |
| **Prefer not to answer** | 300 | 14 | 5% |
| **Unknown** | 843 | 60 | 7% |

**Commentary**During the 2021-22 academic year, there was a 5% turnover for academic staff who declared they had caring responsibilities (4%, 2020-21).

This figure was 8% for staff with no caring responsibilities (7%, 2020-21).

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Disabled** | 206 | 6 | 3% |
| **No known disability** | 3031 | 212 | 7% |
| **Prefer not to answer** | 339 | 17 | 5% |
| **Unknown** | 415 | 32 | 8% |

**Commentary**

Turnover was 3% for disabled staff during 2020-21 (5%, 2020-21) and 7% for staff with no known disability (6%, 2020-21).

## Ethnicity

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Black** | 59 | 7 | 12% |
| **White** | 2558 | 159 | 6% |
| **Asian** | 454 | 41 | 9% |
| **Mixed** | 83 | 11 | 13% |
| **Other** | 106 | 2 | 2% |
| **Prefer not to answer** | 339 | 17 | 5% |
| **Unknown** | 392 | 30 | 8% |

**Commentary**

The highest turnover rate is for academic staff with Mixed ethnicity (13%), while the lowest rate is for academic staff with Other ethnicity (2%).

## Gender

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Female** | 1879 | 126 | 7% |
| **Male** | 2101 | 141 | 7% |
| **Gender fluid** | 0 | 0 | - |
| **Non binary** | 3 | 0 | 0% |
| **Other** | 8 | 0 | 0% |

**Commentary**

During the academic year 2021-22, turnover was 7% for both male and female academic staff. There were no gender fluid staff. There were 3 non binary and 8 staff with other gender but none of these staff resigned.

## Religion or Belief

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Buddhist** | 30 | 1 | 3% |
| **Christian** | 782 | 50 | 6% |
| **Hindu** | 66 | 9 | 14% |
| **Jewish** | 25 | 0 | 0% |
| **Muslim** | 145 | 12 | 8% |
| **Sikh** | 7 | 1 | 14% |
| **Spiritual** | 19 | 3 | 16% |
| **None** | 1568 | 107 | 7% |
| **Other religion** | 50 | 1 | 2% |
| **Prefer not to answer** | 466 | 27 | 6% |
| **Unknown** | 833 | 56 | 7% |

**Commentary**

During the 2021-22 academic year, the highest turnovers for academic staff were for Spiritual (16%), Sikh and Hindu (14%) staff, but these rates are based on very small numbers.

## Sexual Orientation

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Bisexual** | 85 | 0 | 0% |
| **Gay man** | 62 | 6 | 10% |
| **Gay woman/lesbian** | 44 | 2 | 5% |
| **Heterosexual** | 2449 | 174 | 7% |
| **Other** | 24 | 1 | 4% |
| **Prefer not to answer** | 485 | 26 | 5% |
| **Unknown** | 842 | 58 | 7% |

**Commentary**

The highest turnover rate during 2020-21 was from gay men (10%), followed by heterosexual staff (7%).

It should be noted that some of these categories contain a small number of individuals, hence comparison across years and across groups should be completed with caution.

## Contract Status

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Full time** | 3054 | 187 | 6% |
| **Part time** | 937 | 80 | 9% |

**Commentary**

During the 2021-22 academic year, the lower percentage turnover (6%) in academic staff was from those who worked full-time (5%, 2020-21). Part-time academic staff had a turnover rate of 9% (7%, 2020-21).

## Contract Type

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Fixed term** | 1029 | 132 | 13% |
| **Permanent** | 2962 | 135 | 5% |

**Commentary**

During the 2021-22 academic year, the highest level of academic staff turnover (13%) was from those who held fixed term contracts (10%, 2020-21). This compared to a turnover rate of 5% for permanent academic staff (4%, 2020-21).

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)