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

**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 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 2021-22,165 P&M staff resigned out of a total P&M staff population of 1890, equating to a 9% staff turnover rate. For comparison, 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.

***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** | 78 | 12 | 15% |
| **30 - 39** | 488 | 65 | 13% |
| **40 - 49** | 675 | 55 | 8% |
| **50 - 59** | 507 | 27 | 5% |
| **60 +** | 142 | 6 | 4% |

**Commentary**

The highest P&M staff turnover rate (15%) in the academic year 2021-22 was in the 20-29 age group (10%, 2020-21).

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

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Yes** | 729 | 46 | 6% |
| **No** | 860 | 91 | 11% |
| **Prefer not to answer** | 87 | 6 | 7% |
| **Unknown** | 214 | 22 | 10% |

**Commentary**

For P&M staff who declared they had caring responsibilities, there was 6% turnover during 2020-21 (3%, 2020-21). This figure was 11% for P&M staff with no caring responsibilities (6%, 2020-21).

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

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Disabled** | 112 | 7 | 6% |
| **No known disability** | 1545 | 134 | 9% |
| **Prefer not to answer** | 99 | 8 | 8% |
| **Unknown** | 134 | 16 | 12% |

**Commentary**

For P&M staff who stated they had a disability, there was a 6% turnover during 2020-21 (7%, 2020-21). For staff with no known disability this was 9% (5%, 2020-21).

## Ethnicity

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Black** | 30 | 5 | 17% |
| **White** | 1542 | 127 | 8% |
| **Asian** | 87 | 12 | 14% |
| **Mixed** | 26 | 3 | 12% |
| **Other** | 8 | 1 | 13% |
| **Prefer not to answer** | 72 | 3 | 4% |
| **Unknown** | 125 | 14 | 11% |

**Commentary**

The highest turnover rate was for Black staff (17%, 5 people).

## 

## Gender

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Female** | 1137 | 97 | 9% |
| **Male** | 741 | 67 | 9% |
| **Gender fluid** | 1 | 0 | 0% |
| **Non binary** | 3 | 1 | 33% |
| **Other** | 8 | 0 | 0% |

**Commentary**

Turnover was 9% for female P&M staff (5%, 2020-21), 9% male P&M staff (6%, 2020-21), and 33% (one person) for non binary P&M staff (0%, 2020-21). No gender fluid or other gender P&M staff resigned.

## Religion or Belief

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Buddhist** | 8 | 1 | 13% |
| **Christian** | 565 | 34 | 6% |
| **Hindu** | 12 | 2 | 17% |
| **Jewish** | 16 | 1 | 6% |
| **Muslim** | 41 | 4 | 10% |
| **Sikh** | 8 | 1 | 13% |
| **Spiritual** | 9 | 3 | 33% |
| **None** | 832 | 80 | 10% |
| **Other religion** | 24 | 5 | 21% |
| **Prefer not to answer** | 160 | 13 | 8% |
| **Unknown** | 215 | 21 | 10% |

**Commentary**

Although using very small numbers, the highest turnover rate (33%) was amongst Spiritual 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** | 31 | 8 | 26% |
| **Gay man** | 37 | 1 | 3% |
| **Gay woman/lesbian** | 18 | 2 | 11% |
| **Heterosexual** | 1408 | 123 | 9% |
| **Other** | 14 | 2 | 14% |
| **Prefer not to answer** | 164 | 9 | 5% |
| **Unknown** | 218 | 20 | 9% |

**Commentary**

The highest turnover in 2021-22 was for bisexual staff (26%). Last year, the highest turnover was for gay women/lesbian (21%). However, some of these groups contain a very small number of staff so the rates should be used with caution.

## Contract Status

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Full time** | 1433 | 122 | 9% |
| **Part time** | 457 | 43 | 9% |

**Commentary**

For P&M staff, turnover was 9% for both part-time and full-time staff during 2020-21.

## Contract Type

|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| --- | --- | --- | --- |
| **Fixed term** | 163 | 33 | 20% |
| **Permanent** | 1727 | 132 | 8% |

**Commentary**

During the 2021-22 academic year, P&M staff turnover for those on fixed term contracts was 20% (15%, 2020-21) compared to 8% for those on permanent contracts (4%, 2020-21).

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)