# University of Leeds – Support[[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 support 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, 435 support staff resigned out of a total support staff population of 3852, equating to an 11% staff turnover rate.

For comparison, during 2020-21, 319 support staff resigned out of a total support staff population of 3633, equating to an 9% 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** |
| **Under 20** | 28 | 0 | 0% |
| **20 - 29** | 977 | 203 | 21% |
| **30 - 39** | 1014 | 123 | 12% |
| **40 - 49** | 767 | 53 | 7% |
| **50 - 59** | 709 | 35 | 5% |
| **60 +** | 357 | 21 | 6% |

**Commentary**

During 2021-22 the highest turnover amongst support staff was in the 20-29 year old age group at 21%. The lowest staff turnover was amongst the under 20 year old group at 0%.

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Yes** | 800 | 55 | 7% |
| **No** | 2149 | 288 | 13% |
| **Prefer not to answer** | 194 | 15 | 8% |
| **Unknown** | 709 | 77 | 11% |

**Commentary**

During the academic year 2021-22, turnover was 7% for support staff who declared that they had caring responsibilities (4%, 2020-21). This figure was 13% for staff with no caring responsibilities (11%, 2020-21).

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Disabled** | 307 | 33 | 11% |
| **No known disability** | 2912 | 335 | 12% |
| **Prefer not to answer** | 235 | 19 | 8% |
| **Unknown** | 398 | 48 | 12% |

**Commentary**

Turnover was 8% for disabled support staff during the 2021-22 academic year (8%, 2020-21), compared with 9% for support staff with no known disability during the same period (9%, 2020-21).

## Ethnicity

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Black** | 148 | 25 | 17% |
| **White** | 2737 | 306 | 11% |
| **Asian** | 248 | 25 | 10% |
| **Mixed** | 104 | 17 | 16% |
| **Other** | 33 | 5 | 15% |
| **Prefer not to answer** | 224 | 16 | 7% |
| **Unknown** | 358 | 41 | 11% |

**Commentary**

For known ethnicity, turnover was highest (17%, 16%, 15%) for Black and Mixed and Other ethnicity support staff during 2021-22, and lowest (10%) for Asian support staff (for those with known ethnicity).

## Gender

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Female** | 2416 | 266 | 11% |
| **Male** | 1404 | 164 | 12% |
| **Gender fluid** | 2 | 1 | 50% |
| **Non binary** | 19 | 2 | 11% |
| **Other** | 11 | 2 | 18% |

**Commentary**

During the academic year 2021-22, turnover was 11% for female support staff (9%, 2020-21) and 12% for male support staff (8%, 2020-21). While gender fluid, non binary and other gender staff resigned during this time, the numbers of staff are very low so the turnover figures should be used with caution.

## Religion or Belief

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Buddhist** | 21 | 1 | 5% |
| **Christian** | 914 | 85 | 9% |
| **Hindu** | 16 | 1 | 6% |
| **Jewish** | 11 | 4 | 36% |
| **Muslim** | 118 | 18 | 15% |
| **Sikh** | 43 | 2 | 5% |
| **Spiritual** | 31 | 3 | 10% |
| **None** | 1572 | 209 | 13% |
| **Other religion** | 78 | 4 | 5% |
| **Prefer not to answer** | 348 | 30 | 9% |
| **Unknown** | 700 | 78 | 11% |

**Commentary**

During 2021-22, the largest turnover rate at 36% was for Jewish support staff , although this was only four individuals.

## **Sexual Orientation**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Bisexual** | 185 | 26 | 14% |
| **Gay man** | 66 | 6 | 9% |
| **Gay woman/lesbian** | 47 | 7 | 15% |
| **Heterosexual** | 2466 | 287 | 12% |
| **Other** | 45 | 4 | 9% |
| **Prefer not to answer** | 345 | 27 | 8% |
| **Unknown** | 698 | 78 | 11% |

**Commentary**

During the academic year 2021-22, the highest turnover amongst support staff (15%) was from staff who stated they were a gay woman/lesbian, followed by bisexual staff (14%). The turnover rate for heterosexual support staff increased from 6% in 2019-20 to 8% in 2020-21 to 12% in 2021-22.

## Contract Status

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Full time** | 2420 | 224 | 9% |
| **Part time** | 1432 | 211 | 15% |

**Commentary**

During the academic year 2021-22, the turnover for part-time members of support staff was 15% (12%, 2020-21) and 9% for full time members of staff (7%, 2020-21).

## Contract Type

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total staff** | **Voluntary Leavers** | **% Turnover** |
| **Fixed term** | 528 | 87 | 16% |
| **Permanent** | 3324 | 348 | 10% |

**Commentary**

During the 2021-22 academic year, turnover for support staff with a fixed term contract was 16% (13%, 2020-21), and 10% for those with a permanent contract (8%, 2020-21).

1. ‘Support staff’ comprises clerical staff, technicians and operational support roles. [↑](#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)