

# University of Huddersfield

## Maternity/Paternity/Adoption/Shared Parental leave and Flexible Working

1 August 2023 – 31 July 2024

The following information provides data on all (academic, senior and support) staff across the University who took maternity or paternity leave during the period August 2023 – July 2024. Data over the five-year period is included for comparison.

### Maternity/Paternity/Adoption Leave

Academic Year	Maternity	Paternity
2019-20	32	15
2020-21	31	15
2021-22	36	23
2022-23	38	13
2023-24	28	22

For the academic years 2018-2024, there was  $\leq 5$  adoption and shared parental leave periods taken by members of staff.

### Staff return to work following Maternity/Adoption Leave

Percentage rate of return of those taking maternity leave and percentage of those returning who have returned with changed working hours for academic years 2018-2024

Academic Year	Maternity Return Rate	% of returners on changed working hours
2019-20	84%	26%
2020-21	94%	14%
2021-22	91%	14%
2022-23	84%	25%
2023-24	71%	10%

### Flexible working

Number of applications for flexible working by women, men and total for academic years 2019-2024

Academic Year	Women	Men	Total
2019/20	29	10	39
2020/21	18	10	28
2021/22	43	14	57
2022/23	30	5	35
2023/24	30	11	41

Percentage approval rate of flexible working applications from women, men and total for academic years 2017-2023

Academic Year	Percentage approved		
	Women	Men	Total
2019/20	100%	100%	100%
2020/21	83%	100%	92%
2021/22	93%	100%	97%
2022/23	97%	100%	99%
2023/24	90%	100%	95%

All applications from academic and research staff were approved for the years 2019/20 to 2023/24.