

University of Huddersfield - protected characteristics by Contract Type – 31 July 2023

Contents

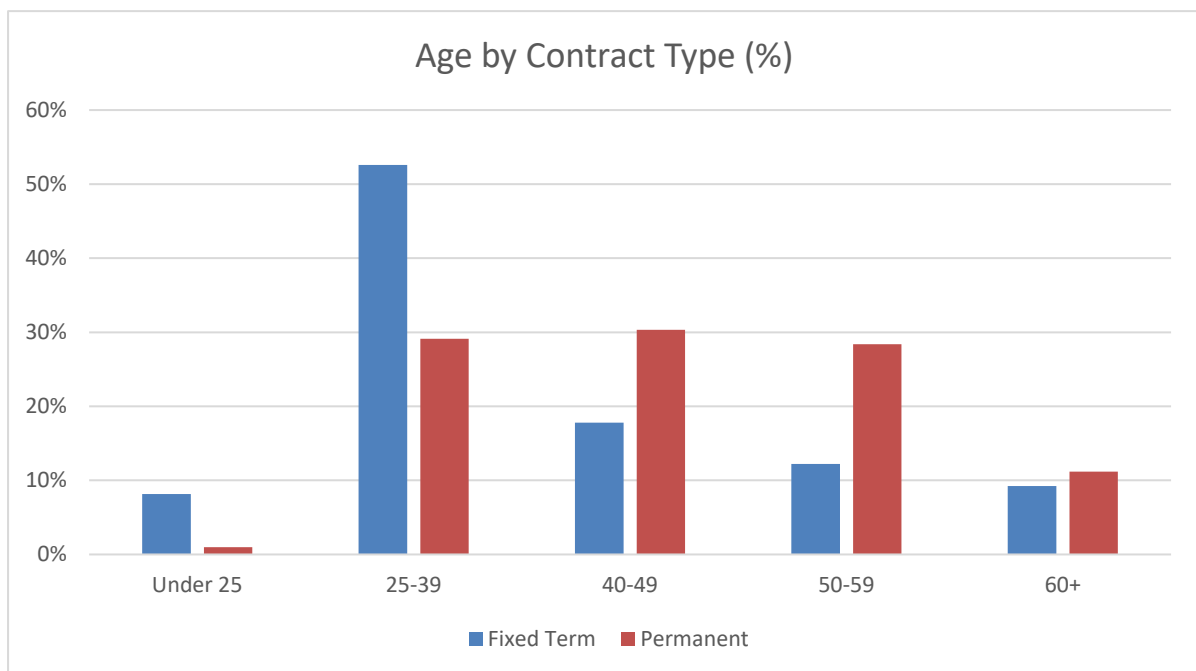
Introduction.....	1
Age	2
Disability	3
Ethnicity	4
Sex	5
Religion or Belief.....	6
Sexual Orientation	7

Introduction

The following information provides data on all (academic, senior and support) staff in post at the University of Huddersfield as of 31 July 2023 split by contract type. These data are provided by the following protected characteristics: age; disability; ethnicity; sex; religion or belief and sexual orientation. The total staff headcount on 31 July 2023 was 1961.

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

Age

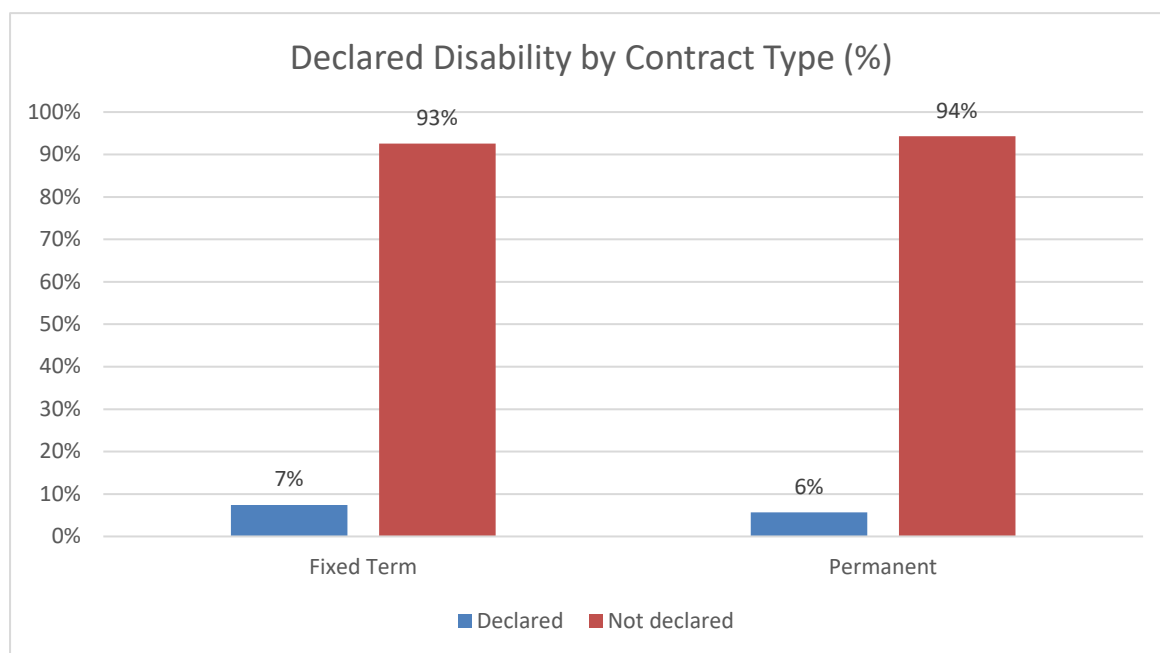


Contract Type	Under 25	25-39	40-49	50-59	60+
Fixed Term	8%	53%	18%	12%	9%
Permanent	1%	29%	30%	28%	11%

Commentary

The highest percentage of fixed term contracts are within the age range 25-39 with the lowest in Under 25. The percentage of permanent contracts are consistent across the age ranges 25-39, 40-49 and 50-59 with a +/-variance of 2%, and the lowest percentage is within the Under 25 range at 1%.

Disability ¹



All Staff	Fixed Term	Permanent
Disabled	7%	6%
No known disability	93%	94%

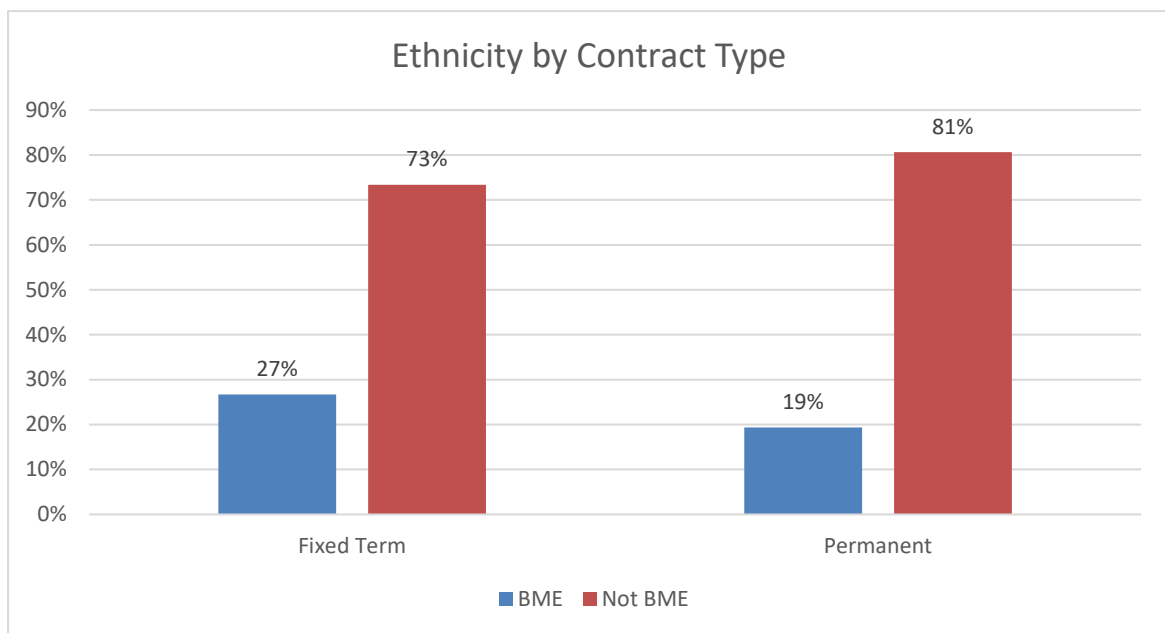
Commentary

There is a 1% variance between those declaring disabilities in permanent roles and those in fixed term roles.

Declaration rates rely on an individual self-reporting using the HR self-service portal or through identification of a disability as part of casework management. Whilst some staff would meet the definition of disability under the Equality Act, they may not consider themselves disabled and therefore do not declare, which will account for a proportion of the 94% of staff with no known disability. Those who choose not to declare are also included in this number.

¹ 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 carry out normal daily activities.

Ethnicity

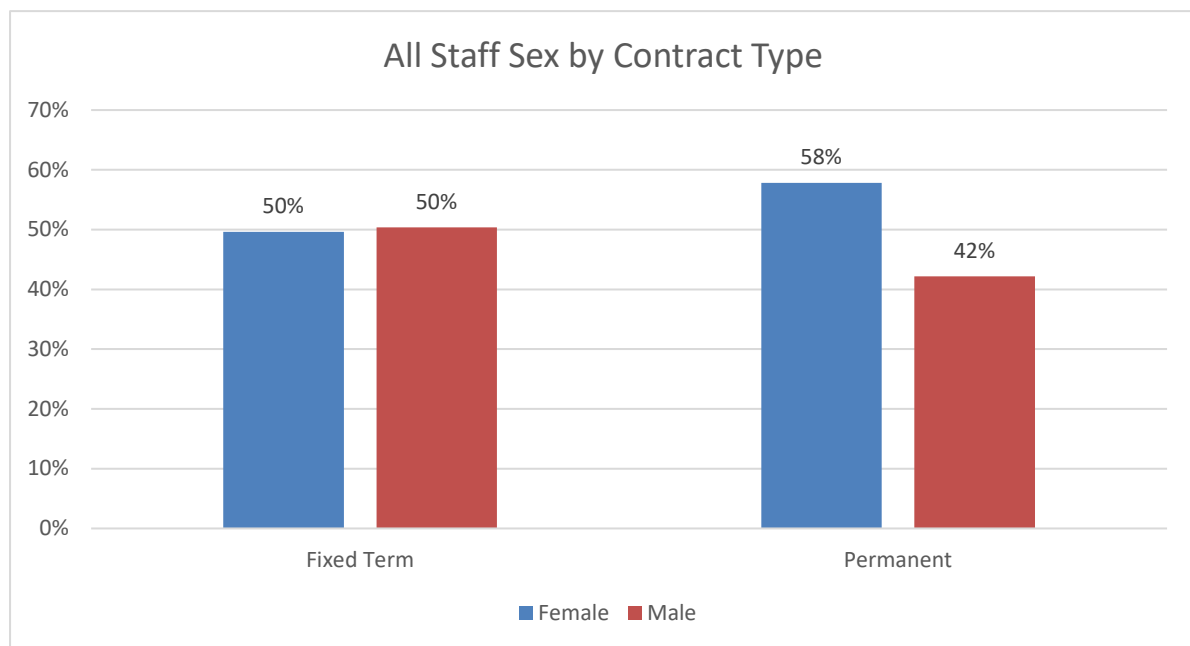


All Staff	Fixed Term	Permanent
B.A.M.E.	27%	19%
White	73%	81%
Prefer not to answer	0%	0%

Commentary

The data shows that B.A.M.E. staff represent 27% of all staff, with a lower proportion (19%) among those on permanent contracts. White staff make up the majority across both contract types, accounting for 73% of fixed term staff and 81% of permanent staff. No respondents selected 'Prefer not to answer,' indicating full disclosure for this category.

Sex

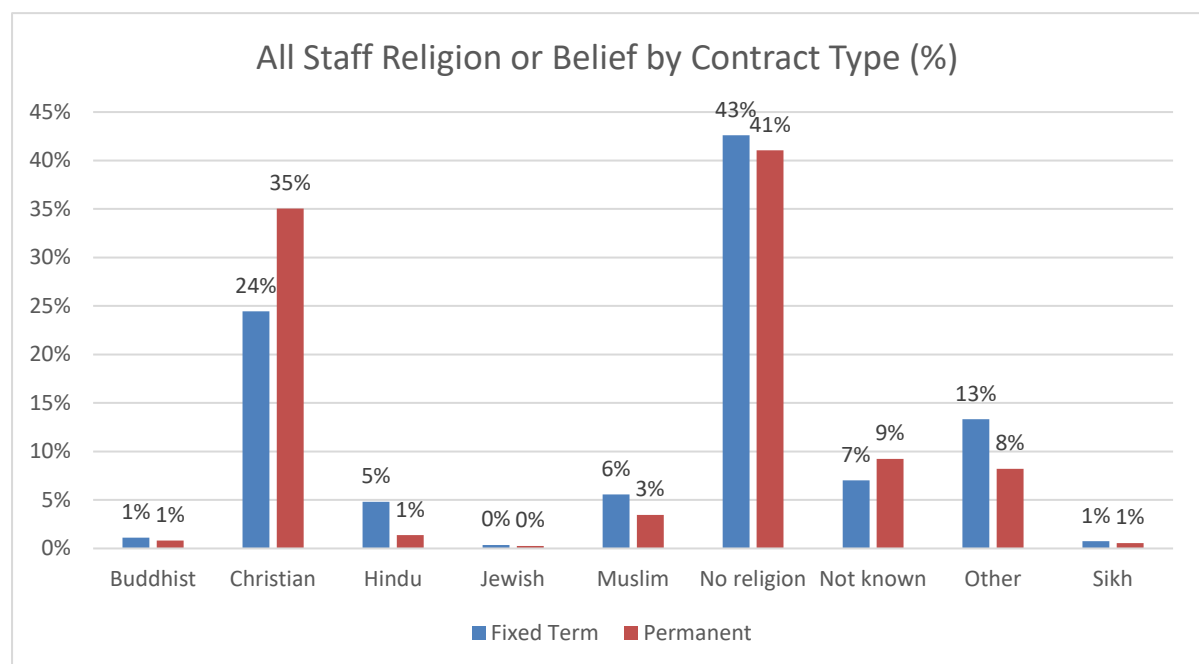


All Staff	Fixed Term	Permanent
Female	50%	58%
Male	50%	42%

Commentary

The percentage of female staff on fixed term contracts is equal to male staff at 50%. The 16% variance between female and male staff on permanent contracts is reflective of the distribution of staff by sex.

Religion or Belief

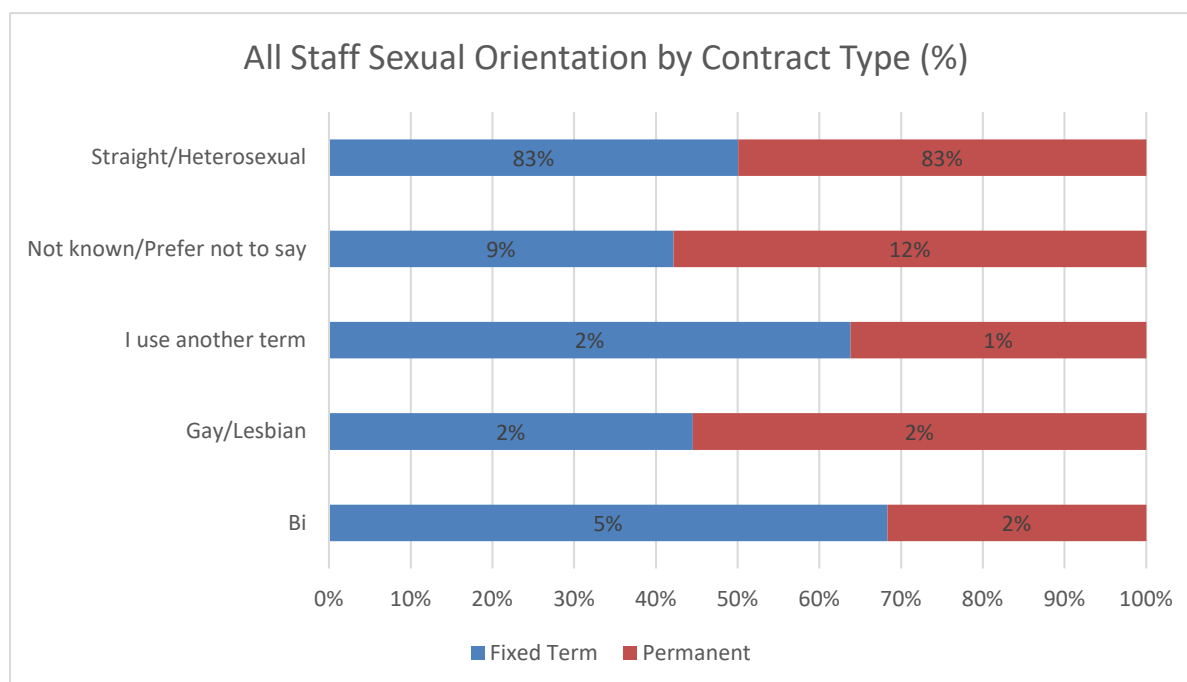


Grade	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not known	Other	Sikh
Fixed Term	1%	24%	5%	0%	6%	43%	7%	13%	1%
Perm	1%	35%	1%	0%	3%	41%	9%	8%	1%

Commentary

Across all contract types the highest percentage of declarations are for Christian and No Religion. A higher percentage (+11%) of Christian staff are permanent compared to those who are on fixed term contracts and a -5% variance in those who declare their religion as other.

Sexual Orientation



All Staff	Bi	Gay/Lesbian	Heterosexual	Prefer not to say	Prefer to self-describe
Fixed Term	4%	3%	86%	8%	0%
Permanent	3%	2%	83%	12%	0%

Commentary

The percentage of staff declaring their sexual orientation as Gay/Lesbian or Bi is higher for those on fixed term contracts (7%) compared to permanent staff (5%). The percentage of staff declaring their sexual orientation as heterosexual is also lower for permanent staff (83%) and the variance for both is present in the higher percentage of permanent staff choosing not to declare.