

University of Huddersfield - all staff in post by protected characteristic – 31 July 2023

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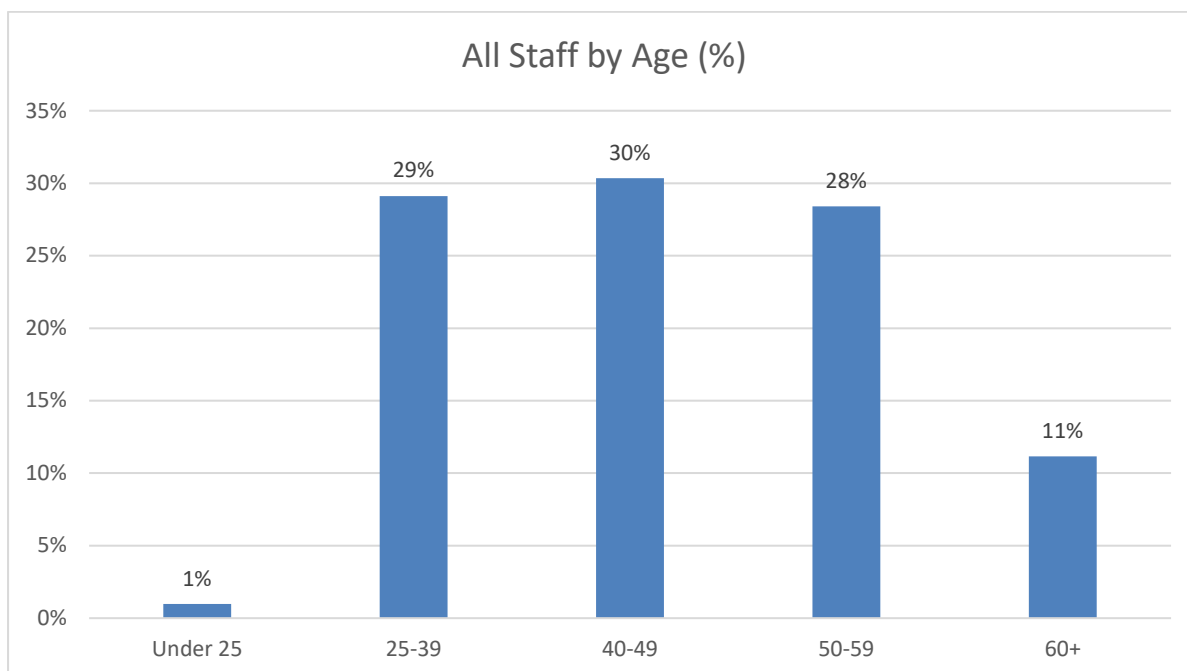
Introduction

The following information provides data on all (academic, professional, and managerial and support) staff in post at the University of Huddersfield as of 31 July 2023. 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.

The previous two years of data are provided for comparison.

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

Age



All Staff Age (years)	2021	2022	2023	% change (2021-2023)
Under 25	1%	1%	1%	0%
25 - 39	30%	29%	29%	-1%
40 - 49	30%	30%	30%	0%
50 - 59	29%	30%	28%	-1%
60+	10%	10%	11%	1%

Academic Staff Age (years)	2021	2022	2023	% change (2021-2023)
Under 25	0%	0%	0%	0%
25 - 39	33%	32%	28%	-5%
40 - 49	31%	34%	38%	7%
50 - 59	28%	27%	26%	-2%
60+	8%	7%	8%	0%

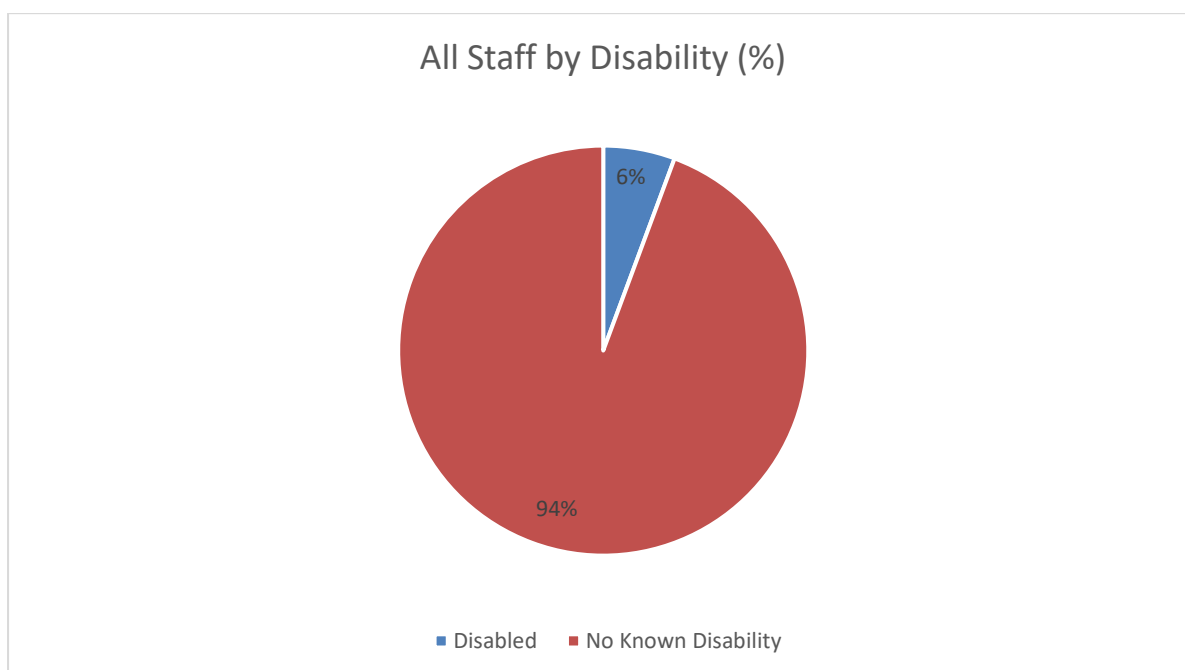
Senior Staff Age (years)	2021	2022	2023	% change (2021-2023)
Under 25	0%	0%	0%	0%
25 -39	1%	0%	3%	2%
40 - 49	28%	27%	25%	-3%
50 - 59	52%	48%	46%	-6%
60+	19%	25%	25%	6%

Support Staff Age (years)	2021	2022	2023	% change (2021-2023)
Under 25	2%	2%	2%	0%
25 -39	31%	31%	33%	2%
40 - 49	29%	28%	26%	-3%
50 - 59	28%	29%	28%	0%
60+	10%	10%	11%	1%

Commentary

The percentage of staff across the different age categories has remained static over the period, shown by a +/- 1% variance at most over the age groups. These variances change more between the different staff groups, with Academic staff having a 7% increase in the number of 40–49-year-old staff members. Senior staff have a 2% increase in the 25-39 age group and a 6% increase within the 60+ age group.

Disability¹



All Staff	2021	2022	2023	% change (2021-2023)
Disabled	5%	5%	6%	1%
No known disability	95%	95%	94%	-1%

Academic Staff	2021	2022	2023	% change (2021-2023)
Disabled	5%	6%	6%	1%
No known disability	95%	94%	94%	-1%

Senior Staff	2021	2022	2023	% change (2021-2023)
Disabled	1%	1%	2%	1%
No known disability	99%	99%	98%	-1%

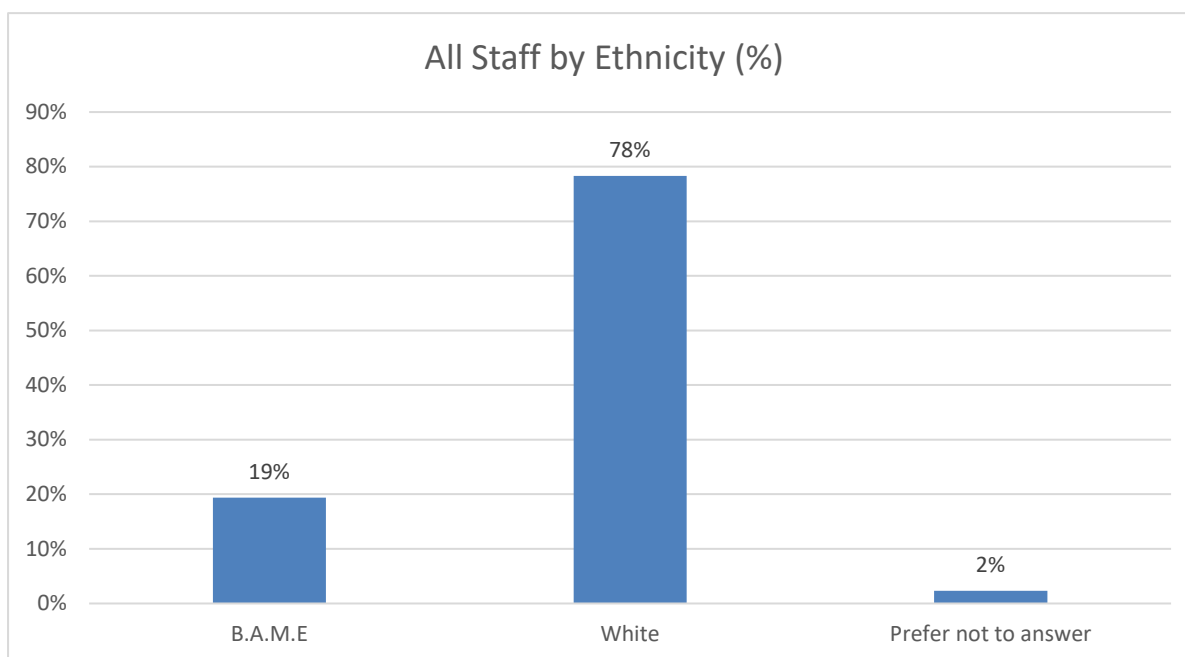
¹ Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to carry out normal daily activities.

Support Staff	2021	2022	2023	% change (2021-2023)
Disabled	6%	6%	6%	0%
No known disability	94%	94%	94%	0%

Commentary

The percentage of all staff declaring they have a disability has remained constant over the period, seeing a 1% increase in 2022-23. The declaration rate for support and academic staff is the same (6%) whilst Senior staff have the lowest level of declared disabilities at 2%. 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.

Ethnicity

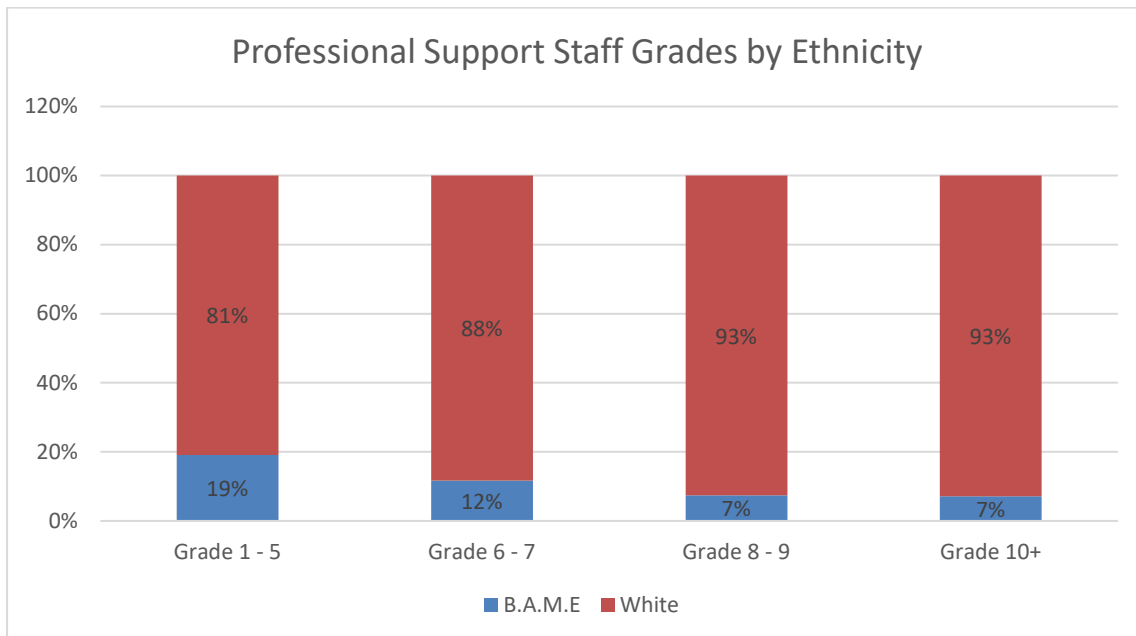
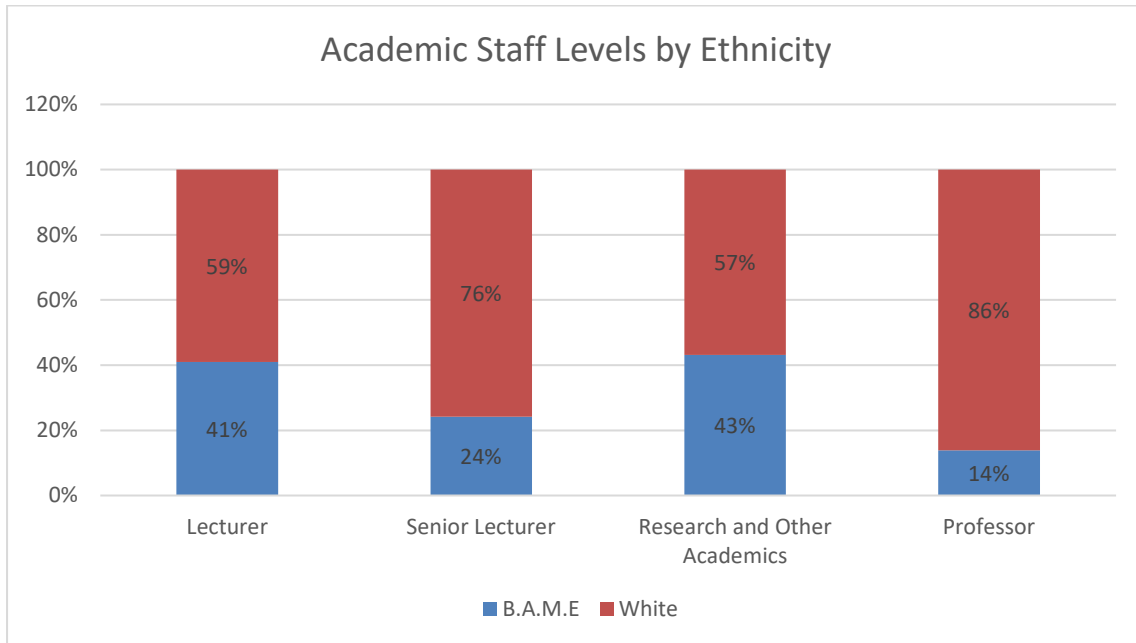


All Staff	2021	2022	2023	% change (2021-2023)
B.A.M.E.	17%	17%	19%	2%
White	81%	81%	78%	-3%
Prefer not to answer	2%	2%	2%	0%

Academic	2021	2022	2023	% change (2021-2023)
B.A.M.E.	23%	23%	29%	6%
White	74%	74%	69%	-5%
Prefer not to answer	3%	3%	2%	1%

Senior	2021	2022	2023	% change (2021-2023)
B.A.M.E.	9%	9%	13%	4%
White	87%	87%	84%	-3%
Prefer not to answer	4%	4%	3%	-1%

Support	2021	2022	2023	% change (2021-2023)
B.A.M.E.	14%	14%	15%	1%
White	84%	84%	83%	-1%
Prefer not to answer	2%	2%	2%	0%



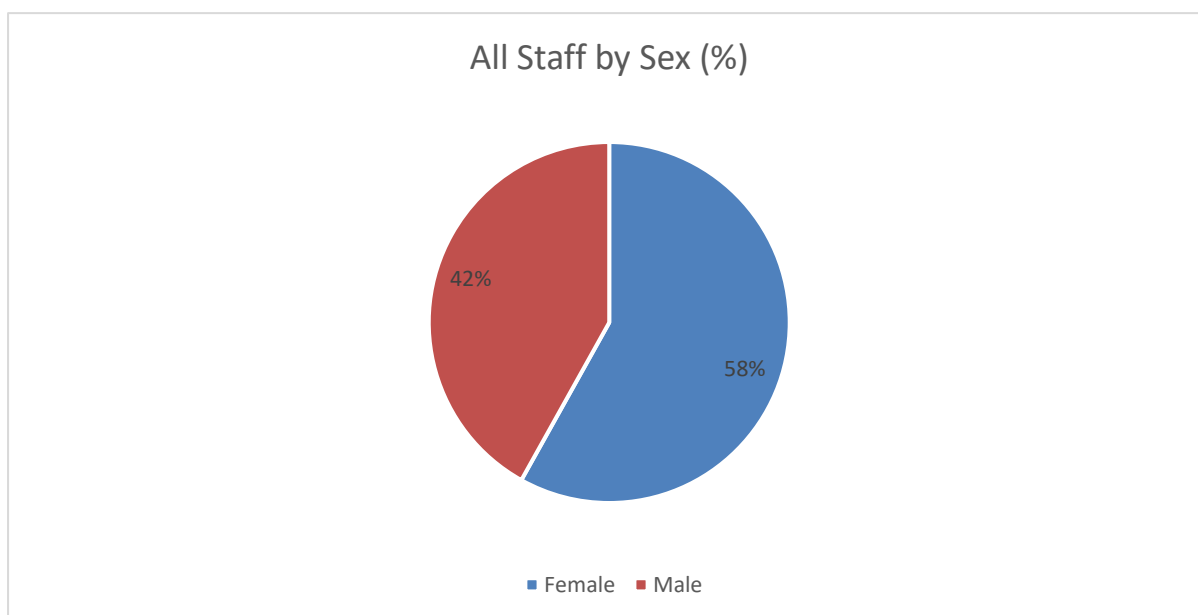
Commentary

The percentage of White staff has decreased over the period to 78%. There has been a 2% increase in the percentage of Black, Asian and minority ethnic staff. The

percentage of staff, whose ethnicity has not been disclosed has remained static over the period.

Across the different staff groupings, the B.A.M.E. representation has increased by 6% for academic staff, 1% for support staff and 4% for senior staff.

Sex



All Staff	2021	2022	2023	% change (2021-2023)
Female	58%	58%	58%	0%
Male	42%	42%	42%	0%
Academic Staff	2021	2022	2023	% change (2021-2023)
Female	50%	49%	49%	0%
Male	50%	51%	51%	0%
Senior Staff	2021	2022	2023	% change (2021-2023)
Female	26%	30%	28%	2%
Male	74%	70%	72%	-2%
Support Staff	2021	2022	2023	% change (2021-2023)
Female	67%	68%	67%	0%
Male	33%	32%	33%	0%

Commentary

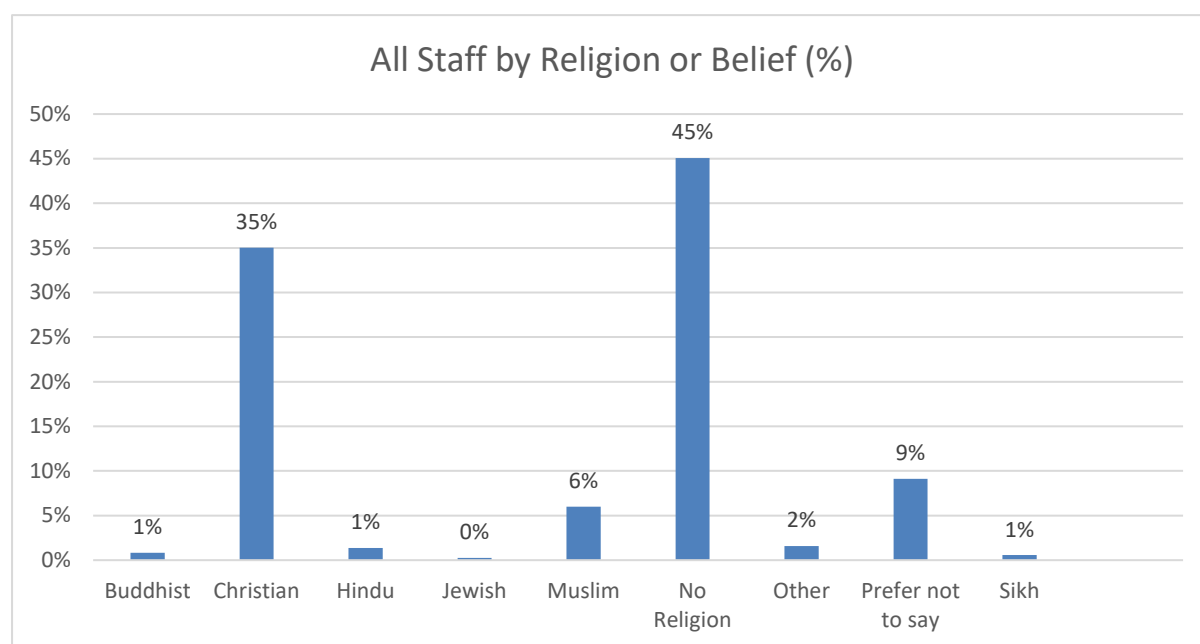
The percentage of males (42%) and females (58%) has remained static over the period.

For academic staff this split is 51% for males and 49% for females, with a 1% variance over the 3-year period.

For support staff the split is at 67% for females and 33% for males, representing the high number of female staff we have within the lower grade support roles. There has been a 1% variation during the 3-year period.

Senior staff have 72% males and 28% females which has varied by 2% over the 3-year time period.

Religion or Belief

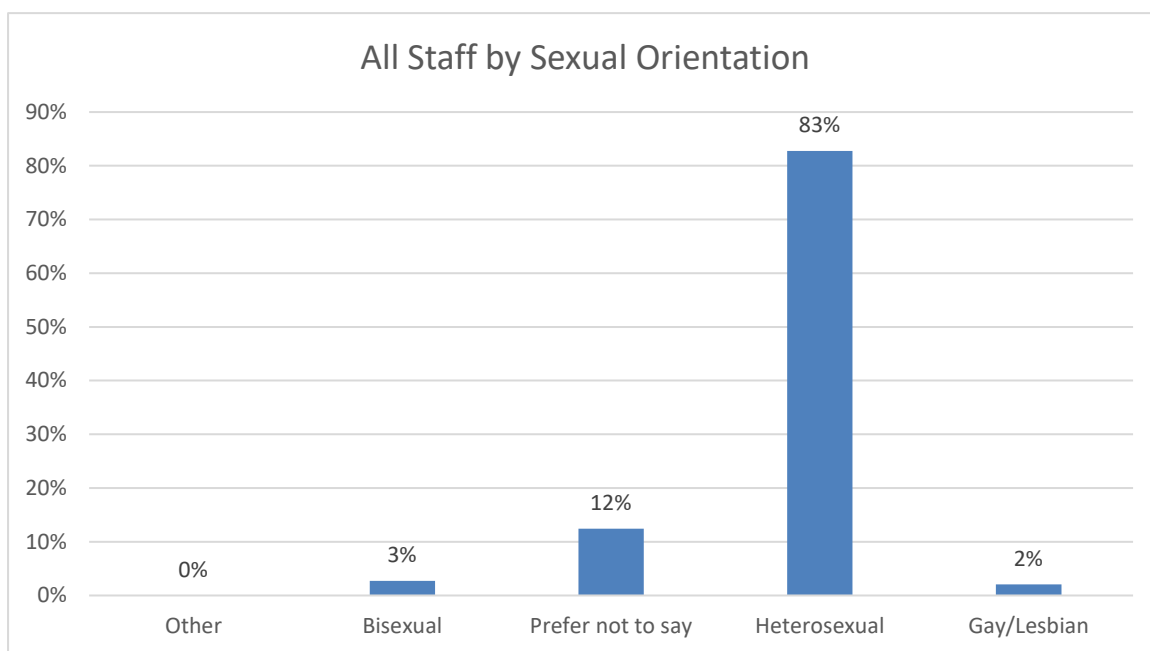


	2021	2022	2023	% change (2021-2023)
Buddhist	1%	1%	1%	0%
Christian	37%	36%	35%	-2%
Hindu	1%	1%	1%	0%
Muslim	5%	5%	6%	1%
Sikh	1%	1%	1%	0%
None	43%	44%	45%	2%
Other religion	2%	2%	2%	0%
Unknown	10%	10%	9%	-1%

Commentary

Over the period shown, there has been a 2% increase in the percentage of staff declaring they have no religion. There has also been a 2% decrease in staff declaring their religion as Christian, and a 3% increase in those declaring their religion as Islam. The percentage of non-disclosure has decreased over the period, from 10% in 2022 to 9% in 2023.

Sexual Orientation



All Staff	2021	2022	2023	% change (2021-2023)
Bi	2%	2%	3%	1%
Gay/Lesbian	2%	2%	2%	0%
Heterosexual	83%	83%	83%	0%
Other	1%	1%	0%	-1%
Prefer not to answer	12%	12%	12%	0%

Academic Staff	2021	2022	2023	% change (2021-2023)
Bi	2%	2%	3%	1%
Gay/Lesbian	4%	3%	3%	-1%
Heterosexual	81%	83%	83%	2%
Prefer not to answer	12%	11%	11%	-1%
Other	0%	1%	0%	0%

Senior Staff	2021	2022	2023	% change (2021-2023)
Bi	3%	4%	4%	1%
Gay/Lesbian	0%	1%	1%	1%
Heterosexual	76%	75%	75%	-1%
Prefer not to answer	20%	20%	20%	0%
Other	0%	1%	0%	0%

Support Staff	2021	2022	2023	% change (2021-2023)
Bi	1%	2%	3%	2%
Gay/Lesbian	2%	2%	2%	0%
Heterosexual	85%	84%	83%	-2%
Prefer not to answer	11%	12%	12%	1%
Other	0%	1%	0%	0%

Commentary

There has been a 1% increase in the percentage of staff declaring they are Bi and a 1% decrease in those declaring their sexual orientation as Other over the period shown. There has been no change in the percentage of staff declaring their sexual orientation as Gay/Lesbian, Heterosexual or non-disclosure.

The academic staff group has the highest proportion of staff declaring themselves as Gay/Lesbian at 3%. Support staff and Academic staff share the highest proportion of declared Heterosexual staff at 83% whilst senior staff have the highest number of staff declaring themselves as Bi (4%). Senior staff also have the highest percentage of staff who have made no declaration or prefer not to say (20%).