

University of Huddersfield

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

1 August 2021 – 31 July 2022

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 2021 – July 2022. Data over the five year period is included for comparison.

Maternity/Paternity/Adoption Leave

Academic Year	Maternity	Paternity
2016-7	33	27
2017-8	27	21
2018-9	27	18
2019-20	32	15
2020-21	31	15
2021-22	23	23

For the academic years 2017-2022, there was ≤ 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 2016-2022

Academic Year	Maternity Return Rate	% of returners on changed working hours
2016-7	85%	14%
2017-8	81%	23%
2018-9	81%	23%
2019-20	84%	26%
2020-1	94%	14%
2021-2	91%	14%

Flexible working

Number of applications for flexible working by women, men and total for academic years 2016-2021

Academic Year	Women	Men	Total
2016/17	29	18	47
2017/18	27	9	36
2018/19	26	9	35
2019/20	29	10	39
2020/21	18	10	28
2021/22	43	14	57

Percentage approval rate of flexible working applications from women, men and total for academic years 2016-2022

Academic Year	Percentage approved		
	Women	Men	Total
2016/17	90%	89%	89%
2017/18	96%	89%	94%
2018/19	100%	100%	100%
2019/20	100%	100%	100%
2020/21	83%	100%	89%
2021/22	93%	100%	95%

All applications from academic and research staff were approved for the years 2017/18 to 2021/22.