

University of Huddersfield - all staff turnover by protected characteristic 1 August 2019 – 31 July 2020

Contents

| | |
|--------------------------|---|
| Introduction | 1 |
| Age | 2 |
| Ethnicity | 3 |
| Gender | 4 |
| Religion or Belief | 5 |
| Sexual Orientation | 7 |
| Contract Status | 8 |

Introduction

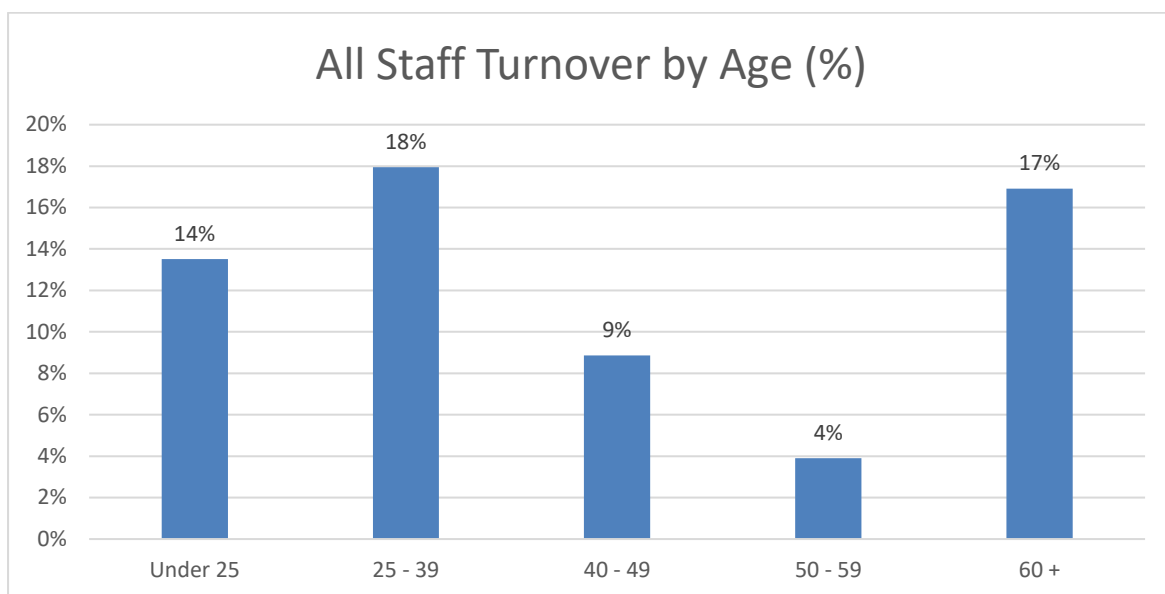
The following data provide information on all staff (academic, senior and support) across the University who voluntarily resigned during the academic year 2019-20. These data are provided by the following protected characteristic: age; disability; ethnicity; gender; religion or belief; and sexual orientation as well as by contract status (full or part time).

During 2019-20, a total of 220 staff resigned out of a staff population of 1988, equating to a 11% staff turnover rate (10%, 2018-19).

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

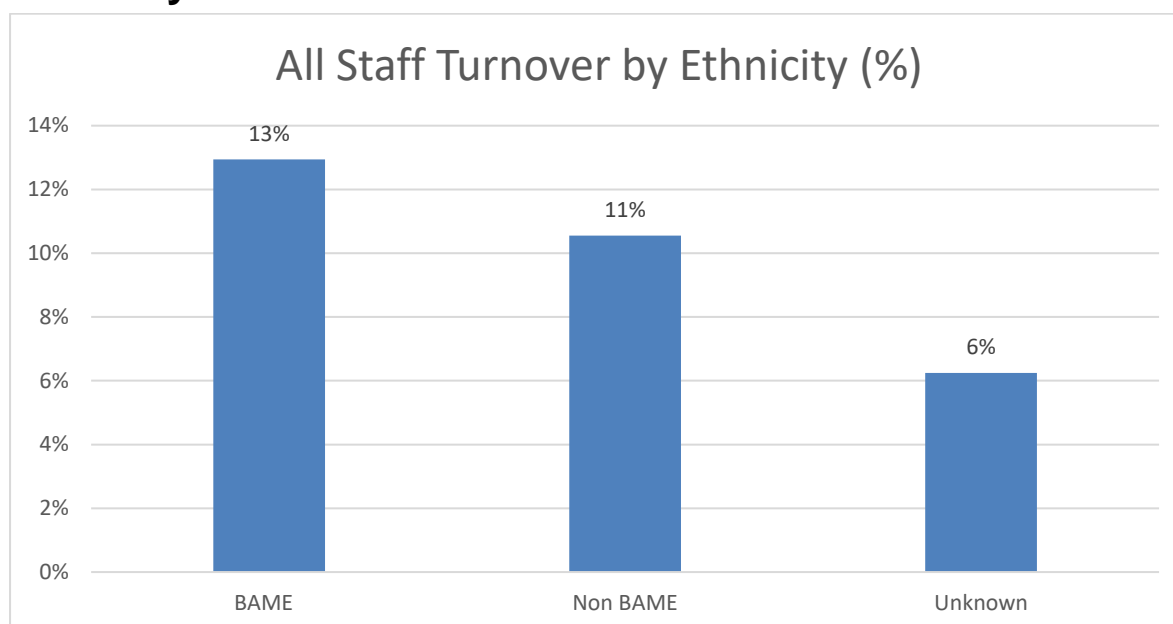


| Age (years) | Total staff | Voluntary Leavers | 2019-20 % Turnover | 2018-19 % Turnover | 2017-18 % Turnover |
|-----------------|-------------|-------------------|--------------------|--------------------|--------------------|
| Under 25 | 37 | 5 | 14% | 33% | 23% |
| 25 - 39 | 602 | 108 | 18% | 16% | 18% |
| 40 - 49 | 553 | 49 | 9% | 10% | 9% |
| 50 - 59 | 589 | 23 | 4% | 8% | 7% |
| 60+ | 207 | 35 | 17% | 19% | 5% |

Commentary

The highest turnover during 2019-20 was amongst those aged 25-39 at 18% (the highest in 2018-19 was those aged under 25 at 33%). The lowest turnover rate at 4% was amongst staff aged 50-59 (8% in 2018-19 for those aged 50-59 years).

Ethnicity

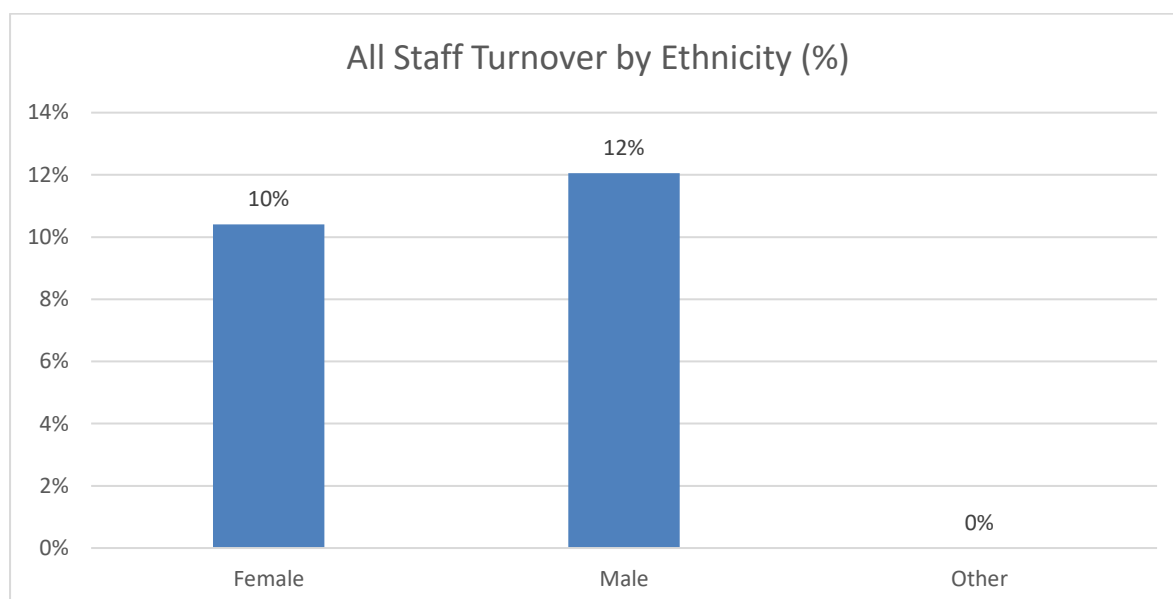


| | Total staff | Voluntary Leavers | 2019-20 % Turnover | 2018-19 % Turnover | 2017-18 % Turnover |
|-----------------|--------------------|--------------------------|---------------------------|---------------------------|---------------------------|
| BAME | 309 | 40 | 13% | 14% | 14% |
| Non BAME | 1678 | 177 | 11% | 12% | 12% |
| Unknown | 48 | 3 | 6% | 21% | 12% |

Commentary

During the academic year 2019-20 of the total staff population who declared their ethnicity as Non BAME, 11% resigned (12%, 2018-19). Of the total staff population who declared their ethnicity as Black, Asian, Mixed or Other, 13% resigned, (14% 2018-19).

Gender

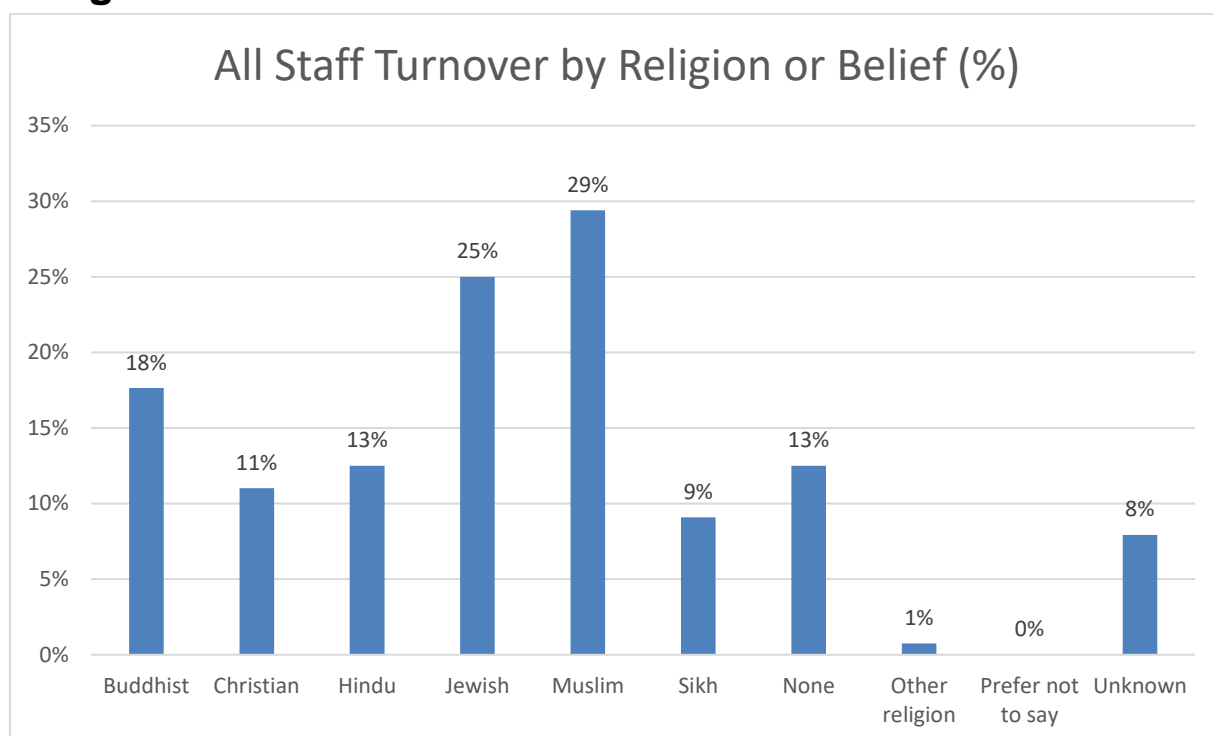


| | Total staff | Voluntary Leavers | 2019-20 % Turnover | 2018-19 % Turnover | 2017-18 % Turnover |
|---------------|--------------------|--------------------------|---------------------------|---------------------------|---------------------------|
| Female | 1144 | 119 | 10% | 13% | 11% |
| Male | 838 | 101 | 12% | 12% | 13% |
| Other | 6 | 0 | 0% | 0% | 0% |

Commentary

Turnover was 10% for female staff (13%, 2018-19) and 12% for male staff (also 12% 2018-19) during 2019-20.

Religion or Belief



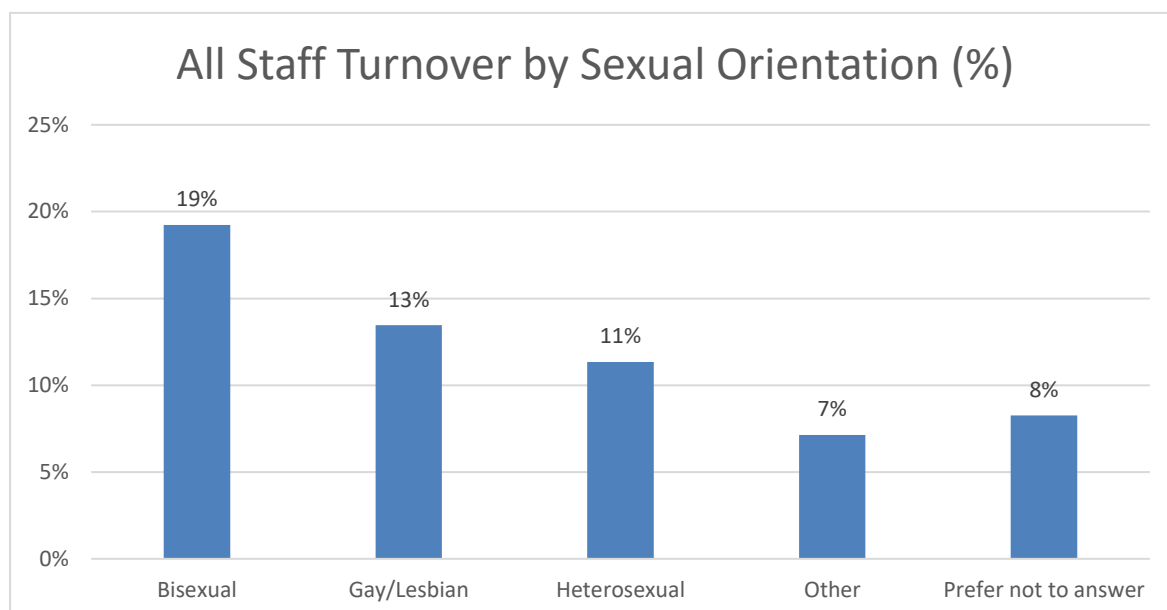
| | Total staff | Voluntary Leavers | 2019-20 % Turnover | 2018-19 % Turnover | 2017-18 % Turnover |
|-----------------------------|--------------------|--------------------------|---------------------------|---------------------------|---------------------------|
| Buddhist | 17 | 3 | 18% | 7% | 36% |
| Christian | 753 | 83 | 11% | 12% | 11% |
| Hindu | 16 | 2 | 13% | 36% | 0% |
| Jewish | 4 | 1 | 25% | 0% | 0% |
| Muslim | 51 | 15 | 29% | 29% | 38% |
| Sikh | 11 | 1 | 9% | 11% | 0% |
| None | 768 | 96 | 13% | 14% | 12% |
| Other religion | 135 | 1 | 1% | 8% | 5% |
| Prefer not to answer | 6 | 0 | 0% | 33% | 0% |
| Unknown | 227 | 18 | 8% | 9% | 12% |

Commentary

During the academic year 2019-20, the largest turnover rate was amongst Muslim (29%) and Jewish (25%) staff. The lowest turnover rate was within the staff group who 'Prefer not to answer' at 0%.

Whilst these data are provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to draw meaningful conclusions when comparing across academic years.

Sexual Orientation



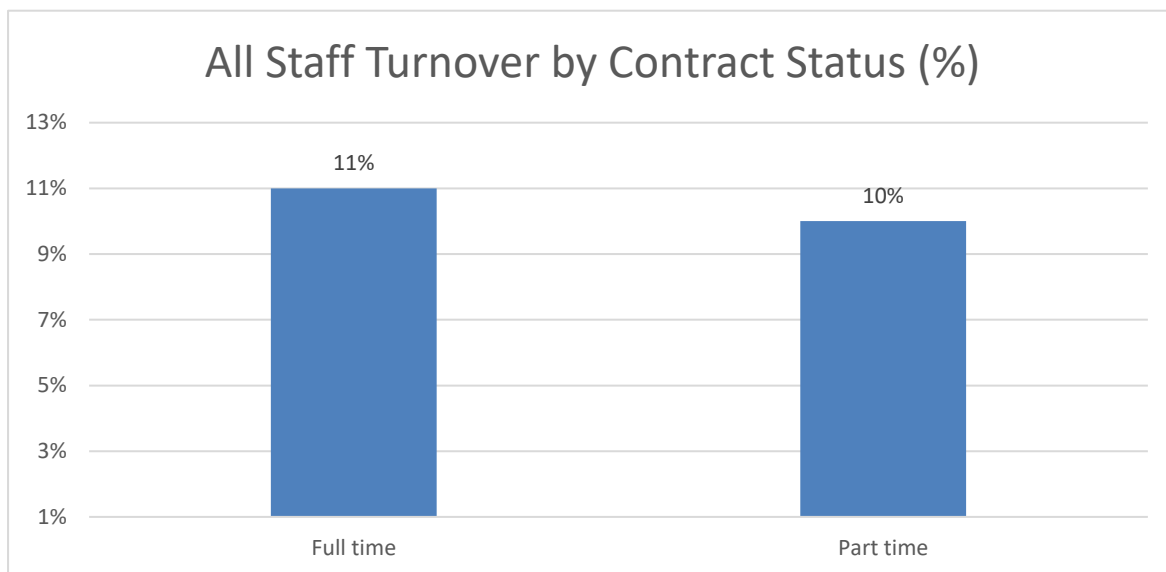
| | Total staff | Voluntary Leavers | 2019-20% Turnover | 2018-19 % Turnover | 2017-18 % Turnover |
|-----------------------------|--------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Bisexual | 26 | 5 | 19% | 9% | 6% |
| Gay/Lesbian | 52 | 7 | 13% | 6% | 16% |
| Heterosexual | 1648 | 187 | 11% | 13% | 12% |
| Other | 14 | 1 | 7% | 17% | 0% |
| Prefer not to answer | 242 | 20 | 8% | 11% | 11% |

Commentary

The turnover for staff disclosing as a gay/lesbian was 13% in 2019-20 (6%, 2018-19), 19% for staff disclosing as bisexual (9%, 2018-19), and 11% for staff disclosing as heterosexual (13%, 2018-19).

Whilst these data are provided for transparency, it should be noted that due to the low number of staff in some categories, it may be difficult to draw meaningful conclusions when comparing data across academic years.

Contract Status



| | Total staff | Voluntary Leavers | 2019-20 % Turnover | 2018-19 % Turnover | 2017-18 % Turnover |
|------------------|--------------------|--------------------------|---------------------------|---------------------------|---------------------------|
| Full time | 1414 | 161 | 11% | 12% | 11% |
| Part time | 574 | 59 | 10% | 15% | 15% |

Commentary

During the academic year 2019-20 the turnover rate for part time members of staff was 10% (15%, 2018-19) compared to a turnover rate for full time members of staff of 11% (12% 2018-19).