

# University of Huddersfield - all staff turnover by protected characteristic 1 August 2020 – 31 July 2021

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## Introduction

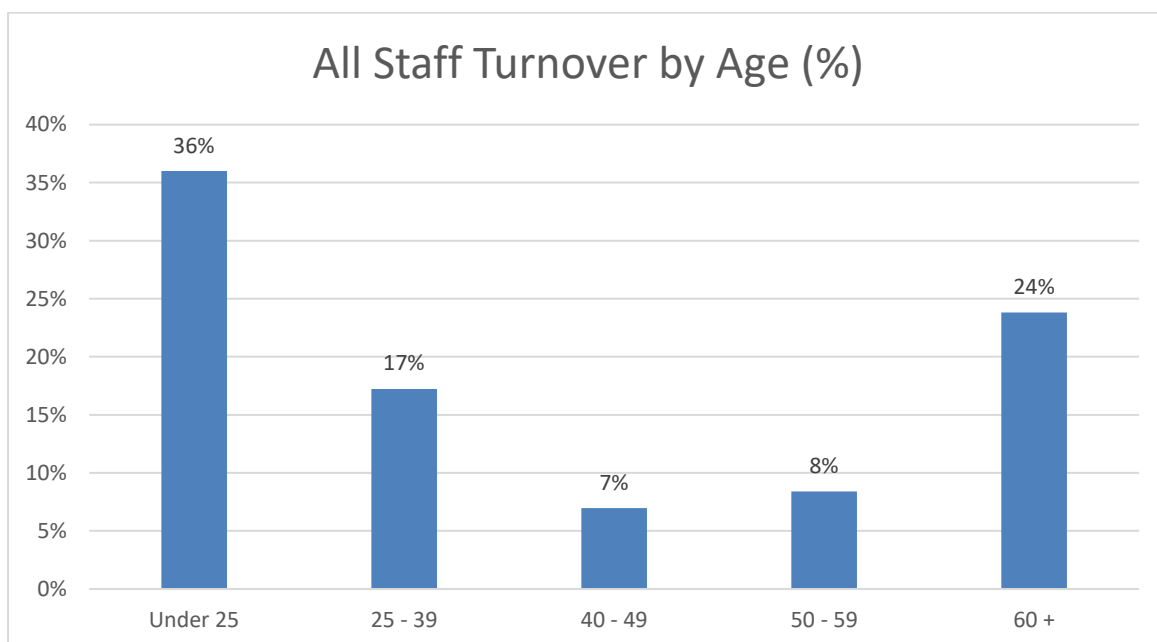
The following data provide information on all staff (academic, senior and support) across the University who voluntarily resigned during the academic year 2020-21. These data are provided by the following protected characteristic: age; disability; ethnicity; sex; religion or belief; and sexual orientation as well as by contract status (full or part time).

During 2020-21, a total of 242 staff resigned out of a staff population of 1940, equating to a 12% staff turnover rate (11%, 2019-20).

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

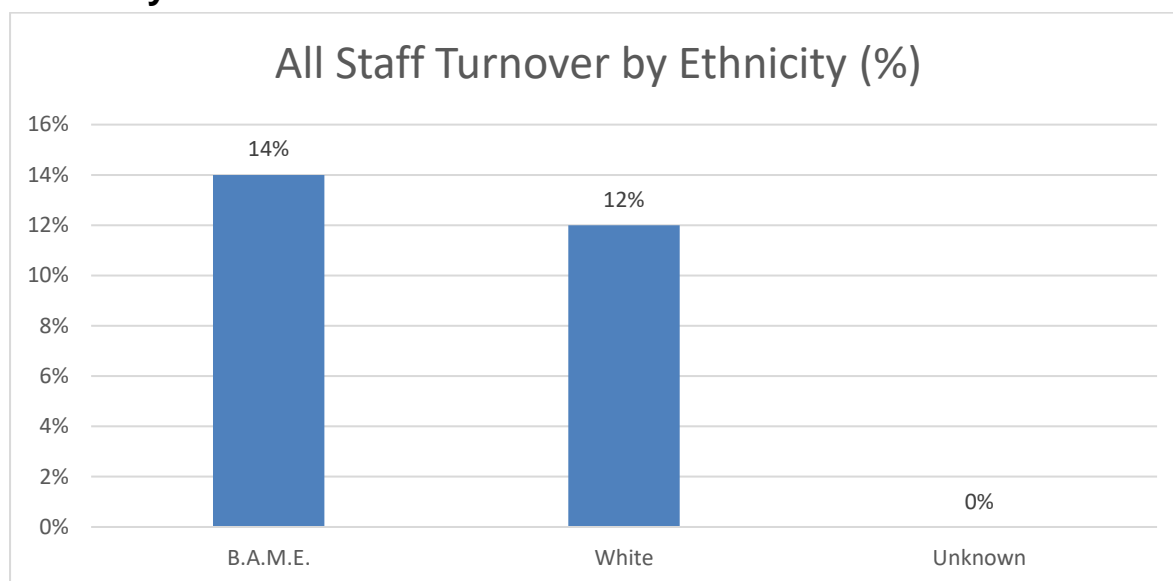


Age (years)	Total staff	Voluntary Leavers	2020-21 % Turnover	2019-20 % Turnover	2018-19 % Turnover
<b>Under 25</b>	25	9	36%	14%	33%
<b>25 - 39</b>	580	100	17%	18%	16%
<b>40 - 49</b>	574	40	7%	9%	10%
<b>50 - 59</b>	572	48	8%	4%	8%
<b>60+</b>	189	45	24%	17%	19%

### Commentary

The highest turnover during 2020-21 was amongst those aged Under 25 at 36% (the highest in 2019-20 was those aged 25-39 at 18%). The lowest turnover rate at 7% was amongst staff aged 40-49 (9% in 2019-20 for those aged 40-49 years).

## Ethnicity

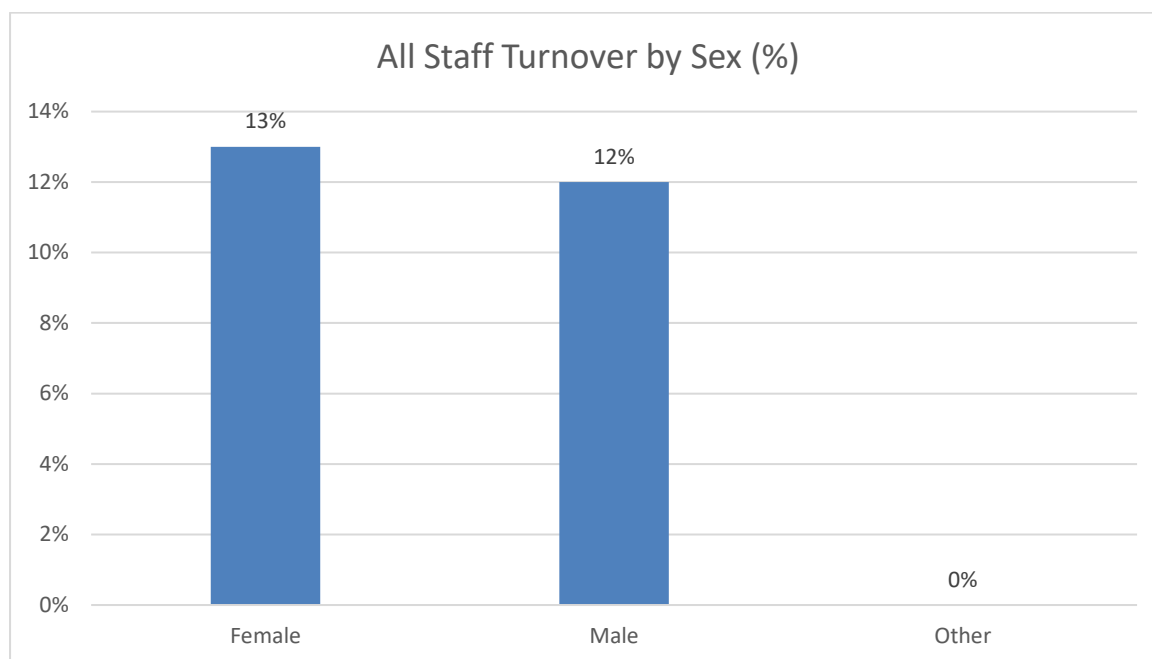


	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>2020-21 % Turnover</b>	<b>2019-20 % Turnover</b>	<b>2018-19 % Turnover</b>
<b>B.A.M.E.</b>	309	56	18%	13%	14%
<b>White</b>	1612	186	12%	11%	12%
<b>Unknown</b>	0	0	0%	6%	21%

## Commentary

During the academic year 2020-21 of the total staff population who declared their ethnicity as White, 12% resigned (11%, 2019-20). Of the total staff population who declared their ethnicity as Black, Asian, Mixed or Other, 18% resigned, (13% 2019-20).

## Sex

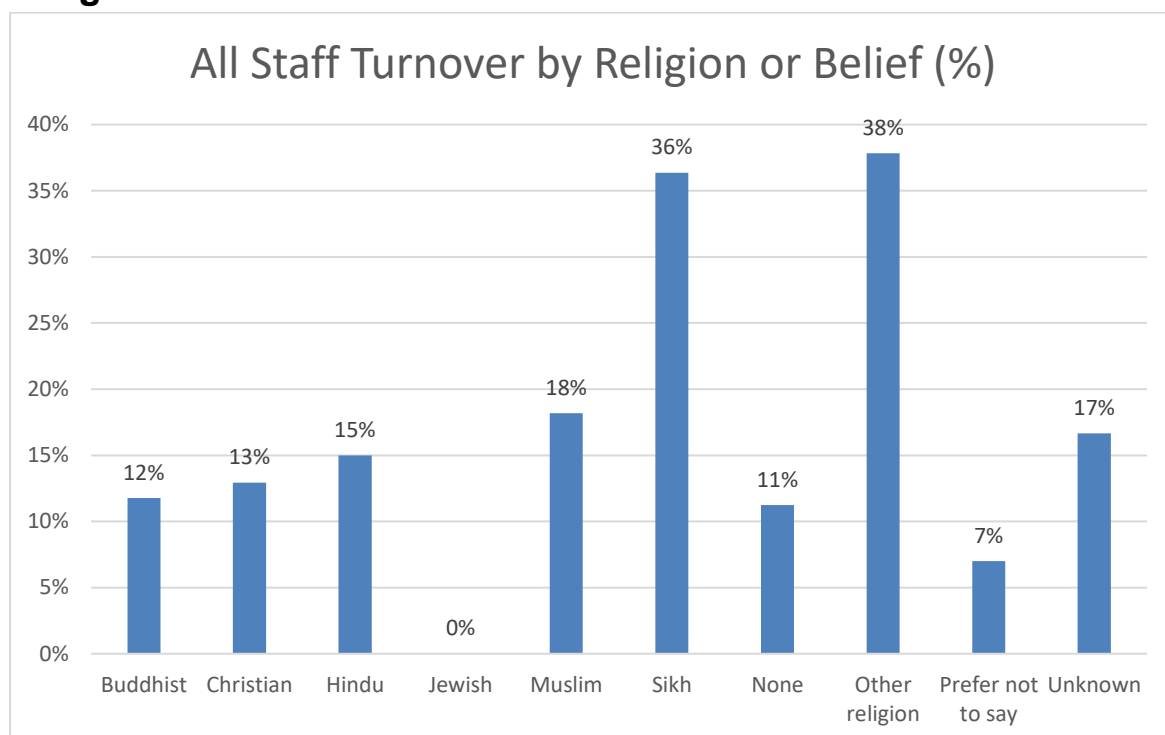


	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>2020-21 % Turnover</b>	<b>2019-20 % Turnover</b>	<b>2018-19 % Turnover</b>
<b>Female</b>	1127	145	13%	10%	13%
<b>Male</b>	813	97	12%	12%	12%
<b>Other</b>	0	0	0%	0%	0%

## Commentary

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

## Religion or Belief



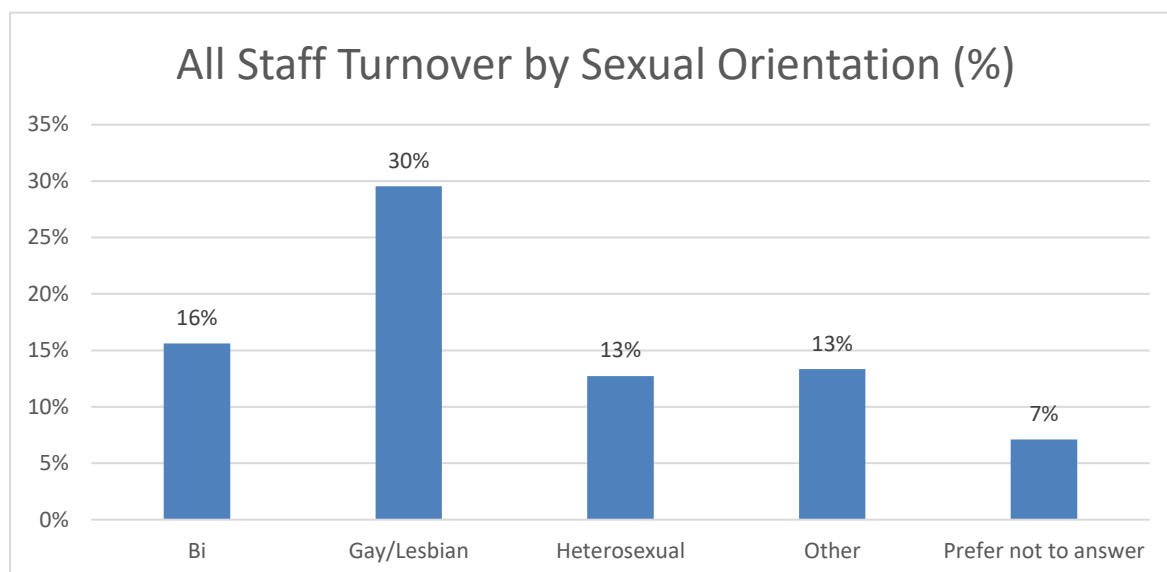
	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>2020-21 % Turnover</b>	<b>2019-20 % Turnover</b>	<b>2018-19 % Turnover</b>
<b>Buddhist</b>	17	<5	12%	18%	7%
<b>Christian</b>	704	91	13%	11%	12%
<b>Hindu</b>	20	<5	15%	13%	36%
<b>Jewish</b>	4	0	0%	25%	0%
<b>Muslim</b>	99	18	18%	29%	29%
<b>Sikh</b>	11	<5	36%	9%	11%
<b>None</b>	836	94	11%	13%	14%
<b>Other religion</b>	37	14	38%	1%	8%
<b>Prefer not to answer</b>	200	14	7%	0%	33%
<b>Unknown</b>	12	<5	17%	8%	9%

## **Commentary**

During the academic year 2020-21, the largest turnover rate was amongst Other Religion (38%) and Sikh (36%) staff. The lowest turnover rate was for Jewish staff 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



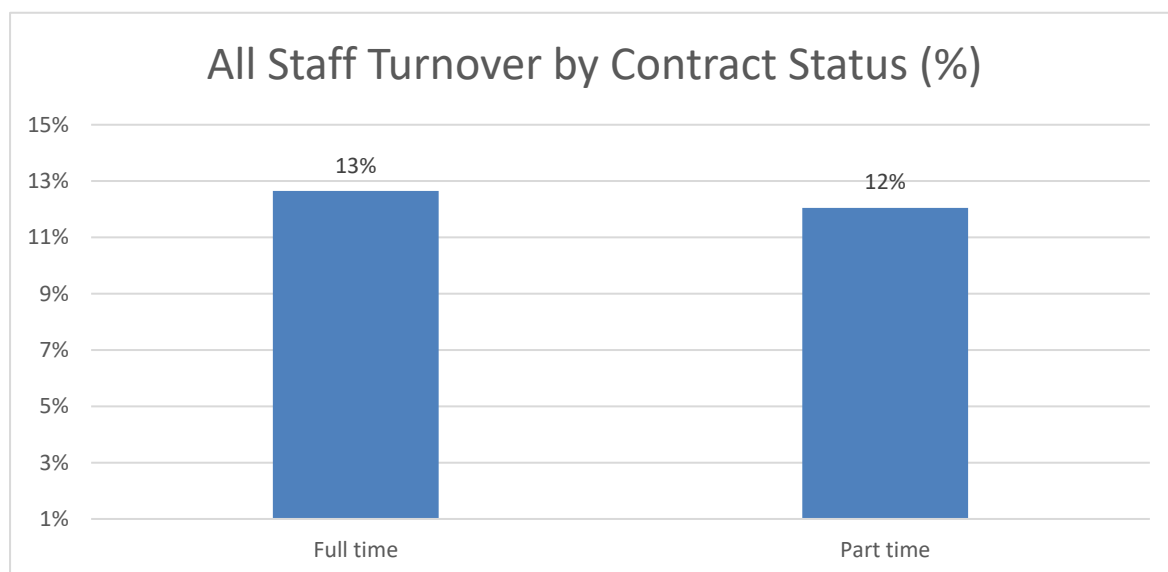
	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>2020-21% Turnover</b>	<b>2019-20% Turnover</b>	<b>2018-19 % Turnover</b>
<b>Bi</b>	32	<5	16%	19%	9%
<b>Gay/Lesbian</b>	44	13	30%	13%	6%
<b>Heterosexual</b>	1610	205	13%	11%	13%
<b>Other</b>	15	<5	13%	7%	17%
<b>Prefer not to answer</b>	239	17	7%	8%	11%

### Commentary

The turnover for staff disclosing as a gay/lesbian was 30% in 2020-21 (13%, 2019-20), 16% for staff disclosing as bi (19%, 2019-20), and 13% for staff disclosing as heterosexual (11%, 2019-20).

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



	<b>Total staff</b>	<b>Voluntary Leavers</b>	<b>2020-21 % Turnover</b>	<b>2019-20 % Turnover</b>	<b>2018-19 % Turnover</b>
<b>Full time</b>	1384	175	13%	11%	12%
<b>Part time</b>	556	67	12%	10%	15%

### Commentary

During the academic year 2020-21 the turnover rate for part time members of staff was 12% (10%, 2019-20) compared to a turnover rate for full time members of staff of 13% (11% 2019-20).