

University of Huddersfield - protected characteristics by FTE – 31 July 2021

Contents

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

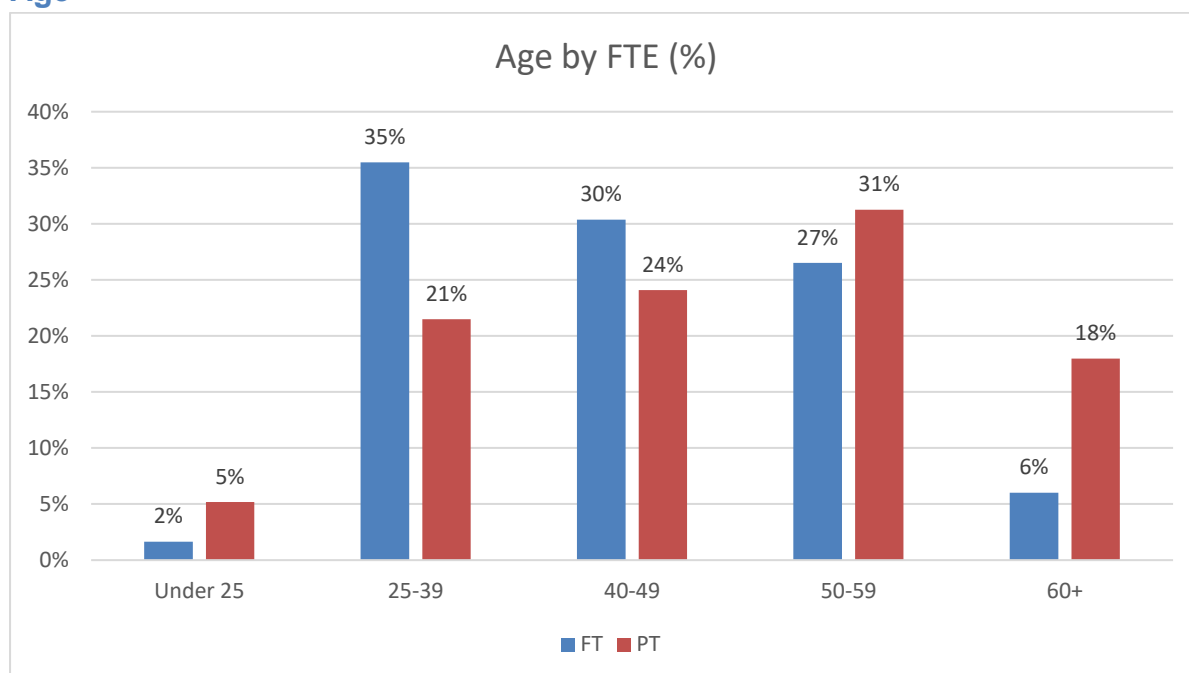
Introduction

The following information provides data on all (academic, senior and support) staff in post at the University of Huddersfield as at 31 July 2021 split by FTE. These data are provided by the following protected characteristics: age; disability; ethnicity; sex; religion or belief and sexual orientation. The total staff headcount at 31 July 2021 was 1940. .

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

FTE

Age

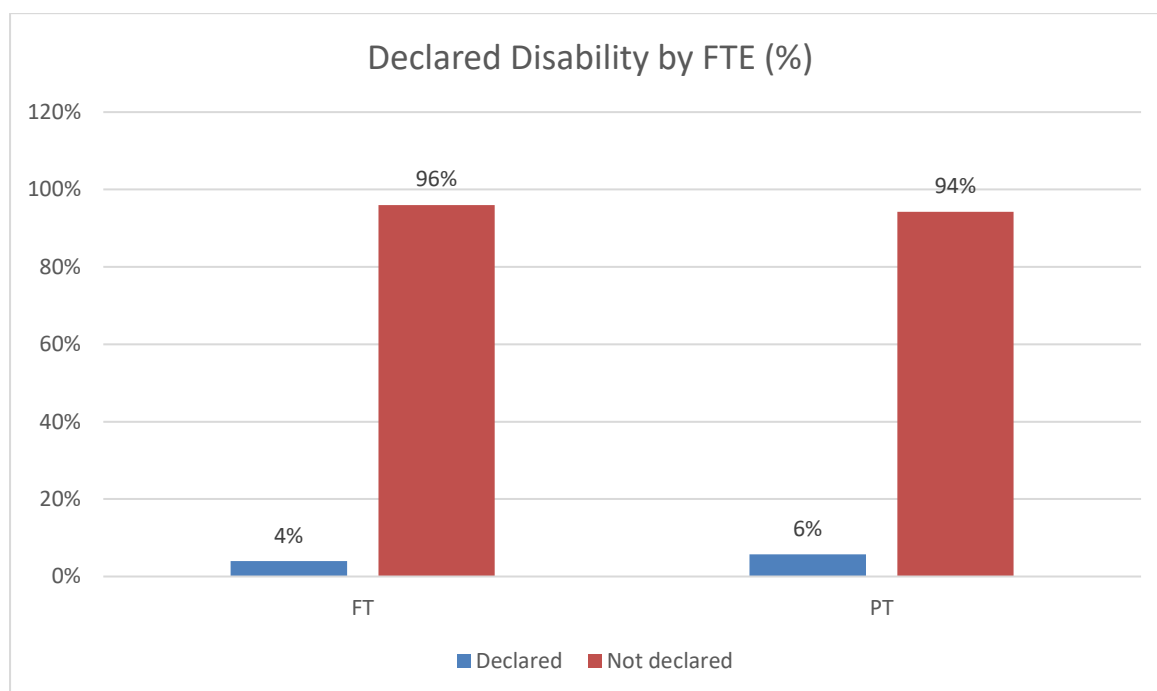


Contract Type	Under 25	25-39	40-49	50-59	60+
Full Time	2%	35%	30%	27%	6%
Part Time	5%	21%	24%	31%	18%

Commentary

The highest percentage of part time staff are within the age ranges 40-49 and 50-59 with the lowest in 'Under 25'. The lowest percentage of full-time staff fall within the oldest age bands.

Disability¹



All Staff	Full Time	Part Time
Disabled	4%	6%
No known disability	96%	94%

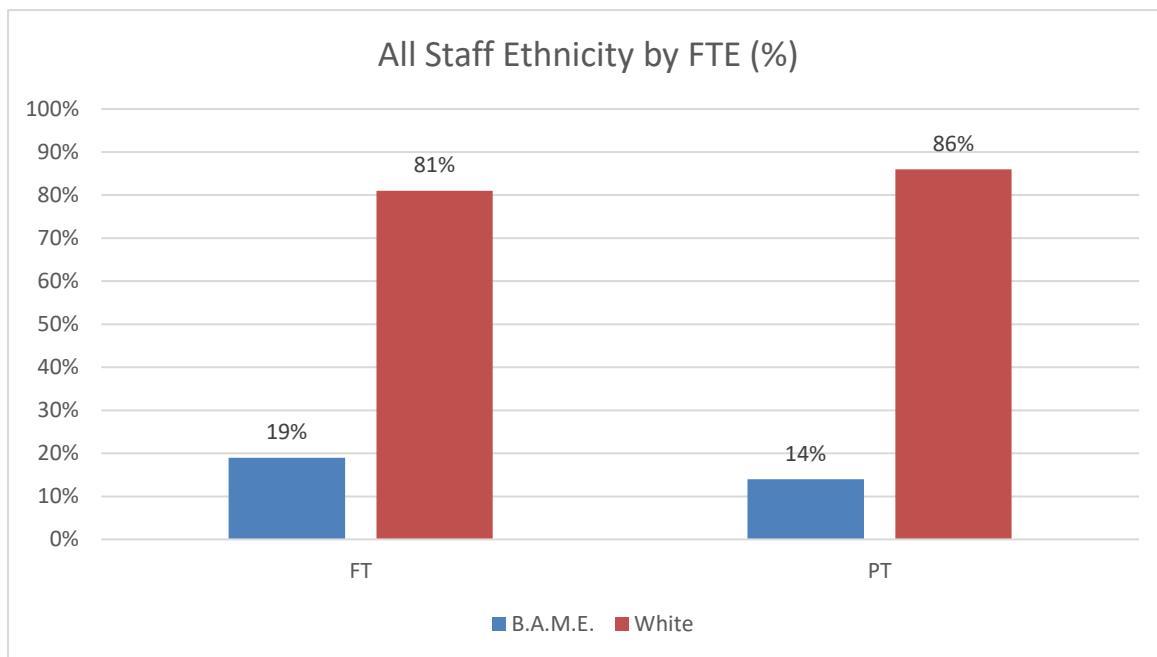
Commentary

There is a +2% variance between those declaring disabilities in part time roles and those in full time 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 do not consider themselves disabled and therefore do not declare.

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

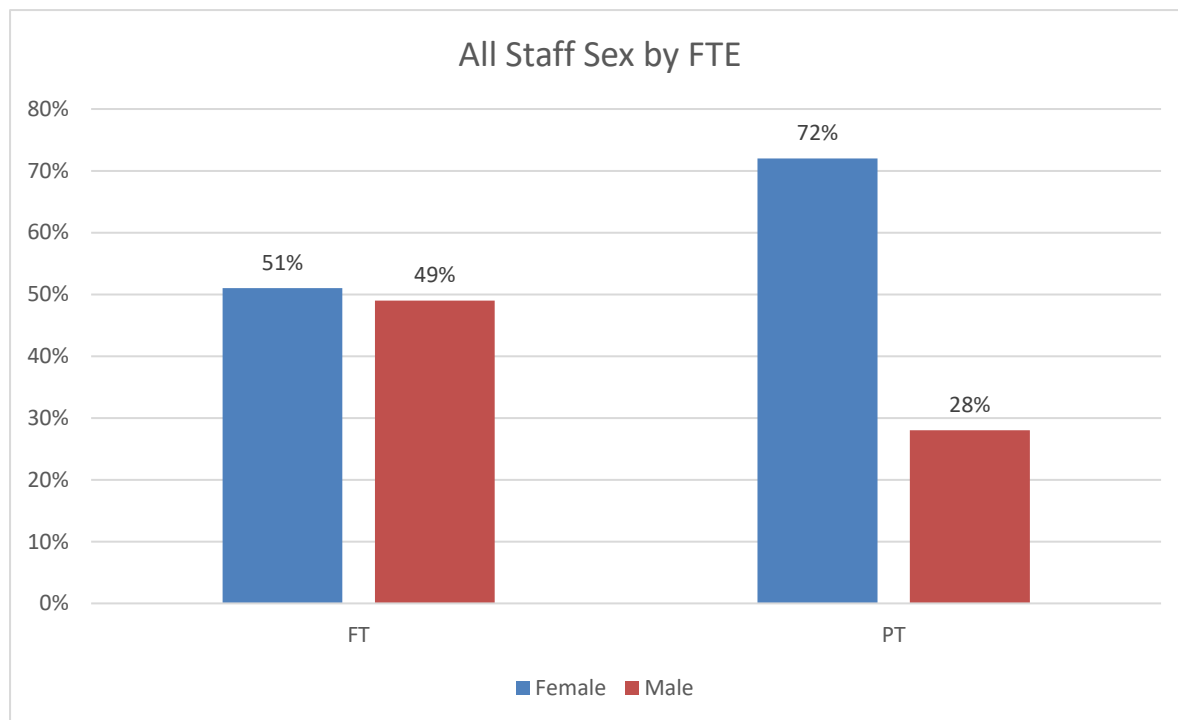


All Staff	Full Time	Part Time
B.A.M.E.	19%	14%
White	81%	86%
Prefer not to answer	0%	0%

Commentary

There is a 5% variance between the percentage of staff who are B.A.M.E. between part time and full-time members of staff

Sex

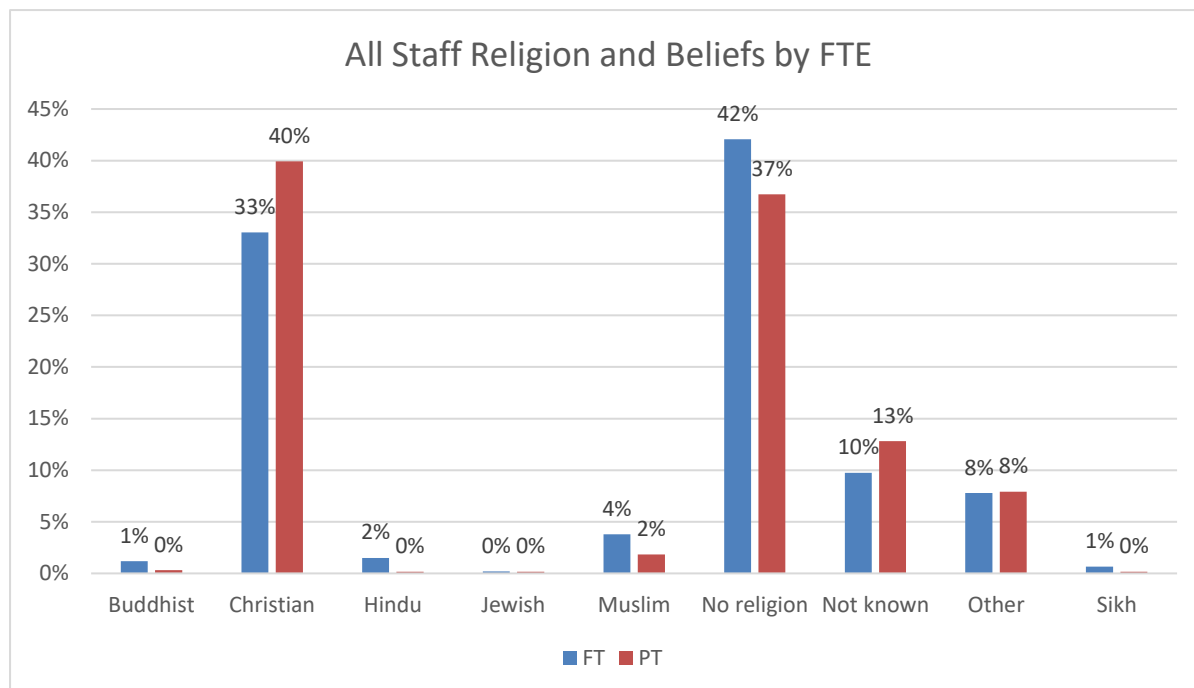


All Staff	Full Time	Part Time
Female	51%	72%
Male	49%	28%

Commentary

The sex split for full time staff is 51% Females to 49% males. For part time staff this changes to 72% for females and 28% for males representing the higher number of female part time workers we have in cleaning, catering and admin roles.

Religion or Belief

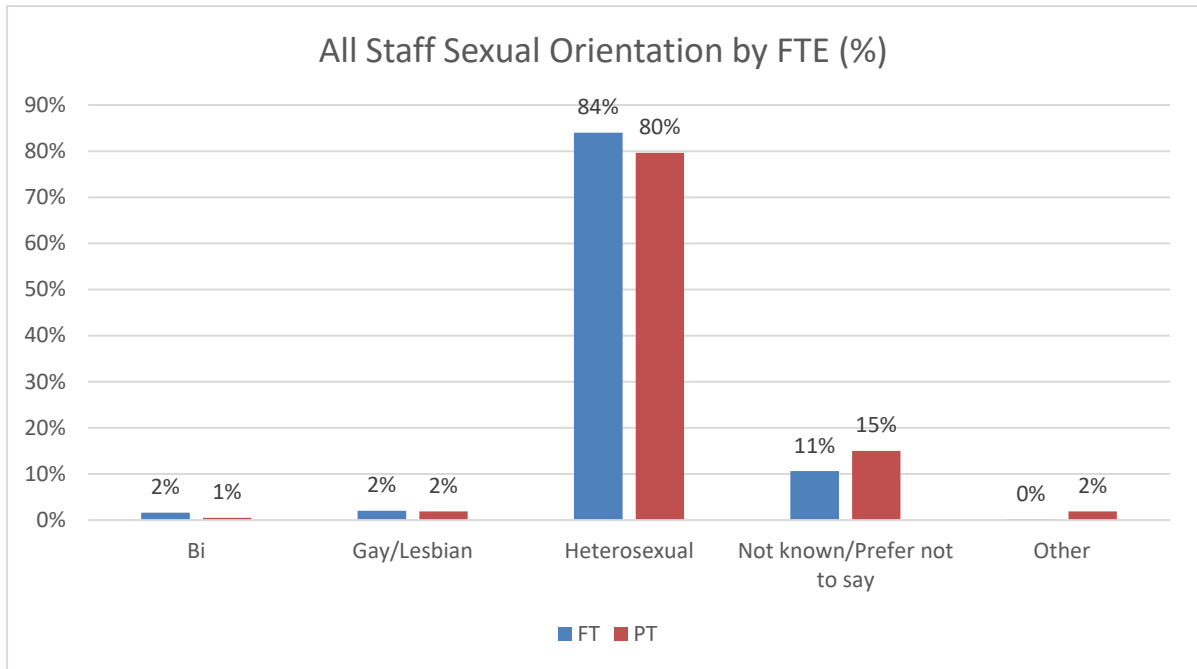


Grade	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not known	Other	Sikh
Full Time	1%	33%	2%	0%	4%	42%	10%	8%	1%
Part Time	0%	40%	0%	0%	2%	37%	13%	8%	0%

Commentary

Across all contract types the highest percentage of declarations are for Christian and No Religion.

Sexual Orientation



All Staff	Bi	Gay/Lesbian	Heterosexual	Prefer not to say	Other
Full Time	2%	2%	84%	11%	0%
Part Time	1%	2%	80%	15%	2%