University of Huddersfield - protected characteristics by Grade – 31 July 2020

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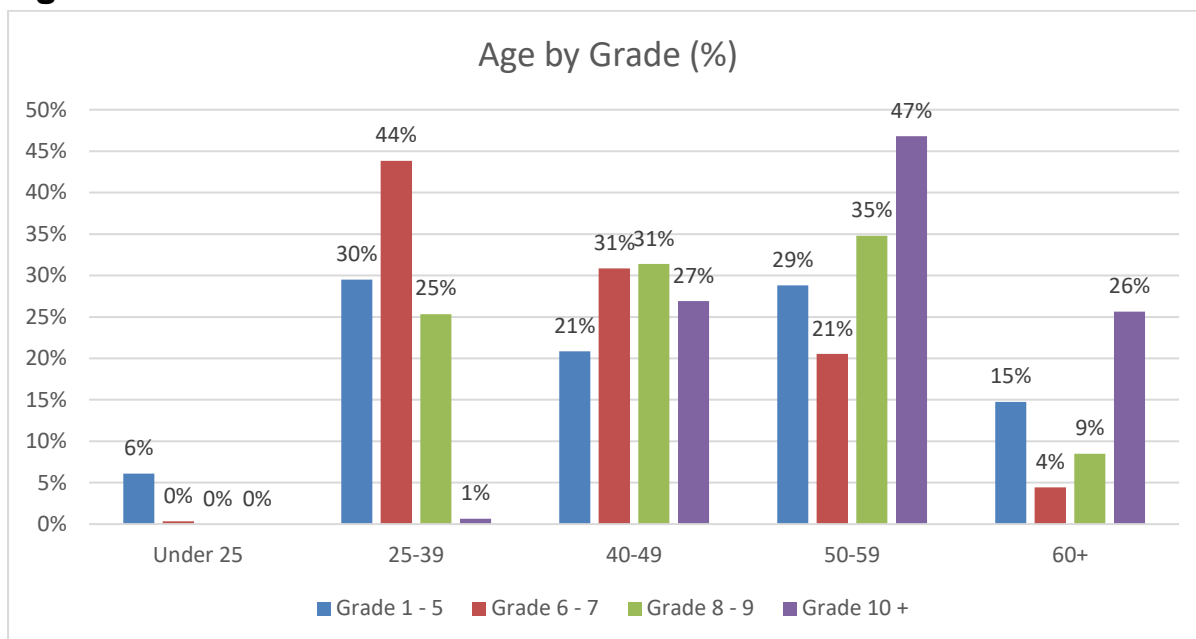
Introduction

The following information provides data on all (academic, senior and support) staff in post at the University of Huddersfield as at 31 July 2020 split by grade. These data are provided by the following protected characteristics: age; disability; ethnicity; gender; religion or belief and sexual orientation. The total staff headcount at 31 July 2020 was 1988. .

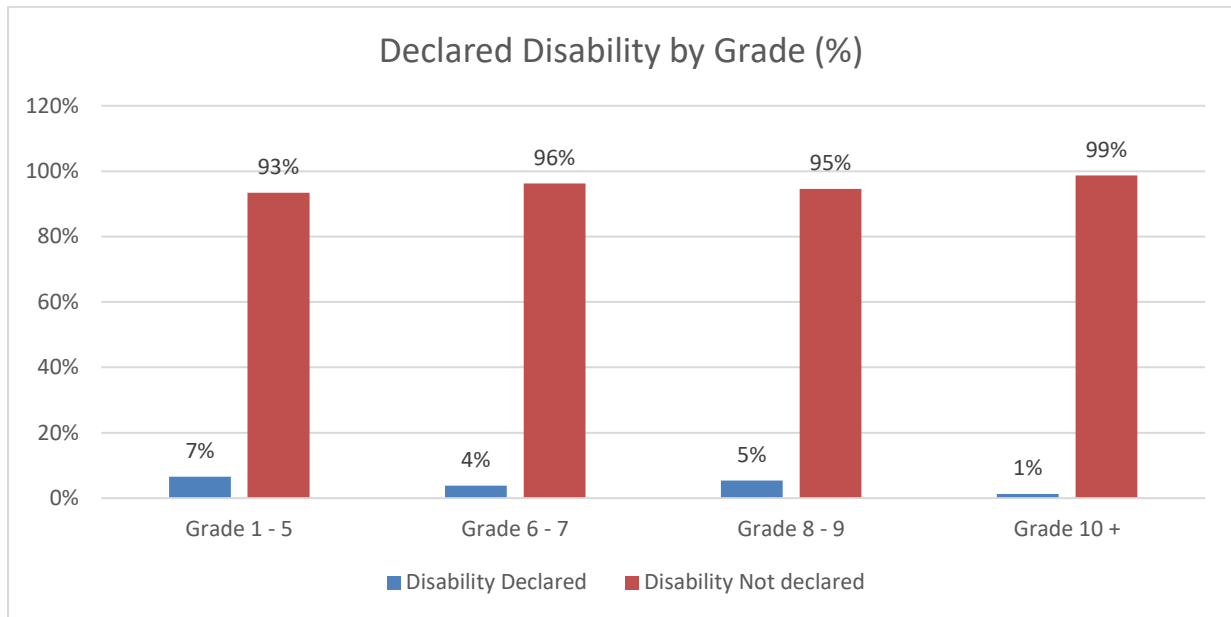***Data are rounded to the nearest whole percent and therefore may not always total 100%.***

Age

Age by Grade (%)

Age Range (years)	Under 25	25-39	40-49	50-59	60+
Grade 1 - 5	6%	30%	21%	29%	15%
Grade 6 - 7	0%	44%	31%	21%	4%
Grade 8 - 9	0%	25%	31%	35%	9%
Grade 10 +	0%	1%	27%	47%	26%

Commentary

The highest percentage of staff in Grades 8-9 and Grade 10+ are in the highest age ranges. All staff under 25 are Grade 1 – 5. The highest percentage of staff in Grade 6 – 7 fall within the age range 25-39 which would indicate staff in the early stages of their career.
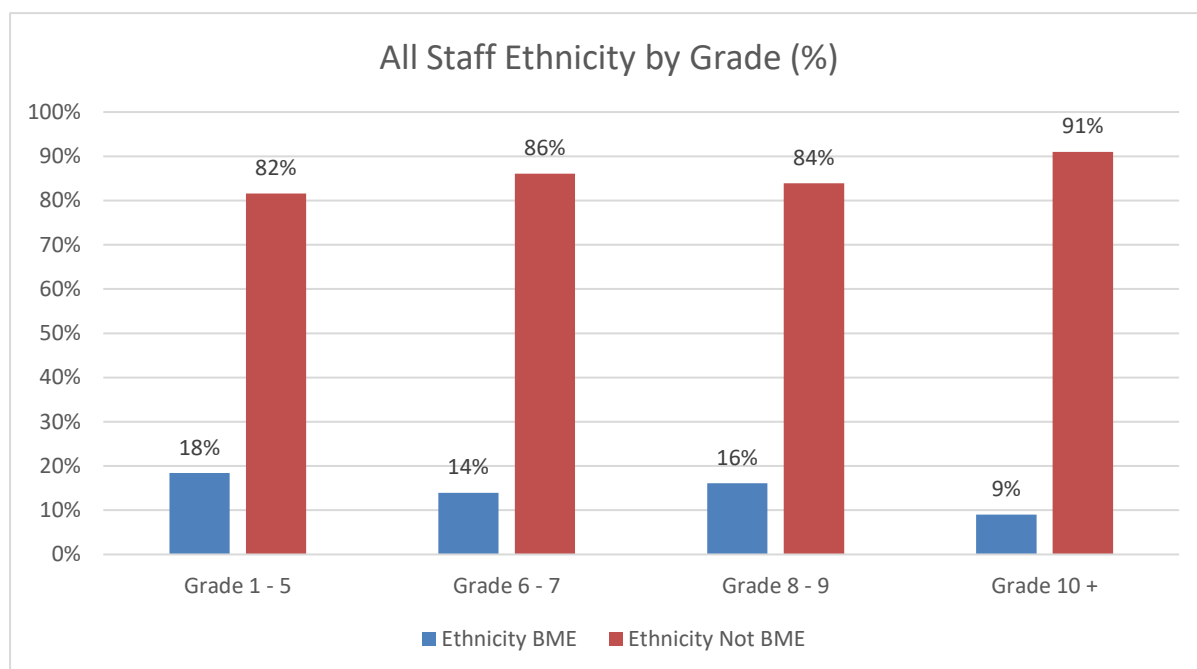
Disability[1]

Declared Disability by Grade (%)

All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
Disabled	7%	4%	5%	1%
No known disability	93%	96%	95%	99%

Commentary

The highest percentage of declarations is within Grades 1 – 5 with the lowest in Grade 10 +. 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.

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[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.
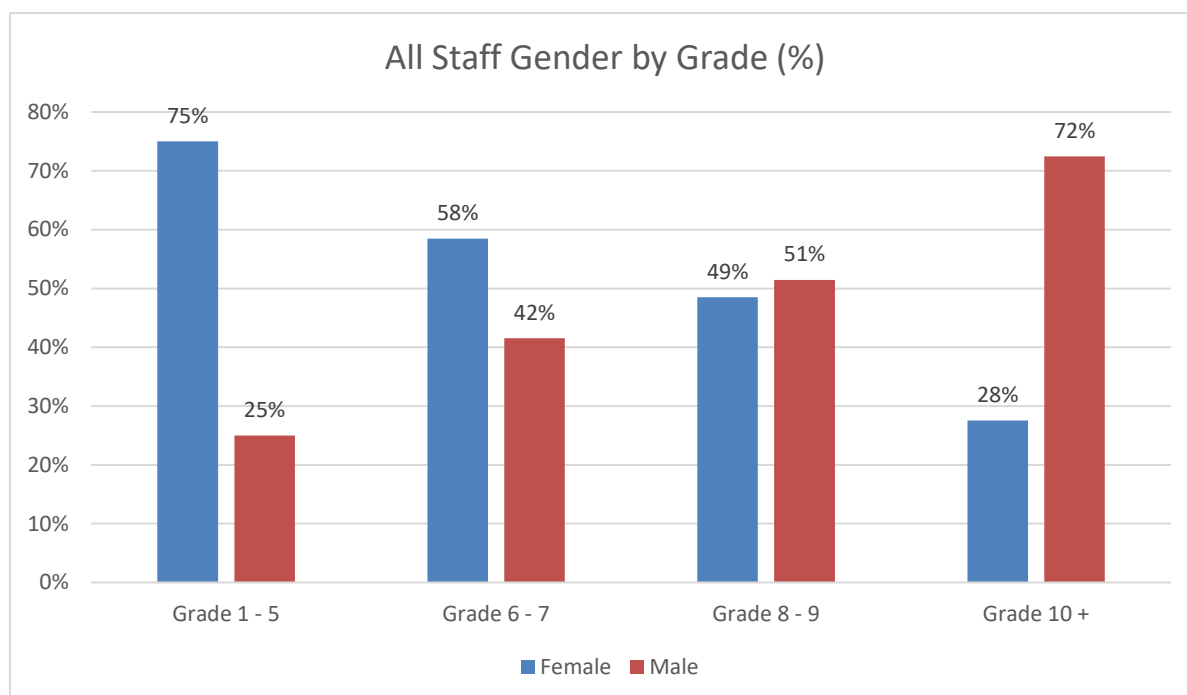
Ethnicity

All Staff Ethnicity by Grade (%)

All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
BAME	18%	14%	16%	9%
Non BAME	82%	86%	84%	91%
Prefer not to answer	0%	0%	0%	0%

Commentary

The highest percentage of BAME staff is within Grade 1 – 5 however there is only a 2% variance between Grades 1 – 5, 6 -7 and 8 -9. Grade 10 has a lower percentage at 9% but this is the smallest number of staff within the sample data.
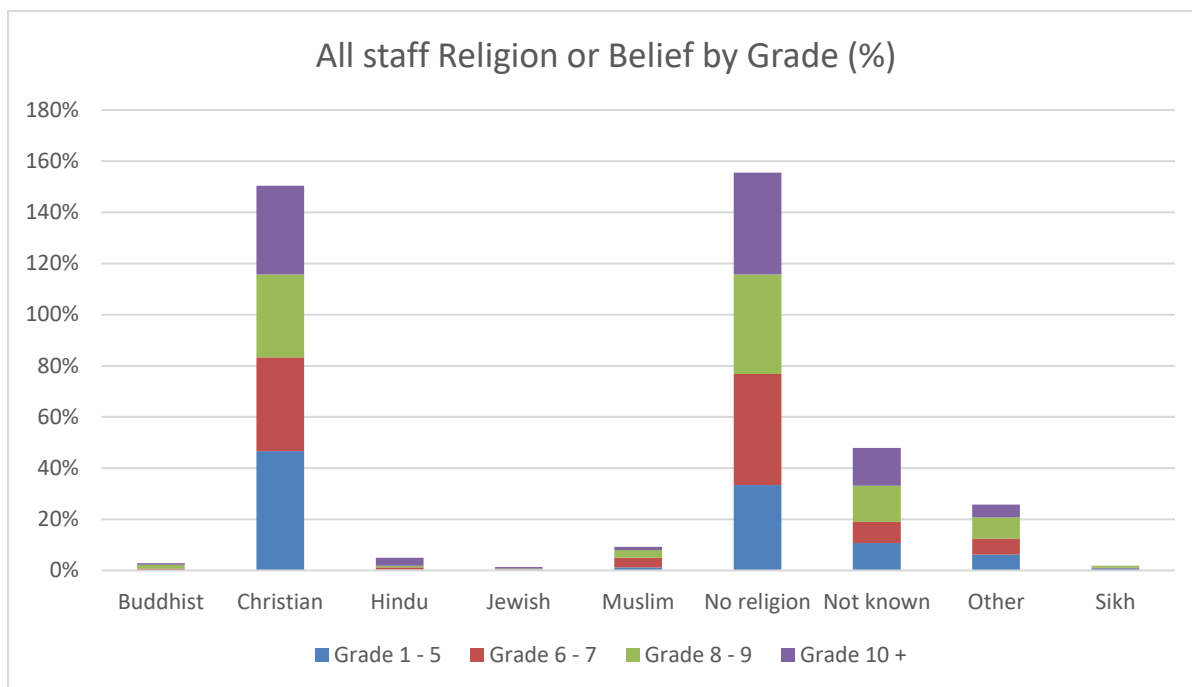
Gender

All Staff Gender by Grade (%)

All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
Female	75%	58%	49%	28%
Male	25%	42%	51%	72%

Commentary

The overall percentage of male (45%) and female (55%) staff has remained constant across the period 2017-20 however there is a variance between the grades. Grades 6 – 7 and 8 – 9 are closer to this split but Grades 1 -5 have a much higher representation on female staff (75%). This is reversed in Grade 10 + where there is a much higher proportion of males (72%)
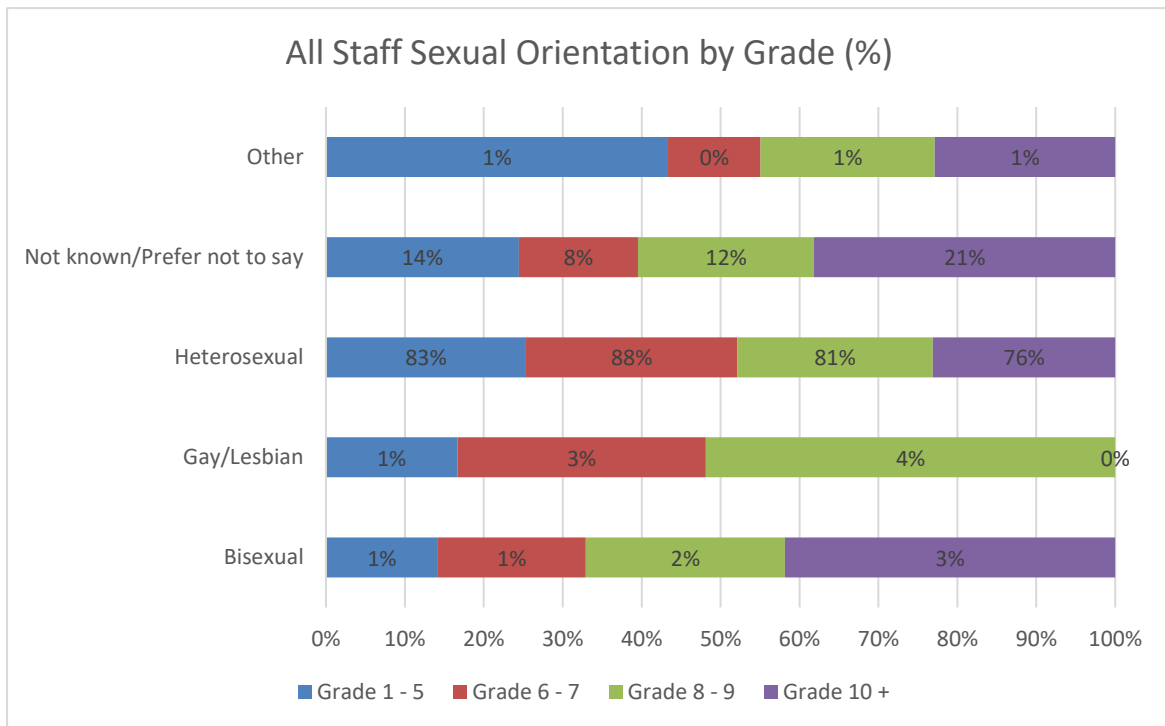
Religion or Belief

All staff Religion or Belief by Grade (%)

Grade	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not known	Other	Sikh
Grade 1 - 5	0%	47%	0%	0%	1%	33%	11%	6%	1%
Grade 6 - 7	1%	37%	1%	0%	4%	44%	8%	6%	0%
Grade 8 - 9	2%	32%	1%	0%	3%	39%	14%	8%	1%
Grade 10 +	1%	35%	3%	1%	1%	40%	15%	5%	0%

Commentary

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

Sexual Orientation

All Staff Sexual Orientation by Grade (%)

All Staff	Bisexual	Gay/Lesbian	Heterosexual	Prefer not to say	Other
Grade 1 - 5	1%	1%	83%	14%	1%
Grade 6 - 7	1%	3%	88%	8%	0%
Grade 8 - 9	2%	4%	81%	12%	1%
Grade 10 +	3%	0%	76%	21%	1%