

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

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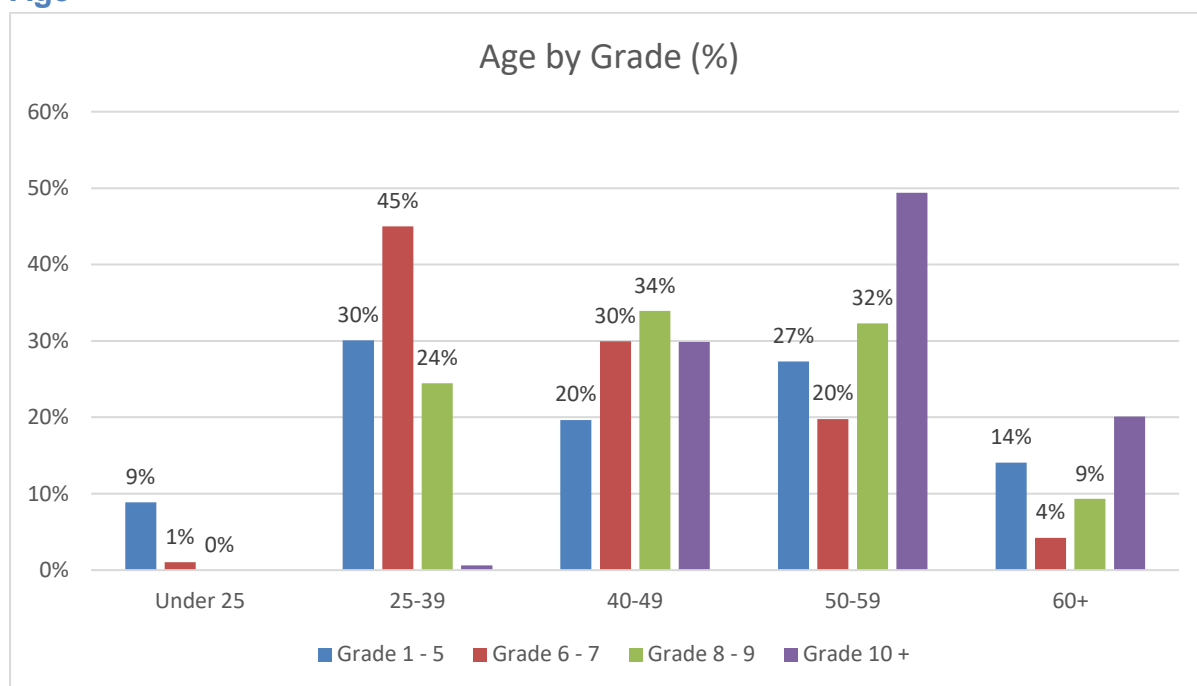
Introduction

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

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

Grade

Age

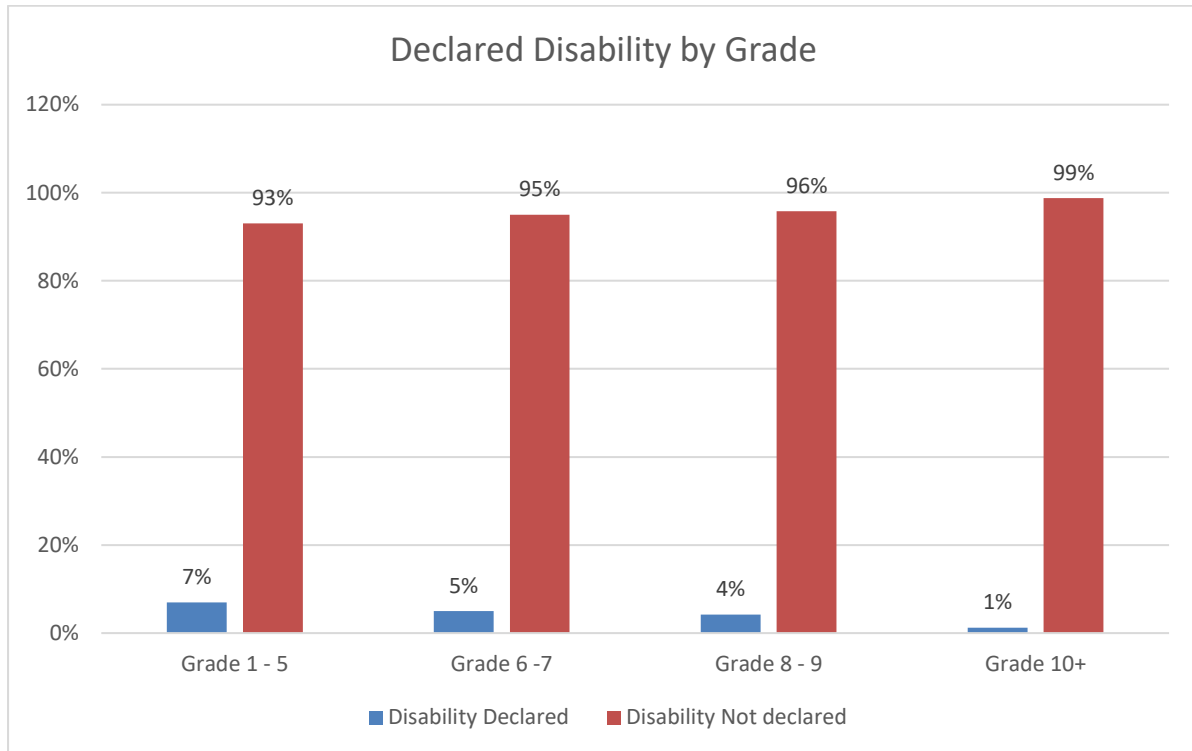


Age Range (years)	Under 25	25-39	40-49	50-59	60+
Grade 1 - 5	9%	30%	20%	27%	14%
Grade 6 - 7	1%	45%	30%	20%	4%
Grade 8 - 9	0%	24%	34%	32%	9%
Grade 10 +	0%	1%	30%	49%	20%

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 or Grade 6 - 7. 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.

Disability¹



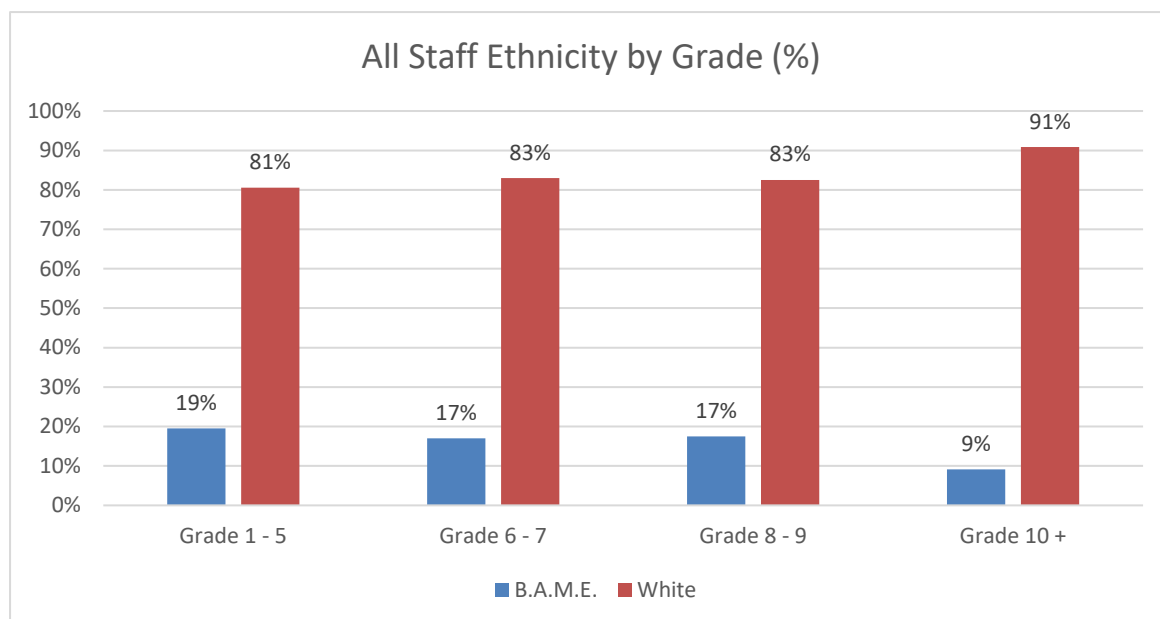
All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
Disabled	7%	5%	4%	1%
No known disability	93%	95%	96%	99%

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.

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

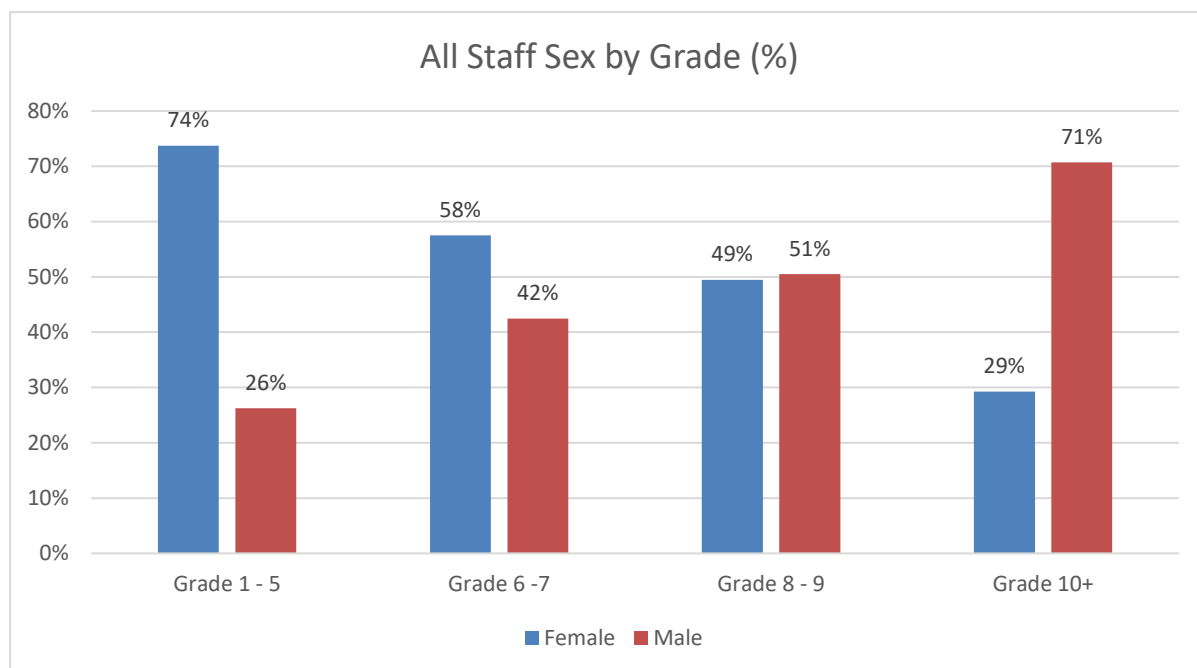


All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
B.A.M.E.	19%	17%	17%	9%
White	81%	83%	83%	91%
Prefer not to answer	0%	0%	0%	0%

Commentary

The highest percentage of Black, Asian and minority ethnic 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.

Sex

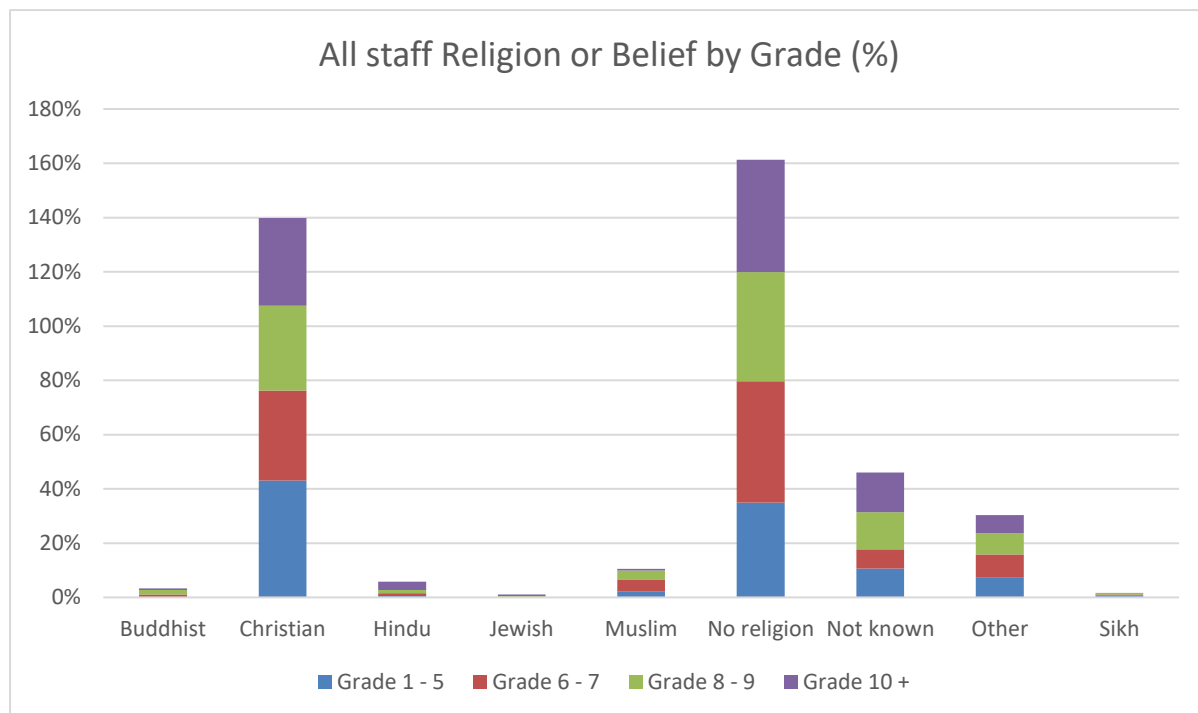


All Staff	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
Female	74%	58%	49%	29%
Male	26%	42%	51%	71%

Commentary

The overall percentage of male (42%) and female (58%) staff has remained constant across the period 2018-21 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 (74%). This is reversed in Grade 10 + where there is a much higher proportion of males (71%)

Religion or Belief

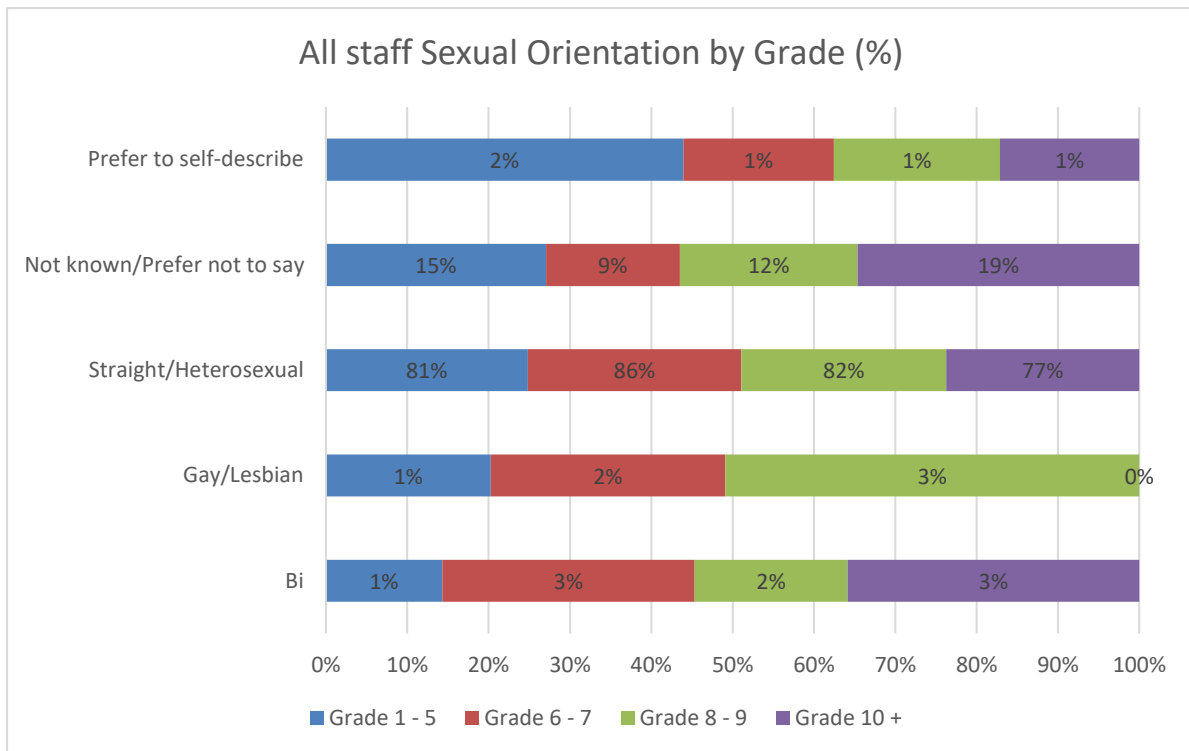


Grade	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not known	Other	Sikh
Grade 1 - 5	0%	43%	1%	0%	2%	35%	11%	7%	1%
Grade 6 - 7	1%	33%	1%	0%	4%	45%	7%	8%	0%
Grade 8 - 9	2%	31%	1%	0%	3%	40%	14%	8%	1%
Grade 10 +	1%	32%	3%	1%	1%	41%	15%	7%	0%

Commentary

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

Sexual Orientation



All Staff	Bi	Gay/Lesbian	Heterosexual	Prefer not to say	Prefer to self-describe
Grade 1 - 5	1%	1%	81%	15%	2%
Grade 6 - 7	3%	2%	86%	9%	1%
Grade 8 - 9	2%	3%	82%	12%	1%
Grade 10 +	3%	0%	77%	19%	1%