University of Huddersfield - all staff in post by protected characteristic – 31 July 2020

Contents

Introduction

The following information provides data on all (academic, professional and managerial and support) staff in post at the University of Huddersfield as at 31 July 2020. 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.

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

All Staff by Age (%)
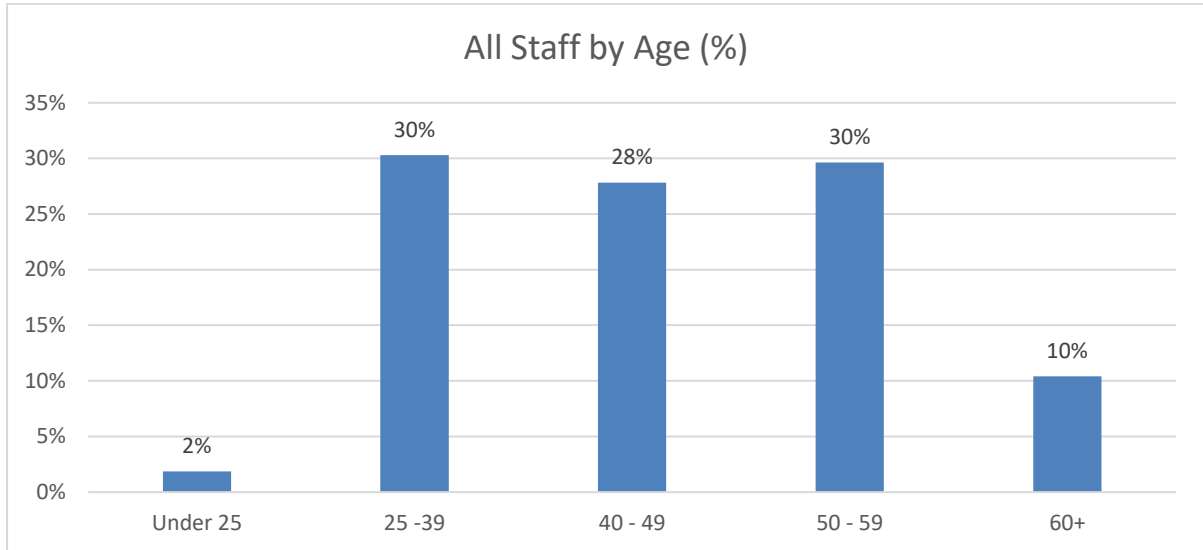
All Staff Age (years)	2018	2019	2020	% change (2018-2020)
Under 25	2%	2%	2%	0%
25 -39	28%	29%	30%	2%
40 - 49	30%	29%	28%	-2%
50 - 59	30%	31%	30%	-1%
60+	9%	10%	10%	1%

Academic Staff Age (years)	2018	2019	2020	% change (2018-2020)
Under 25	0%	0%	0%	0%
25 -39	28%	31%	30%	2%
40 - 49	34%	31%	31%	-3%
50 - 59	31%	30%	30%	-1%
60+	7%	7%	8%	1%

Senior Staff Age (years)	2018	2019	2020	% change (2018-2020)
Under 25	0%	0%	0%	0%
25 -39	3%	3%	1%	2%
40 - 49	30%	28%	27%	-3%
50 - 59	44%	44%	47%	3%
60+	24%	25%	26%	2%

Support Staff Age (years)	2018	2019	2020	% change (2018-2020)
Under 25	4%	3%	3%	-1%
25 -39	30%	31%	32%	2%
40 - 49	29%	27%	26%	-3%
50 - 59	28%	29%	28%	0%
60+	9%	9%	10%	1%

Commentary

The percentage of staff across the different age categories show a reduction in the 40-49 and 50-59 categories whilst at the same time showing an increase in the 25-39 category. This is the same across each of the different post types.

Disability[1]

All Staff by Disablity (%)

5%

95%

■ Disabled   ■ No known disability
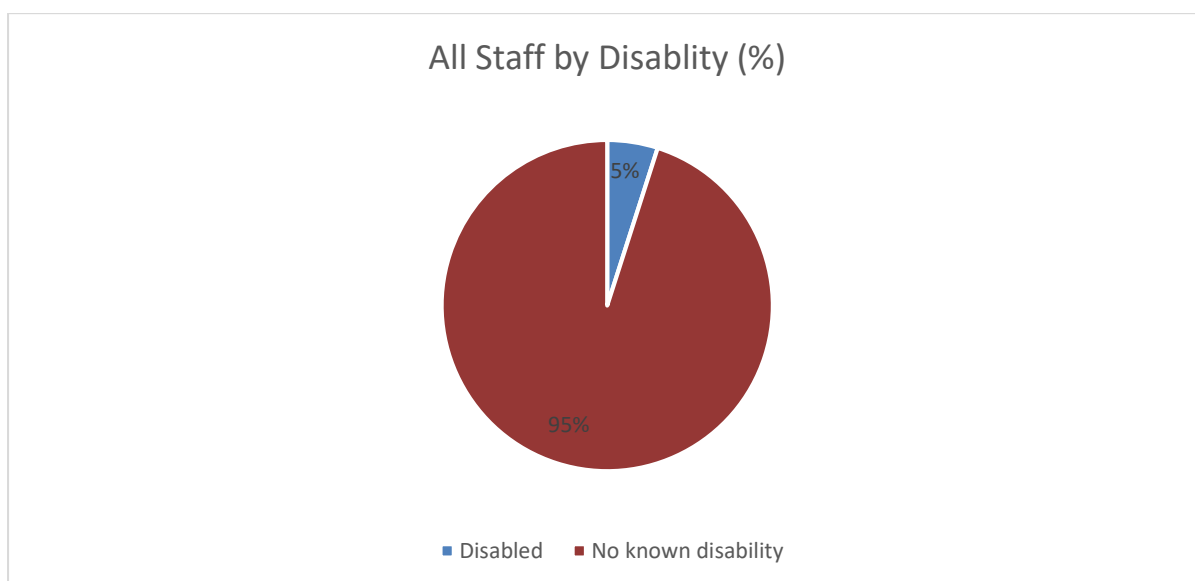
All Staff	2018	2019	2020	% change (2018-2020)
Disabled	4%	5%	5%	1%
No known disability	96%	95%	95%	-1%

Academic Staff	2018	2019	2020	% change (2018-2020)
Disabled	3%	3%	4%	1%
No known disability	97%	97%	96%	-1%

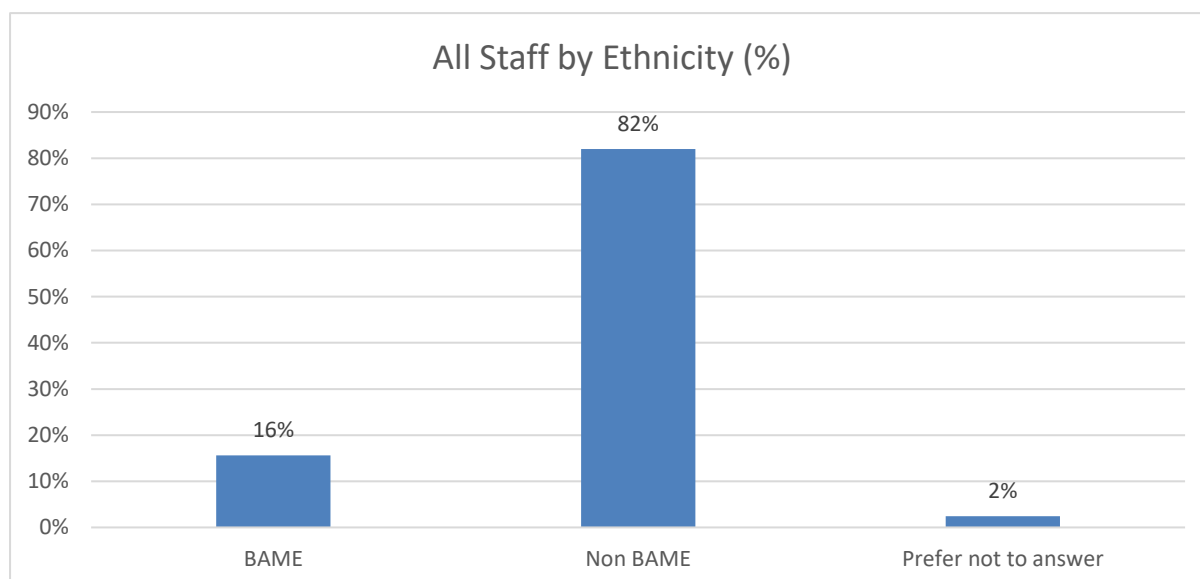| Support Staff	2018	2019	2020	% change (2018-2020)
Disabled	4%	5%	5%	1%
No known disability	96%	95%	95%	-1%

Commentary

The percentage of all staff declaring they have a disability has increased over the period to 5%. The declaration rate for support staff is slightly higher than for

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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.

academic staff. No senior staff have declared any disabilities. 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.
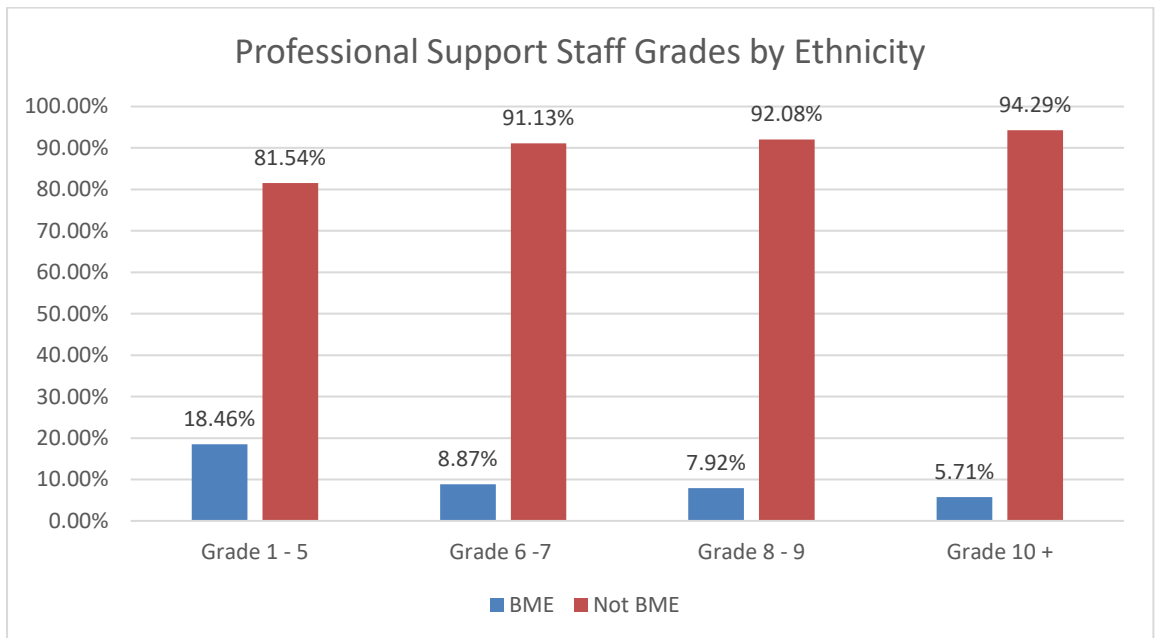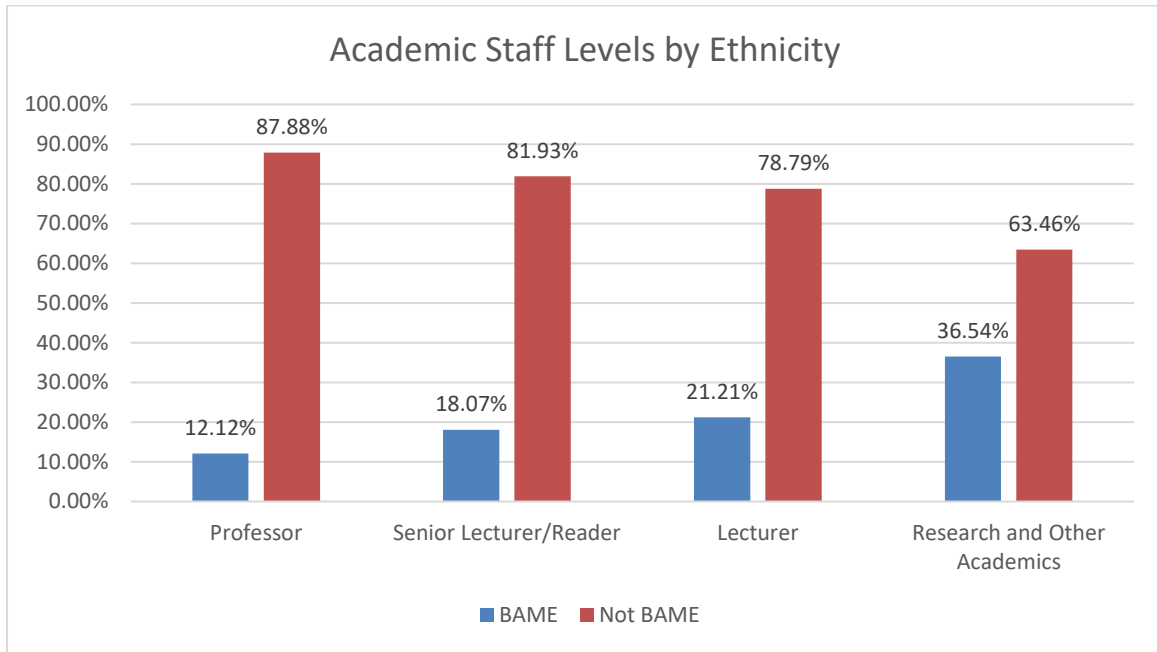
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Ethnicity

All Staff by Ethnicity (%)

	BAME	Non BAME	Prefer not to answer
	16%	82%	2%

All Staff	**2018**	**2019**	**2020**	**% change (2018-2020)**
BAME	14%	14%	16%	2%
Non BAME	84%	83%	82%	-2%
Prefer not to answer	2%	2%	2%	0%

Academic	**2018**	**2019**	**2020**	**% change (2018-2020)**
BAME	17%	19%	20%	3%
Non BAME	83%	81%	80%	-3%
Prefer not to answer	0%	0%	1%	0%

Senior	**2018**	**2019**	**2020**	**% change (2018-2020)**
BAME	10%	9%	9%	-1%
Non BAME	90%	91%	91%	1%
Prefer not to answer	0%	0%	0%	0%

Support	2018	2019	2020	% change (2018-2020)
BAME	13%	13%	19%	6%
Non BAME	86%	86%	80%	-6%
Prefer not to answer	1%	1%	1%	0%

Academic Staff Levels by Ethnicity

	Professor	Senior Lecturer/Reader	Lecturer	Research and Other Academics
BAME	12.12%	18.07%	21.21%	36.54%
Not BAME	87.88%	81.93%	78.79%	63.46%

Professional Support Staff Grades by Ethnicity

|	Grade 1 - 5	Grade 6 - 7	Grade 8 - 9	Grade 10 +
BME	18.46%	8.87%	7.92%	5.71%
Not BME	81.54%	91.13%	92.08%	94.29%

Commentary

The percentage of Non BAME staff has decreased over the period shown to 82%.

There has been a 2% increase in the percentage of Black, Asian and minority ethnic

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staff. The percentage of staff, whose ethnicity has not been disclosed has remained static over the date period.

Across the different staff groupings, the BAME representation has increased for academic (3%) and support (6%) staff and reduced by 1% for senior staff.

Gender

All Staff by Gender (%)

Male, 42%

Female, 58%
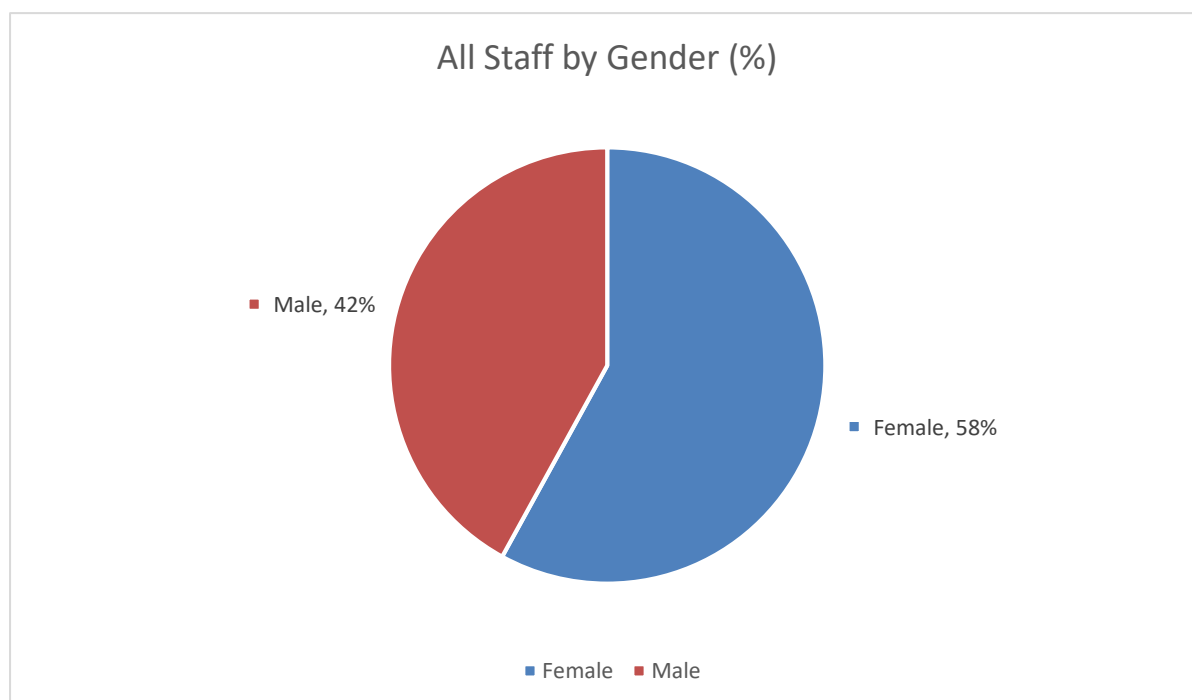
Female   Male

All Staff	2018	2019	2020	% change (2018-2020)
Female	55%	54%	55%	-
Male	45%	46%	45%	-

Academic Staff	2018	2019	2020	% change (2018-2020)
Female	25%	28%	28%	3%
Male	75%	72%	72%	-3%

Senior Staff	2018	2019	2020	% change (2018-2020)
Female	49%	50%	50%	1%
Male	51%	50%	50%	-1%

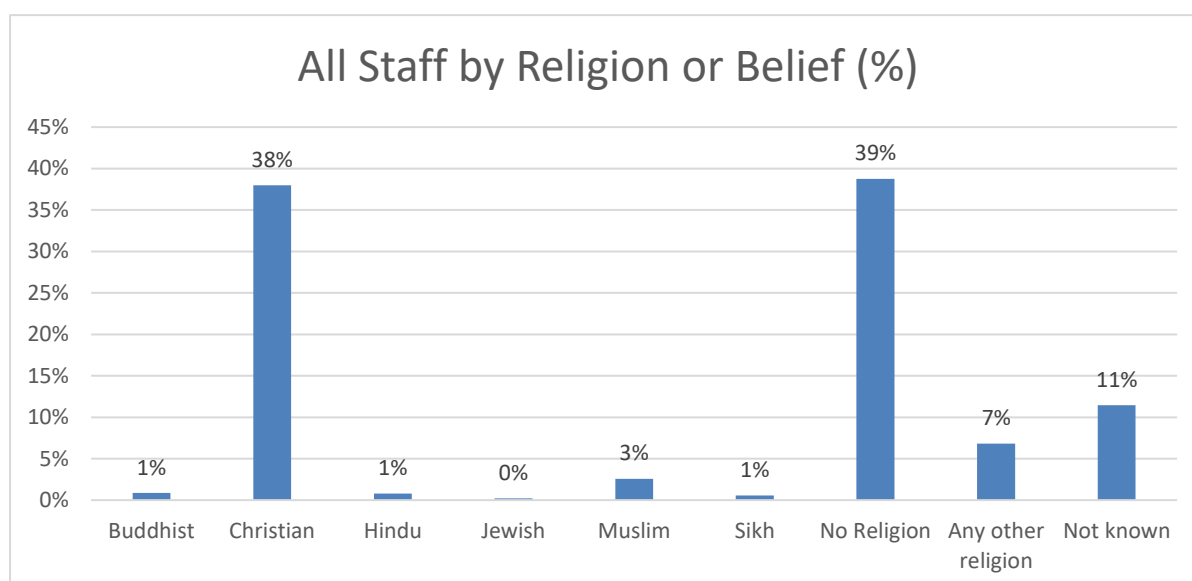| Support Staff	2018	2019	2020	% change (2018-2020)
Female	67%	67%	67%	-
Male	33%	33%	33%	-

Commentary

The percentage of male (45%) and female (55%) staff remains constant across the period shown for all staff and is closer to a 50/50 split.

For academic staff this spit is 72% for males and 28% for females, which is a 3% improvement over the 3-year period.

For support staff the slit is the other way round at 67% for females and 33% for males, representing the high number of female staff we have within the lower grade support roles.

Senior staff have a 50/50 split, which has remained constant over the last 3 years.

Religion or Belief

All Staff by Religion or Belief (%)

	2018	2019	2020	% change (2018-2020)
Buddhist	1%	1%	1%	0%
Christian	40%	39%	38%	-2%
Hindu	1%	1%	1%	0%
Jewish	0%	0%	0%	0%
Muslim	2%	2%	3%	1%
Sikh	1%	0%	1%	0%
None	36%	38%	39%	3%
Other religion	6%	6%	7%	1%
Unknown	14%	13%	11%	-3%

Commentary

Over the period shown, there has been a 3% increase in the percentage of staff declaring they have no religion. There has also been a 1% decrease in staff declaring their religion as Christian, and a 1% increase in those declaring their religion as Sikh. There were 25 staff who declared they were Spiritual (a new category), however, this is not shown in the above chart or table due to rounding of data to the nearest whole percentage. The percentage of non-disclosure has decreased over the period, from 35% in 2018 to 31% in 2020.

Sexual Orientation

All Staff by Sexual Orientation (%)
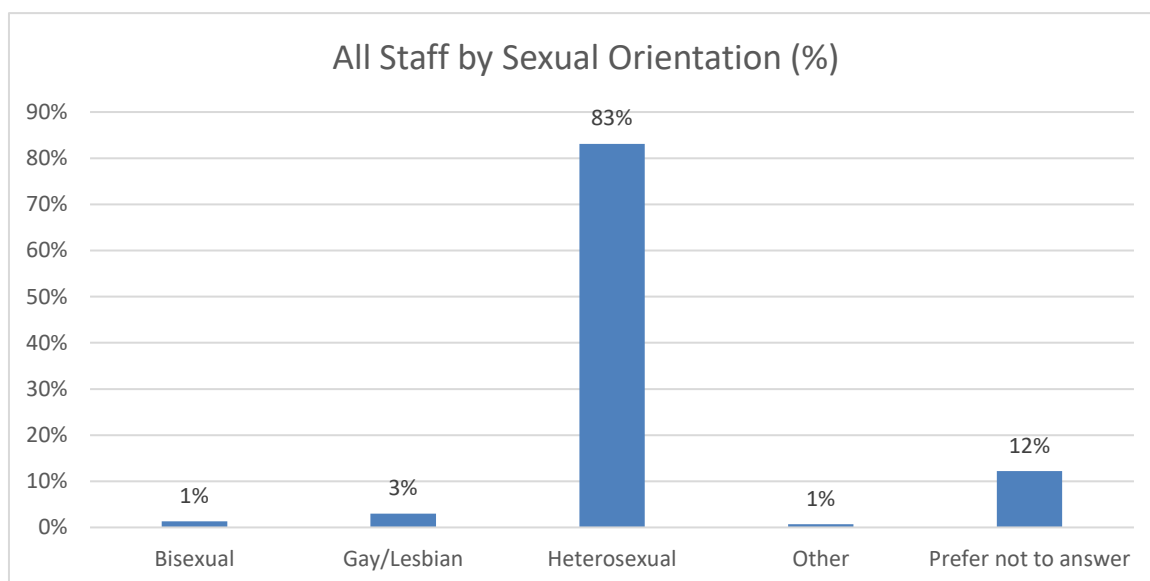
All Staff	2018	2019	2020	% change (2018-2020)
Bisexual	1%	1%	1%	0%
Gay/Lesbian	2%	3%	3%	1%
Heterosexual	82%	83%	83%	1%
Other	1%	1%	1%	0%
Prefer not to answer	14%	13%	12%	-2%

Academic Staff	2018	2019	2020	% change (2018-2020)
Bisexual	1%	1%	2%	1%
Gay/Lesbian	4%	4%	4%	0%
Heterosexual	82%	81%	81%	-1%
Prefer not to answer	13%	13%	12%	-1%

Senior Staff	2018	2019	2020	% change (2018-2020)
Bisexual	1%	2%	3%	2%
Gay/Lesbian	1%	1%	0%	-1%
Heterosexual	76%	73%	76%	0%
Prefer not to answer	22%	24%	21%	-1%

Support Staff	2018	2019	2020	% change (2018-2020)
Bisexual	1%	1%	1%	0%
Gay/Lesbian	2%	2%	2%	0%
Heterosexual	84%	85%	85%	1%
Prefer not to answer	13%	11%	11%	-2%

Commentary

There has been a 1% increase in the percentage of staff declaring they are heterosexual and Gay/Lesbian over the period shown. There has been no increase in the percentage of staff declaring their sexual orientation as Bisexual or Other. The percentage of non-disclosure has decreased over the period, from 14% in 2018 to 12% in 2020.

The academic staff group has the highest proportion of staff declaring themselves as Gay/Lesbian at 4%. Support staff have the highest proportion of declared Heterosexual staff at 85% whilst senior staff have the highest number of staff declaring themselves as Bisexual. Senior staff also have the highest percentage of staff who have made no declaration or prefer not to say.