

University of Huddersfield - all staff in post by protected characteristic – 31 July 2021

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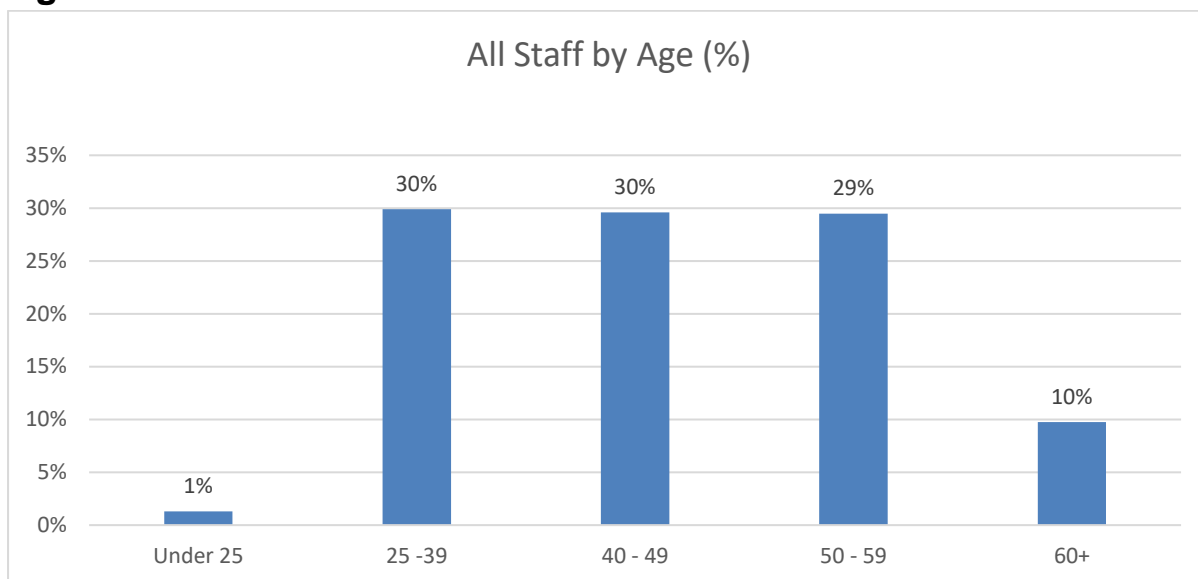
Introduction

The following information provides data on all (academic, professional, and managerial and support) staff in post at the University of Huddersfield as of 31 July 2021. 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.

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 Age (years)	2019	2020	2021	% change (2019-2021)
Under 25	2%	2%	1%	-1%
25 - 39	29%	30%	30%	1%
40 - 49	29%	28%	30%	1%
50 - 59	31%	30%	29%	-1%
60+	10%	10%	10%	0%

Academic Staff Age (years)	2019	2020	2021	% change (2019-2021)
Under 25	0%	0%	0%	0%
25 - 39	28%	31%	33%	5%
40 - 49	34%	31%	31%	-3%
50 - 59	31%	30%	28%	-3%
60+	7%	7%	8%	1%

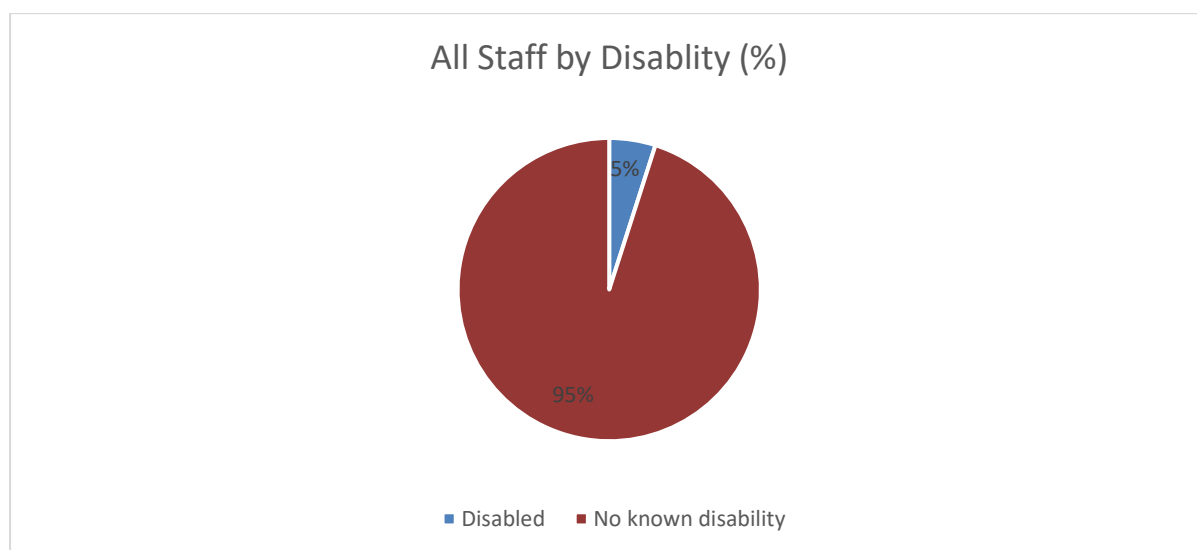
Senior Staff Age (years)	2019	2021	2021	% change (2019-2021)
Under 25	0%	0%	0%	0%
25 -39	3%	3%	1%	2%
40 - 49	30%	28%	28%	-2%
50 - 59	44%	44%	52%	8%
60+	24%	25%	19%	-5%

Support Staff Age (years)	2019	2021	2021	% change (2019-2021)
Under 25	4%	3%	2%	-2%
25 -39	30%	31%	31%	1%
40 - 49	29%	27%	29%	0%
50 - 59	28%	29%	28%	0%
60+	9%	9%	10%	1%

Commentary

The percentage of staff across the different age categories has remained static over the period, shown by only a +/- 1% variance over 4 of the 5 age groups. These variances change more between the different staff groups, with Academic staff having a 5% growth in the number of 25–39-year-old employees. Senior staff have an 8% increase within the 50-59 age group and a 5% decrease in the 60+ group.

Disability¹



All Staff	2019	2020	2021	% change (2019-2021)
Disabled	5%	5%	5%	0%
No known disability	95%	95%	95%	0%

Academic Staff	2019	2020	2021	% change (2019-2021)
Disabled	3%	4%	5%	2%
No known disability	97%	96%	95%	-2%

Senior Staff	2019	2020	2021	% change (2019-2021)
Disabled	0%	0%	1%	1%
No known disability	100%	100%	99%	-1%

Support Staff	2019	2020	2021	% change (2019-2021)
Disabled	5%	5%	6%	1%
No known disability	95%	95%	94%	-1%

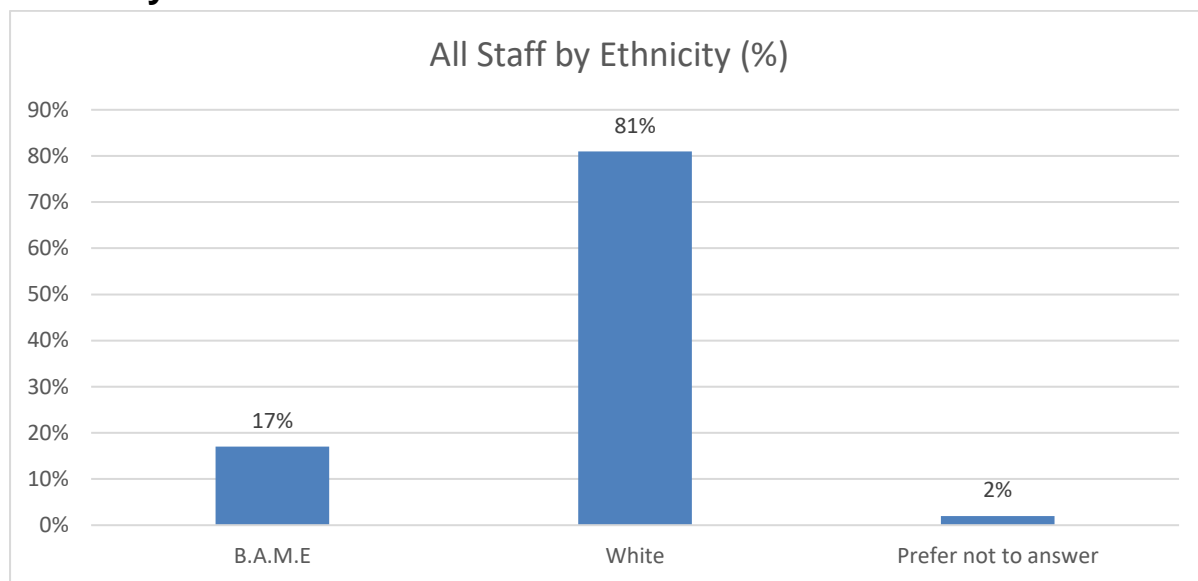
¹ Disability is defined under the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term negative effect on a person's ability to carry out normal daily activities.

Commentary

The percentage of all staff declaring they have a disability has remained constant over the period to 5%. The declaration rate for support staff is slightly higher than for academic staff. Senior staff has the lowest level of declared disabilities at 1%.

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.

Ethnicity

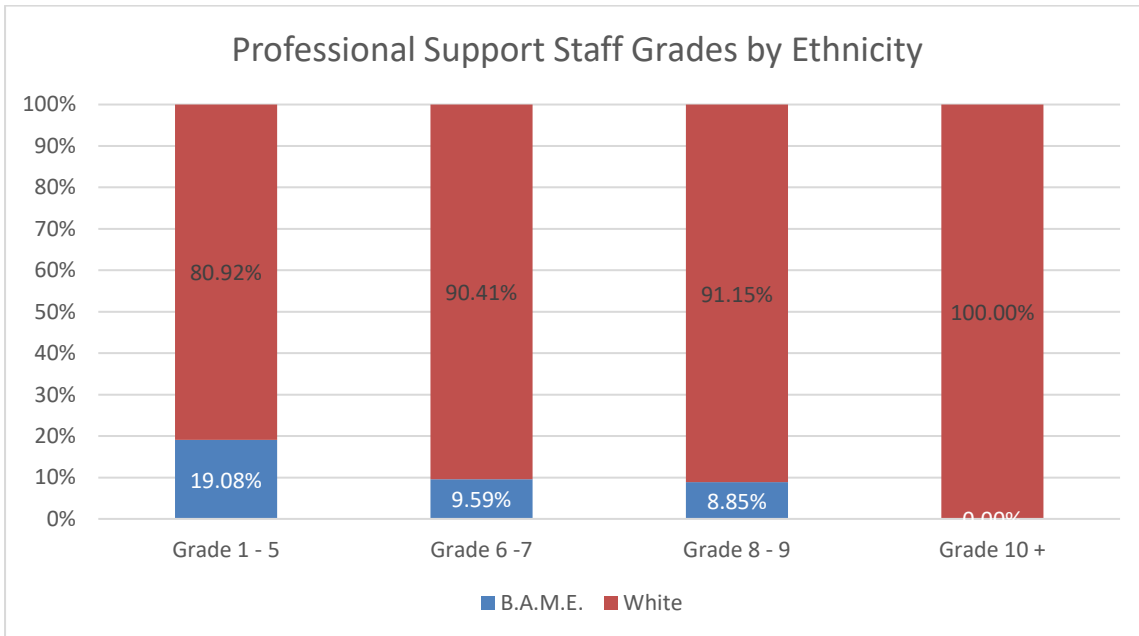
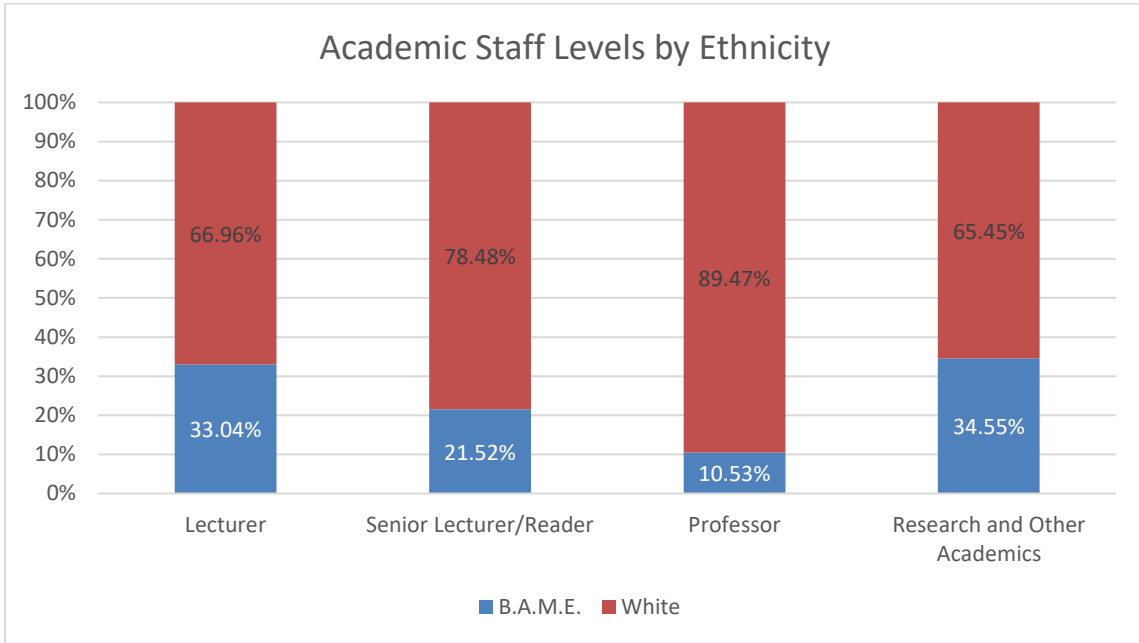


All Staff	2019	2020	2021	% change (2019-2021)
B.A.M.E.	14%	16%	17%	3%
White	83%	82%	81%	-2%
Prefer not to answer	2%	2%	2%	0%

Academic	2019	2020	2021	% change (2019-2021)
B.A.M.E.	19%	20%	23%	4%
White	81%	80%	74%	-7%
Prefer not to answer	0%	1%	3%	3%

Senior	2019	2020	2021	% change (2019-2021)
B.A.M.E.	9%	9%	9%	0%
White	91%	91%	87%	-4%
Prefer not to answer	0%	0%	4%	4%

Support	2019	2020	2021	% change (2019-2021)
B.A.M.E.	13%	19%	14%	1%
White	86%	80%	84%	-2%
Prefer not to answer	1%	1%	2%	1%

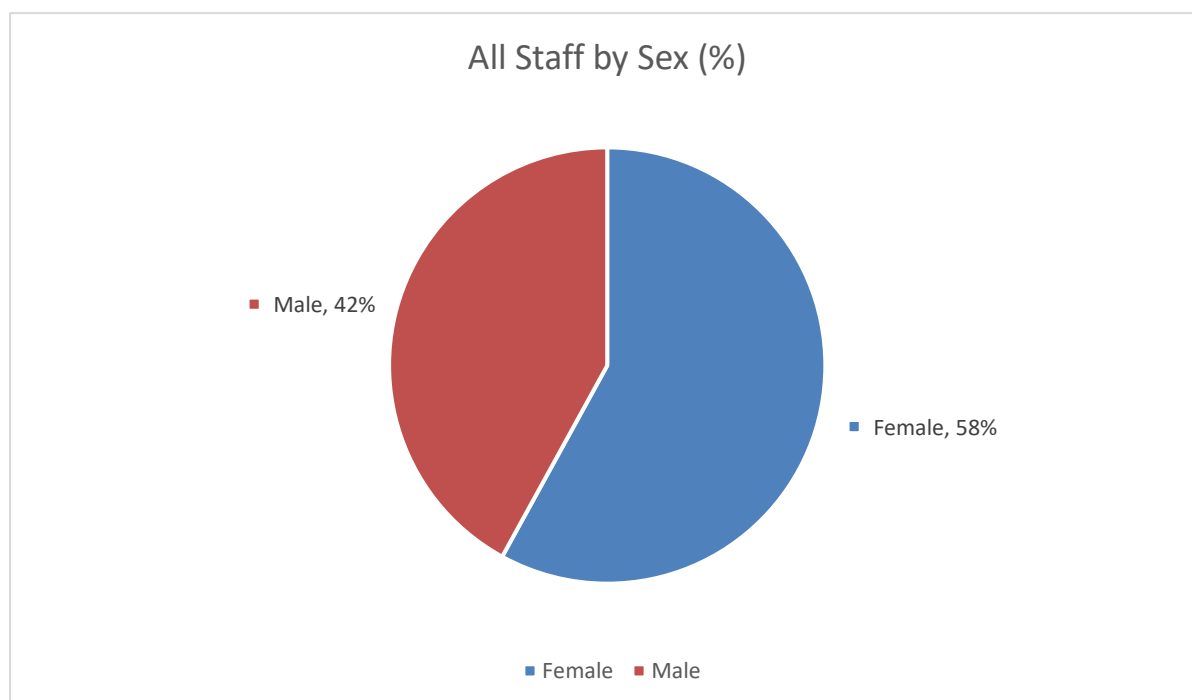


Commentary

The percentage of White staff has decreased over the period shown to 81%. There has been a 3% increase in the percentage of Black, Asian and minority ethnic staff. The percentage of staff, whose ethnicity has not been disclosed has remained static over the period.

Across the different staff groupings, the Black, Asian and minority ethnic representation has increased for academic (4%) and support (1%) staff and remained static for senior staff.

Sex



All Staff	2019	2020	2021	% change (2019-2021)
Female	54%	55%	58%	4%
Male	46%	45%	42%	-4%

Academic Staff	2019	2020	2021	% change (2019-2021)
Female	50%	50%	50%	0%
Male	50%	50%	50%	0%

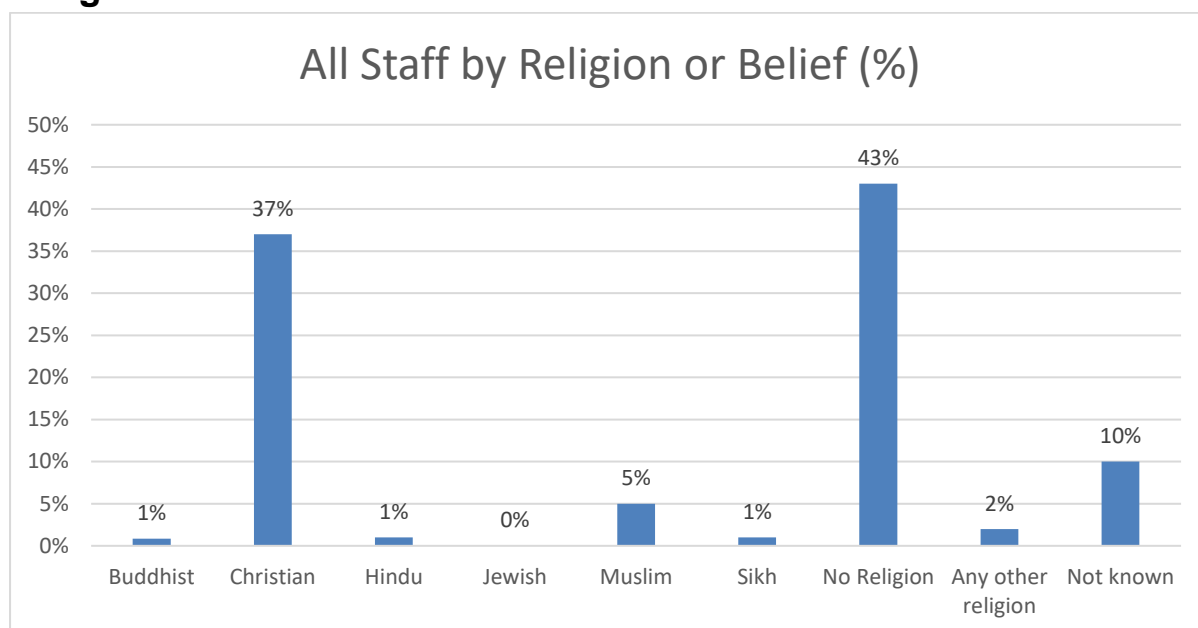
Senior Staff	2019	2020	2021	% change (2019-2021)
Female	28%	28%	26%	-2%
Male	72%	72%	74%	2%

Support Staff	2019	2020	2021	% change (2019-2021)
Female	67%	67%	67%	0%
Male	33%	33%	33%	0%

Commentary

The percentage of males (42%) and females (58%) has moved 4% over the period, moving further away from a 50/50 split. For academic staff this split is 50% for males and 50% for females, which is a 0% variance over the 3-year period. For support staff the split is at 67% for females and 33% for males, representing the high number of female staff we have within the lower grade support roles. There has been no variation during the 3-year period. Senior staff have 74% males and 26% females which has varied by 2% over the 3-year time period.

Religion or Belief

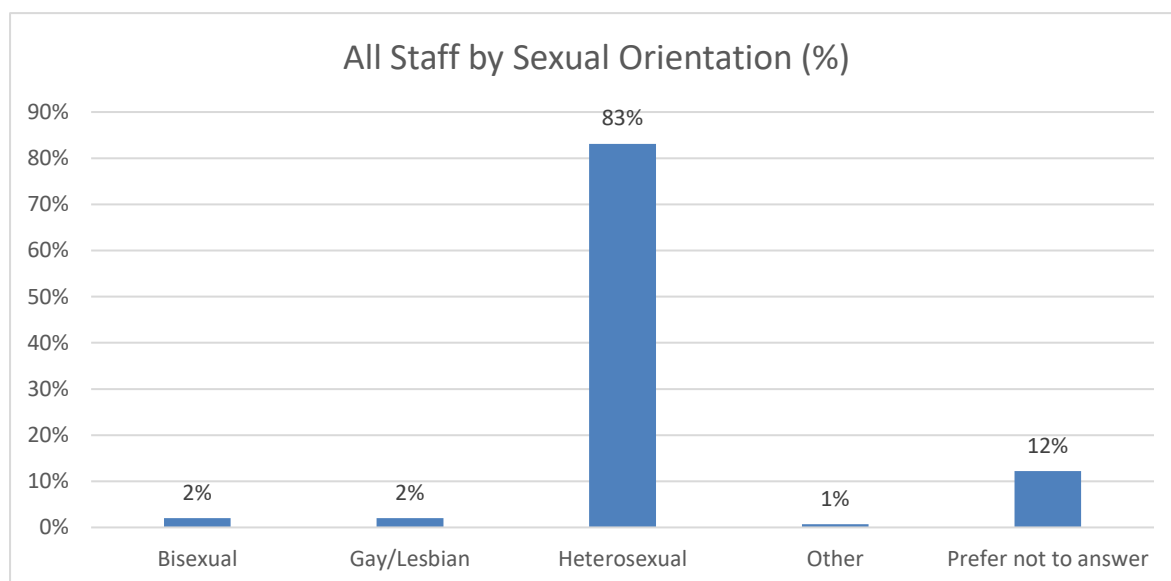


	2019	2020	2021	% change (2019-2021)
Buddhist	1%	1%	1%	0%
Christian	39%	38%	37%	-2%
Hindu	1%	1%	1%	0%
Jewish	0%	0%	0%	0%
Muslim	2%	3%	5%	3%
Sikh	0%	1%	1%	1%
None	38%	39%	43%	5%
Other religion	6%	7%	2%	-4%
Unknown	13%	11%	10%	-1%

Commentary

Over the period shown, there has been a 5% increase in the percentage of staff declaring they have no religion. There has also been a 2% decrease in staff declaring their religion as Christian, and a 1% increase in those declaring their religion as Sikh. The percentage of non-disclosure has decreased over the period, from 13% in 2018 to 10% in 2021.

Sexual Orientation



All Staff	2019	2020	2021	% change (2019-2021)
Bi	1%	1%	2%	1%
Gay/Lesbian	3%	3%	2%	-1%
Heterosexual	83%	83%	83%	0%
Other	1%	1%	1%	0%
Prefer not to answer	13%	12%	12%	-1%

Academic Staff	2019	2020	2021	% change (2019-2021)
Bi	1%	2%	2%	1%
Gay/Lesbian	4%	4%	4%	0%
Heterosexual	81%	81%	81%	0%
Prefer not to answer	13%	12%	12%	-1%

Senior Staff	2019	2020	2021	% change (2019-2021)
Bi	2%	3%	3%	1%
Gay/Lesbian	1%	0%	0%	-1%
Heterosexual	73%	76%	76%	3%
Prefer not to answer	24%	21%	20%	-4%

Support Staff	2019	2020	2021	% change (2019-2021)
Bi	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 bi and a 1% decrease in those declaring they are Gay/Lesbian over the period shown. There has been no increase in the percentage of staff declaring their sexual orientation as Heterosexual or Other. The percentage of non-disclosure has decreased over the period, from 13% in 2019 to 12% in 2021.

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 Bi. Senior staff also have the highest percentage of staff who have made no declaration or prefer not to say.