

# University of Huddersfield maternity/paternity/adoption leave and flexible working

## 1 August 2019 – 31 July 2020

The following information provides data on all (academic, senior and support) staff across the University who took maternity or paternity leave during the period August 2019 – July 2020. Data from 2018 – 2019 and 2017 – 2018 are also included for comparison.

### Maternity/Paternity/Adoption Leave

	2017-18	2018-19	2019-20
<b>Maternity</b>	27	27	32
<b>Paternity</b>	21	18	15

For the academic years 2017-2020, there was  $\leq 5$  adoption and shared parental leave periods taken by members of staff.

### Staff return to work following Maternity/Adoption Leave

	No	Yes	Total	% returned 2017-18	% returned 2018-19	% returned 2019-20
<b>Return to work</b>	10	76	86	89%	85%	91%

91% of staff returned to work after maternity/adoption leave in 2019-20. This is an increase compared with the return rate in both 2017-18 where 89% of staff returned and 2018-19 where 85% of staff returned.

### Flexible working

Of the 39 requests that were made for flexible working, all 39 were approved.