

University of Huddersfield staff recruitment data

1 August 2022 – 31 July 2023

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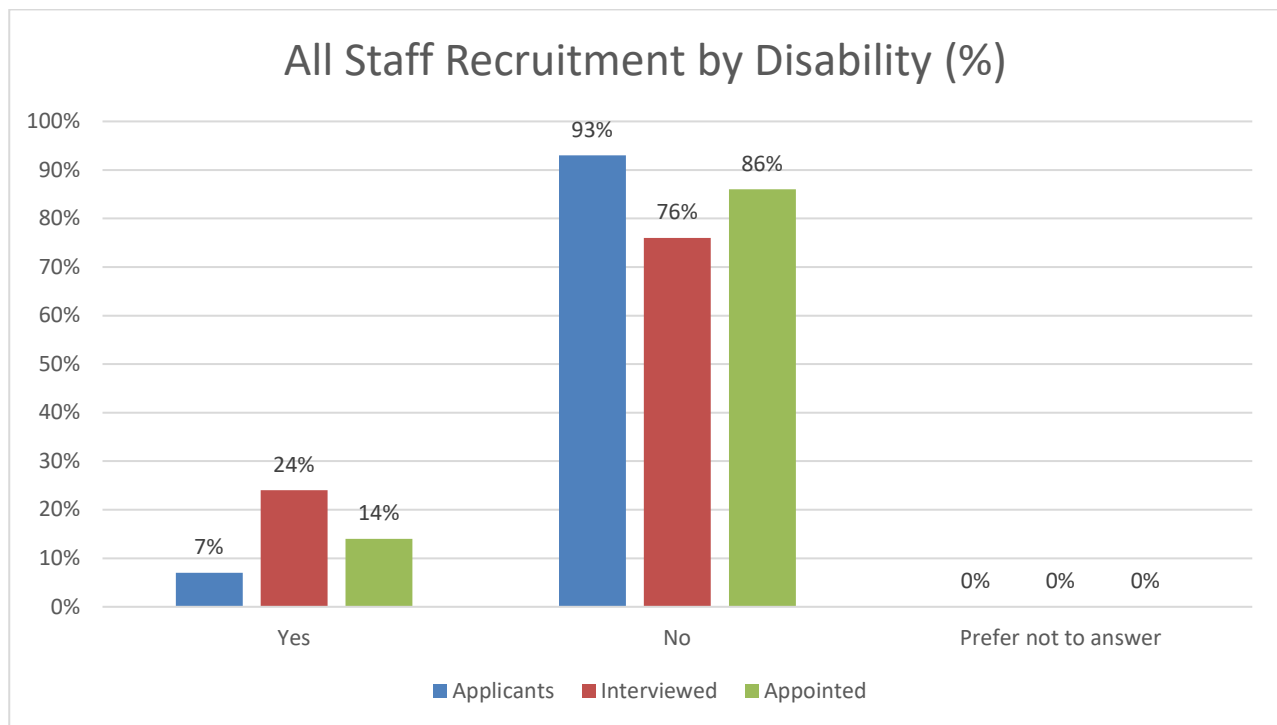
Introduction

The following information provides data on all (academic, senior and support) staff recruited during the period August 2022 – July 2023. The data is provided by the following protected characteristics: disability; ethnicity; sex; religion or belief; and sexual orientation. For each protected characteristic, the data is broken down by the following three stages of the University's recruitment process: application; shortlisted; and appointment.

During the period August 2022 - July 2023, 6,244 applications were received for positions at the University of Huddersfield. Of these applicants, 1149 were shortlisted and 305 appointed. The average days from advert to offer was 56 (56, 2021-22) and the average number of applicants per vacancy was 17 (13, 2021-22).

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

Disability¹



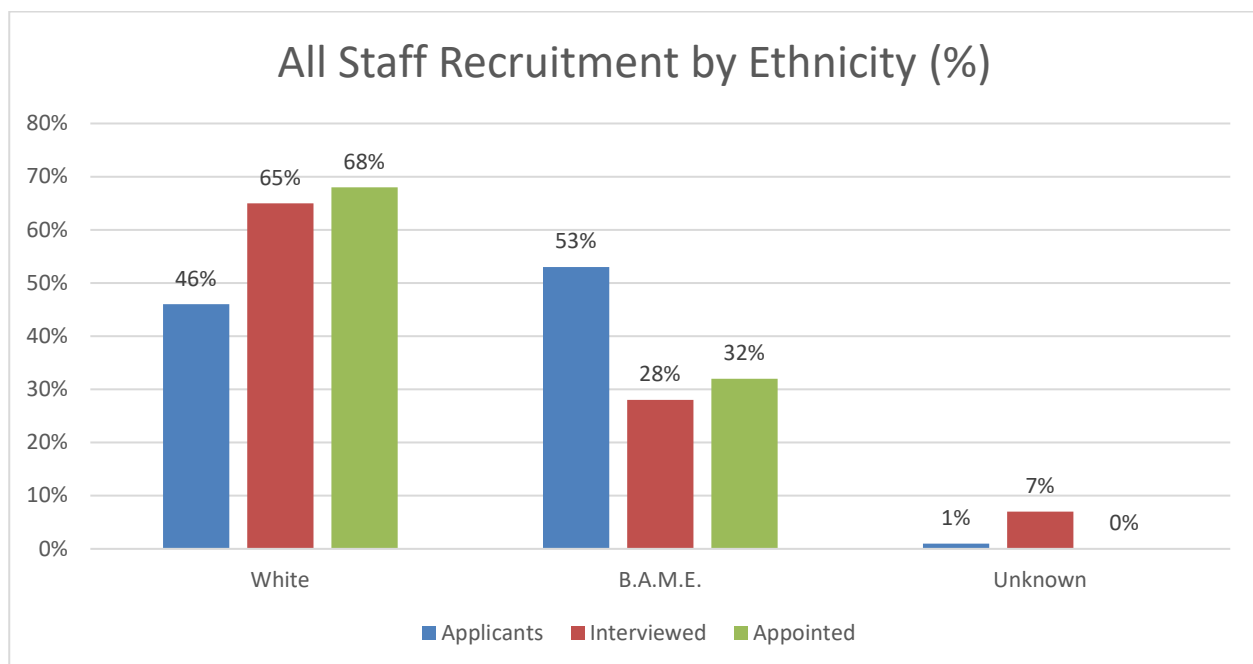
	Yes	No	Prefer not to answer
Applicants	7%	93%	0%
Interviewed	24%	76%	0%
Appointed	14%	86%	0%

Commentary

During the academic year 2022-23, 7% of **applicants** (7%, 2021-22; 5%, 2020-21), 24% of those **shortlisted** (30%, 2021-22; 23%, 2020-21) and 14% of those **appointed** (21%, 2021-22; 23%, 2020-21) declared a disability.

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

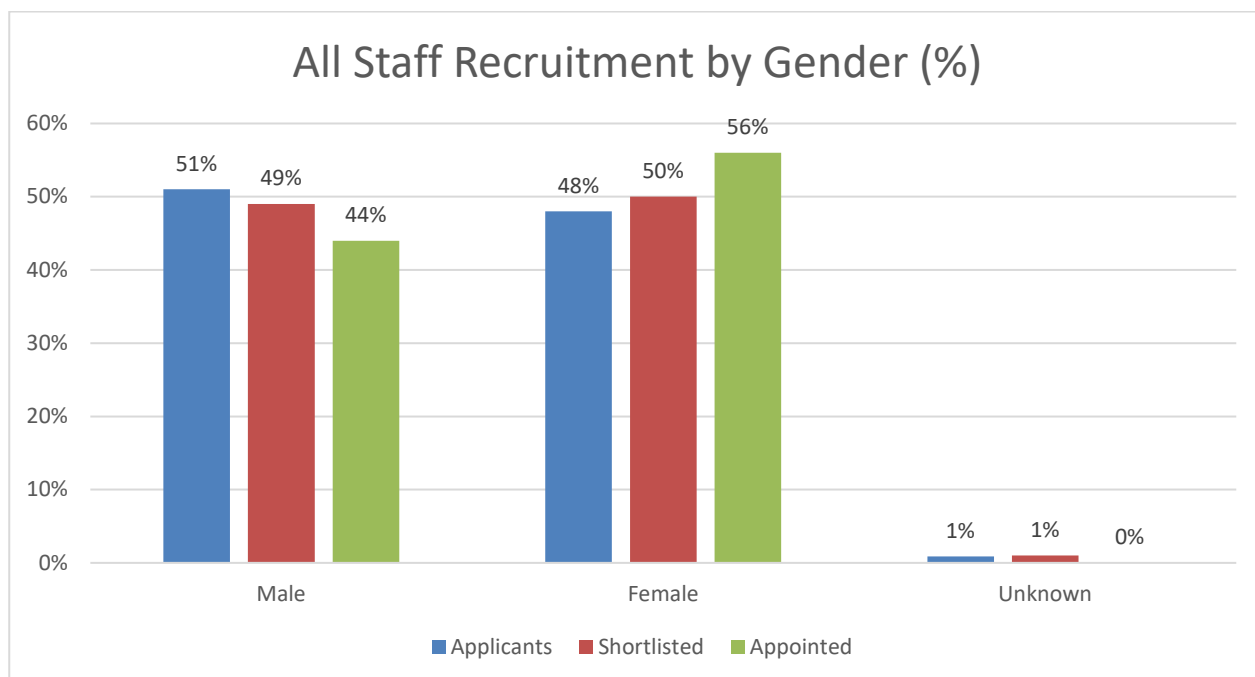


	White	B.A.M.E.	Prefer not to answer	Unknown
Applicants	46%	53%	3%	1%
Shortlisted	65%	28%	0%	7%
Appointed	68%	32%	0%	0%

Commentary

During the 2022-23 academic year, 53% of **applicants** (42%, 2021-22; 37%, 2020-21), 28% of those **shortlisted** (33%, 2021-22; 39%, 2020-21) and 32% of those **appointed** (21%, 2021-22; 35% 2020-21) declared their ethnicity as Black, Asian, Mixed or Other.

Sex



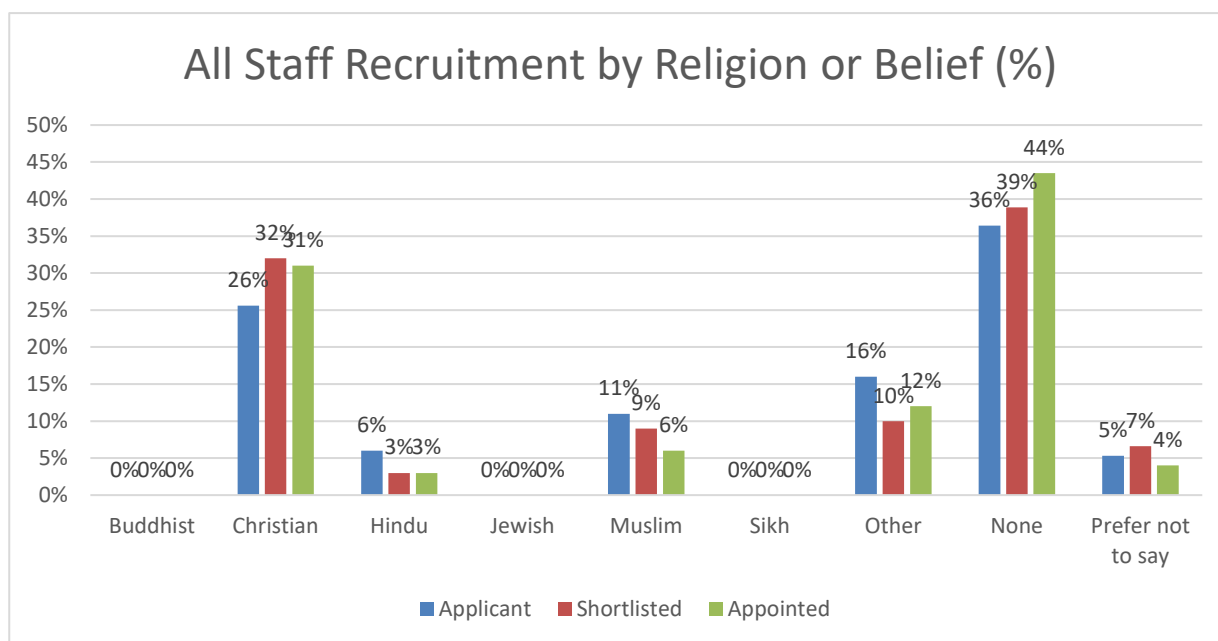
	Male	Female	Unknown
Applicants	51%	48%	1%
Shortlisted	49%	50%	1%
Appointed	44%	56%	0%

Commentary

During the academic year 2022-23, 48% of **applicants** (51%, 2021-22; 50%, 2020-21), 50% of those **shortlisted** (55%, 2021-22; 49%, 2020-21) and 56% of those **appointed** (64%, 2021-22; 58%, 2020-21) were female.

51% of **applicants** (48%, 2021-22; 49%, 2020-21), 49% of those **shortlisted** (45%, 2021-22; 50%, 2020-21) and 44% of **appointments** (36%, 2021-22; 42%, 2020-21) were male.

Religion or Belief

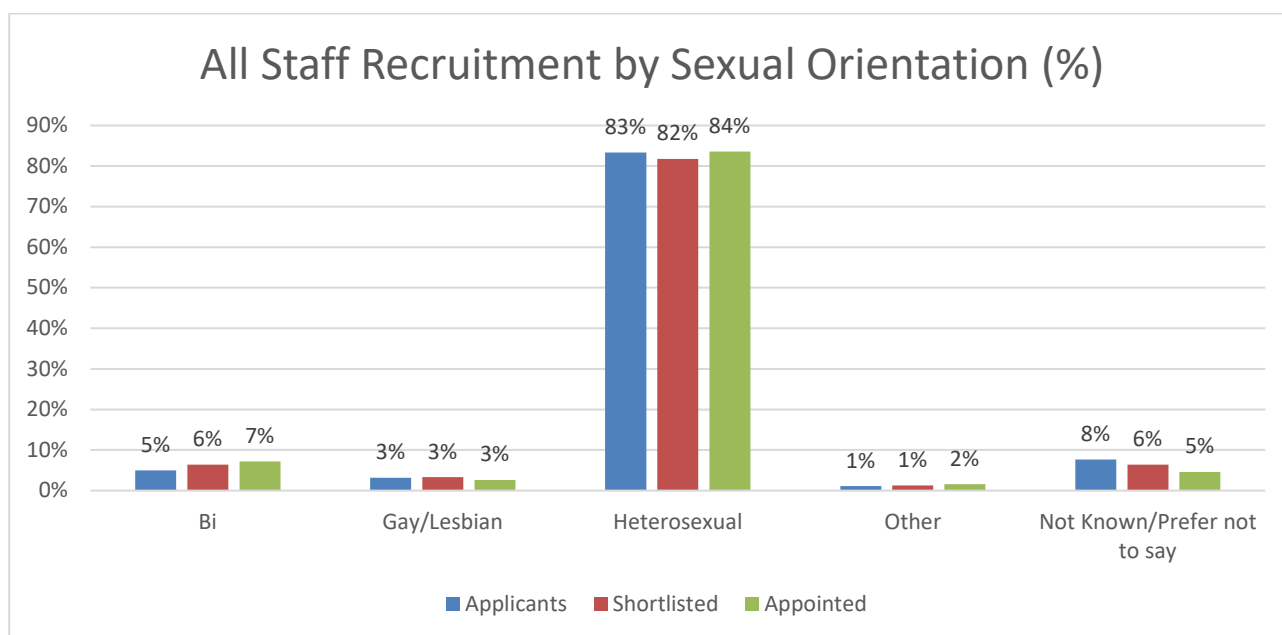


	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to answer
Applicants	0%	26%	6%	0%	11%	0%	16%	36%	5%
Shortlisted	0%	32%	3%	0%	9%	0%	10%	39%	7%
Appointed	0%	31%	3%	0%	6%	0%	12%	44%	4%

Commentary

During the academic year 2022-23, 36% of **applicants** stated that they had no religion (37%, 2021-22; 38%, 2020-21), 26% were Christian (24%, 2021-22; 26%, 2020-21) and 11% were Muslim (20%, 2021-22). Of those **appointed**, 44% declared that they had no religion (37%, 2021-22; 38%, 2020-21), 31% were Christian (31%, 2021-22; 30%, 2020-21) and 6% were Muslim (9%, 2021-22).

Sexual Orientation



	Bi	Gay/Lesbian	Heterosexual	Other	Prefer not to answer
Applicants	5%	3%	83%	1%	8%
Shortlisted	6%	3%	82%	1%	6%
Appointed	7%	3%	84%	2%	5%

Commentary

During the academic year 2022-23, 8% of **applicants** stated they were either Gay, Lesbian or Bi (8%, 2021-22; 7%, 2020-21). 8% of **applicants** preferred not to answer this question (7%, 2021-22; 8%, 2020-21).

Of those **appointed** in 2022-23, 10% stated they were Gay, Lesbian or Bi (9%, 2021-22; 7%, 2020-21). 5% of those **appointed** preferred not to answer this question (9%, 2021-22; 7%, 2020-21).